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## INSIDE:

LOOKING AHEAD TO A POST COVID-19 INDUSTRY

RECRUITING IN A DOWNWARD MARKET

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May 2020

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**FROM THE EDITOR**

As this issue goes to press on the first day of Alert Level 2, there is a sense of finally returning to something approaching normality for the wider community.

However, health and safety protocols put in place in the construction industry will mean projects taking that little bit longer to complete, and where forward planning will be critical to meet completion deadlines.

In this issue returning columnist Mike Fox looks ahead to a post Covid-19 industry, saying that construction is in a better place than many other industries to weather the coming economic storm.

In fact, he says the irony of it all is that the best time to embark on a project is in a downturn. Read why on pages 14-15.

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# Hard times bring catalyst for change

## Chief's Chat

By CEO David Kelly



It has been a challenging time for everyone over the past few months, but I would like to acknowledge how our sector has responded — collaborating and supporting one another to ensure we can recover as quickly as possible.

It's pleasing to see politicians recognising the construction sector as a vital part of New Zealand's economy, as the country begins its economic recovery.

We are interwoven into the social fabric of New Zealand — building the homes, workplaces and communities where we live. We employ more than 250,000 workers and apprentices. This is our time to show our resilience and ability to deliver.

### Health and safety protocols

The Construction Sector Accord has brought the sector together to collaborate and deliver positive outcomes.

A key example is the new health and safety protocols for commercial and residential builders working under the Covid-19 alert levels.

We have worked with Construction Health & Safety NZ (CHASNZ) and other leading residential sector organisations to ensure workable protocols for strict physical distancing and new onsite hygiene procedures.

This is a great example of how we can work together to respond to the issues we are all facing. And it has been good to see our builders promoting and practicing these protocols on site.

### The construction sector's economic recovery

With these ways of working now becoming our new normal, our focus shifts onto economic recovery. Our sector has a big role to play.

Last year, construction was New Zealand's third largest sector, directly contributing \$19 billion to the country's Gross Domestic Product (GDP).

Residential building forms the backbone of the sector, accounting for 60% of its revenue. While the large commercial and horizontal infrastructure projects usually gain the most public and media attention, we cannot lose sight of the residential sector and the impact it has on jobs and the economy.

Government announcements have sought to reduce the impact of Covid-19 on the economy and reduce barriers to building.

Interest rates are low, and loan-to-value ratios (LVRs) have been relaxed. Property continues to be a sound long-term investment.

One way to help meet this shortage, provide consumer confidence, and help our sector as we recover from this economic shock is through the Government expanding its current assistance programmes that help Kiwis get into a new home.

First home grants and assistance for those New Zealanders whose personal situations have changed could help offset the forecasted drop in new build housing demand.

### Business resilience

Businesses need to be thinking about their resilience right now. While Covid-19 is producing significant short-term uncertainty, it is important that we begin to plan for the long term.

Across the sector, our people are our greatest asset, so the best thing businesses can do right now is retain staff.

The sector also needs to be thinking about creating sustainable cashflows, pricing jobs properly and developing robust communication throughout the chain, from the client to the gib-stopper.

The sector will not be able to build resilience without addressing the issues that have continuously impacted growth.

There is an opportunity now to build back better, for businesses to adapt, and for the sector to be more resilient — so we can continue to operate effectively during and after moments of crisis.

This is our catalyst for change.

MASS TIMBER:

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# LOWER HUTT APPRENTICE PROUD OF HIS COMPETITION SUCCESS



## LIAM CRIVELLO

LOWER NORTH ISLAND WINNER  
REGISTERED MASTER BUILDERS  
CARTERS 2019 APPRENTICE OF THE YEAR

Liam is employed by Matthew Palmer Construction, and was trained through the BCITO.

### SUCCESSES

Liam loved the opportunity to put himself outside of his comfort zone and be judged at a national competition. He was proud to take out his regional competition but was a little overwhelmed with the idea of going to the nationals.

“Thankfully the national competition ended up being a great experience. It was awesome getting to know the other competitors who are all as passionate about the trade as I am.”

### CHALLENGES

Liam’s biggest challenge was dealing with the short time to complete the project, and the pressure it put everyone under.

“The anticipation of not knowing what we were going to build really sunk in when we got to the national competition. It was hard to focus on anything else.”



### EMPLOYER COMMENTS

Matt Palmer believes Apprentice of the Year is great for supporting apprentices’ careers and helping them adapt to new challenges.

“I knew Liam would benefit massively from the competition. I was also confident he had the skills and knowledge to excel, which he of course did. I couldn’t be more proud of Liam — he represented himself, his family and our company perfectly.”

Matt is a strong advocate for taking on apprentices, as he believes it is pivotal to helping both his business as well as the next generation of builders.

“Its incredibly rewarding seeing young men or women walk into the trade with no knowledge, then teaching them and moulding them to be true craftsmen. It also adds to the culture of our company and helps bring the whole team together.  
“People decided to take me on as an apprentice, so it’s only fair we give the next generation of young people a chance too.”

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## “Seamless Restoration” Scores Surprise Win for Small Boutique Firm

### TMT Construction

National Winner

• Renovation up to \$500,000



#### Successes

TMT Construction’s Tim Moriarty and his wife were not expecting a win at the national competition. When they were announced the pair were absolutely astonished.

“When they announced our company name, it was such a huge rush of emotions and pride for us. I hadn’t prepared a speech or anything. We are a small boutique firm, so it felt like a huge win for the little guys! It just goes to show you don’t have to be a big company to succeed. It is quality that really wins in the end.”

#### Challenges

The team found handcrafting elements and matching the new to the old to be a tough challenge.

“It was issues like thinking something was standard — such as decking under the veranda — and then discovering they were 85mm wide, not 90mm. We literally had to cut off 5mm off each of the decking boards so that they properly matched the original decking. But ultimately it was overcoming these kinds of challenges which made the build so great.”

#### Judges’ comments

Judges called this home a perfect example of a great renovation that showcases what a seamless restoration can look like.

“The builders were incredibly skilled in crafting almost faultless details that appropriately matched the existing home. This home clearly demonstrates the incredible effort and passion shown between owner and builder.”

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## Attention to Detail Delivers Win for Nelson Builder

### Inhaus

National Winner

• New Home \$600,000 - \$750,000



### Successes

Inhaus' Russell Campbell was ecstatic with the win, not just for himself, but for the recognition it provided his wider team, subtrades, and client.

"We believe the home stood out because of the close consideration we put into every tiny detail. This was everything from the accuracy of negative joins, placement of fixings as well as the precisions of cutting and cladding. It all culminated to create a build that was to an exceptional standard."

### Challenges

Russell noted that a limited budget meant his team had to put a lot more thought into the execution of the build.

"Our team put a lot of consideration into the selection of our materials, and how we prioritised spending and tasks. This required close attention to every detail. Several small decisions like negative details being 5mm, not 1mm, more or less throughout the project mattered, and ultimately resulted in a successful build."

### Judges' comments

Competition judges described the home as a cut above the ordinary.

"There is a mixture of cladding materials evident in both the exterior and interior walls of the house, coupled with some great design features. The builder should be congratulated for an incredible quality of workmanship that has been achieved across all aspects of the build."

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# NZ Commercial Project Awards

Here's a first look at all of the amazing Retail category entrants for the NZ Commercial Project Awards 2020.



**1** Xiaolongkan Restaurant  
Nick Consulting Architecture Limited, Auckland

**2** Kmart Remodel  
Calder Stewart Construction, Hamilton



**3** Long Bay Village  
Naylor Love, Auckland

**4** Hello Mister Newmarket  
Nick Consulting Architecture Limited, Auckland



**5** Riverside Farmers' Market  
Consortium Construction Ltd, Christchurch

**6** New World Durham Street  
Naylor Love Canterbury Ltd, Christchurch



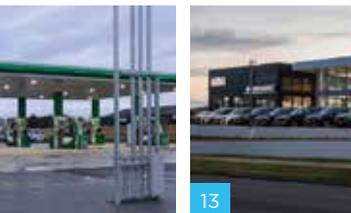
**7** New Regent St Apartment  
Dan Sanders Construction Ltd, Christchurch

**8** Botany Town Centre  
Garden Lane  
Naylor Love, Auckland



**9** Beauty and Beyond  
B J Carter Ltd, Invercargill

**10** Honda Cars  
Calder Stewart Construction, Christchurch



**11** Rolleston Square Stage 2  
Buchan Architects, Christchurch

**12** BP Connect Moorhouse Avenue  
W & W Construction 2010 Limited, Christchurch

**13** East Auckland BMW & Mini Garage  
Savory Construction, Auckland



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## Fast-track consenting will get shovel-ready projects moving

The Government has announced a major element of its Covid-19 rebuild plan with a law change that will fast track eligible development and infrastructure projects under the Resource Management Act (RMA) to help get New Zealand moving again.

Environment Minister David Parker says the sorts of projects that would benefit from quicker consenting included roading, walking and cycling, rail, housing, sediment removal from silted rivers and estuaries, new wetland construction, flood management works, and projects to prevent landfill erosion.

The changes were approved by Cabinet recently, and new legislation is expected to be passed in June.

"We are acting quickly to get the economy moving again and our people working. Part 2 of the RMA will still be applied. Projects are being advanced in time, but environmental safeguards remain," Parker says.

"We went hard and early to beat the virus, and now we're doing the same to get the economy moving too.

"The success of our health response gives us a head start on the world to get our economy moving again, and this fast-tracking process will allow our economic recovery to accelerate.

"The consenting and approval processes that are used in normal circumstances don't provide the speed and certainty we need now in response to the economic fallout from Covid-19.

"The new processes will get projects started sooner, and people into jobs faster.

"Investment in infrastructure is central to the Government's economic plan to keep New Zealanders in jobs. We have already signalled major projects as part of the \$12 billion New Zealand Upgrade project.



Environment Minister David Parker

"Ideas from district and regional councils, as well as NGOs and the private sector, will be considered.

"Job-rich projects like core infrastructure, housing, and environmental restoration are crucial to the Government's plan to stimulate the economy, and help us recover from the damage caused by the Covid-19 pandemic," Parker says.

Some large-scale government-led projects, including those in the NZTA's Land Transport Programme, will be named in the legislation to go through the fast-track consent process. Some works by government agencies will be able to start "as of right".

"Projects that help alleviate housing challenges, encourage active transport and enhance the environment are prioritised under the proposal," Parker says.

A number of "shovel-ready" projects identified by the Infrastructure Industry Reference Group are likely to be accelerated under the fast-track consenting process.

These are "ready to go" developments which

can start once the construction industry returns to normal.

Parker will determine which projects will enter the fast-track resource consenting process for public and private-led projects, with reference to criteria, and with projects named through Orders in Council.

Designations for public assets and infrastructure can also be part of this fast-track process.

The resource consent applications for these projects will be processed by an Expert Consenting Panel. Once a project is referred to the Panel there is a high level of certainty the resource consent will be granted.

The Expert Consenting Panels will be chaired by a current or retired Environmental Court judge or senior lawyer. Each panel will have a person nominated by the relevant local councils and a person nominated by the relevant iwi authorities.

The Panels will have expertise in resource management, technical project advice, environmental protection, tikanga Maori and matauranga Maori.

The panels will issue decisions within 25 working days after receiving comments on the application, although this could be increased to 50 days for large scale projects.

Existing Treaty of Waitangi settlements will be upheld, as will sustainable management and existing RMA national direction.

Appeal rights will be limited to points of law and/or judicial review to the High Court, with one further right of appeal to the Court of Appeal.

The fast-track process is designed as a short-term intervention to help with economic recovery from Covid-19, and the legislation will be repealed in two years.



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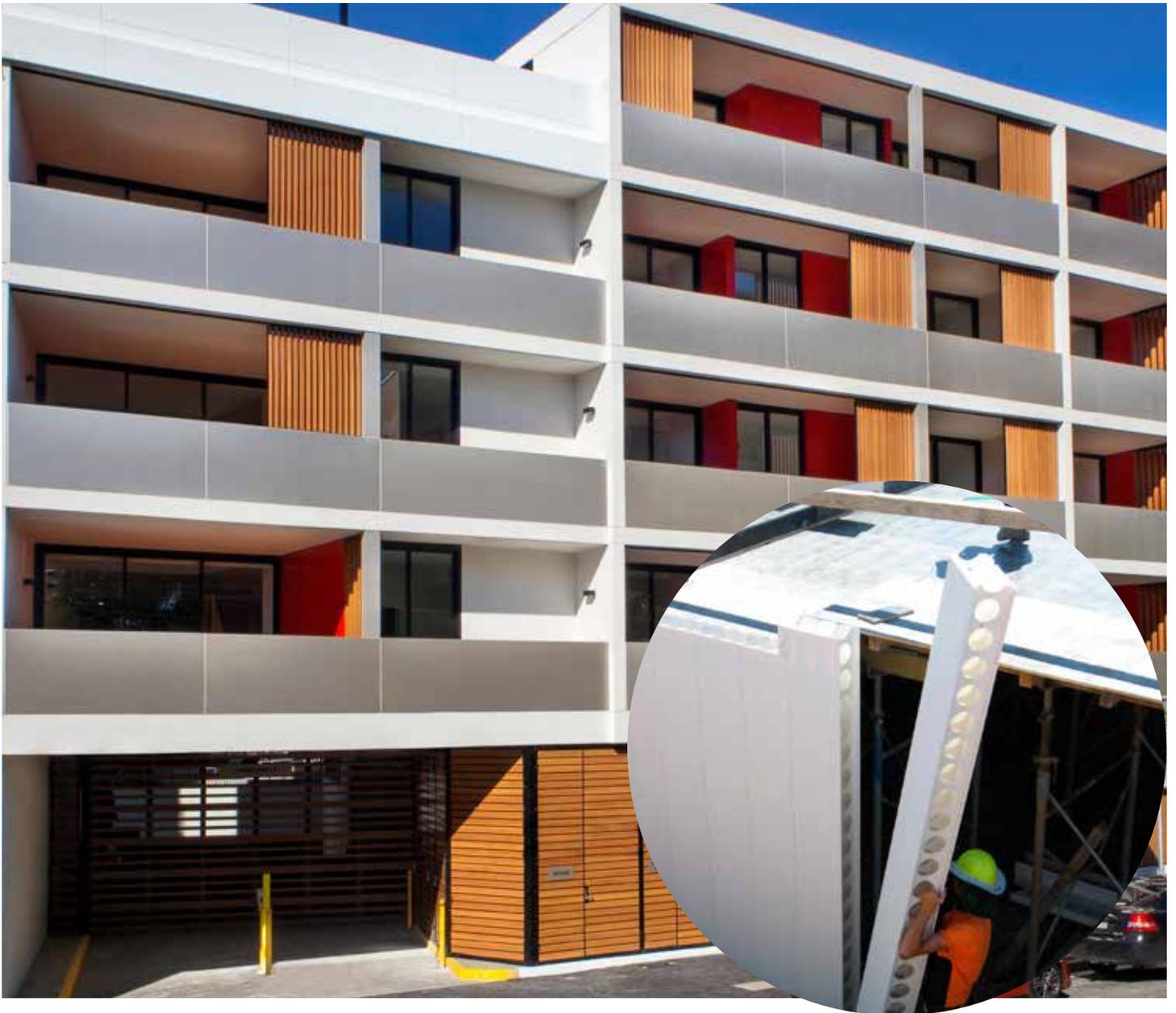
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# Covid-19: Construction Protocols Updated for Level 2

Working through Site Safe, the construction industry has released Covid-19 Vertical and Horizontal Construction Protocols for Alert Level 2.

Site Safe has been working with industry and government to update the existing construction protocols to reflect what is now permitted under Level 2.

Chief executive Brett Murray says Site Safe has been working with a cross-industry working group to ensure everyone has access to this important information as soon as possible, so businesses will have time to get to grips with what Level 2 means for them.

"The working group has been actively collaborating with government, so businesses following these protocols can be confident they are doing their bit to keep their people and the wider community safe," Murray says.

"We strongly encourage everyone to make sure they have downloaded the latest version of the protocols, which are now available on our web site and on the Construction Health and Safety

NZ web site.

"If you have any questions about what these changes mean for you, please reach out to Site Safe or your relevant industry association for advice," Murray says.

## What's changed?

Key changes to the protocols include changes to physical distancing requirements and safe travel practices.

Physical distancing:

- People working together should keep one metre physical distancing unless other mitigating measures are in place.
- When in public, people should keep two metres physical distancing from people they do not know.

What this looks like:

- When travelling for work or using a vehicle, limit the number of people per vehicle to maintain one metre spacing.

- The protocols still require a minimum of one metre separation between people at work, and a greater distance wherever reasonably possible.

- In situations where it is believed work can only be done safely and effectively within one metre physical distancing, the workers directly involved with the work must be consulted first.

- Where work can only be done safely and effectively within one metre physical distancing, then this work must only be done under the hierarchy of controls and risk management.

An example of this might involve measures such as:

- Physical barriers
- Increased hygiene and cleanliness
- Short duration of works
- Wearing additional PPE.

**For more updated information, visit:**

[www.sitesafe.org.nz](http://www.sitesafe.org.nz)

[chasnz.org/covid19](http://chasnz.org/covid19)

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# Looking ahead to a post Covid-19 industry

*Building Today* columnist and EasyBuild director Mike Fox says the aftermath of the Covid-19 crisis will be similar to the other global crises he's seen in his time in the construction industry which, he says, is in a better place than many others to weather the storm.

Here we go again, I hear myself say — entering the fourth industry downturn across my 40 years in building.

Like clockwork they come around every 8 to 10 years. And they can happen suddenly, as has been witnessed with the virus we're dealing with now.

There was the stock market crash in 1987, the Asian Financial Crisis in 1997, the Global Financial Crisis in 2007, and now in 2020, Covid-19.

There's a certain pattern to these events and their aftermath that shouldn't be ignored, and recognising and acting on this now will help put our industry in the best position to succeed over the coming months and years.

Every one of these events has had a chilling effect on our industry, as big-ticket items such as housing and new buildings tend to be easily put off until perceived better times.

One of the things I have learnt from the school of experience is that the effects of these events are not instant on our industry, but are typically deep and enduring.

## When will we feel the impacts of Covid-19 really kick in?

The real impact tends to start six months after the initial shock, with real despair kicking in about 12 months afterwards.

This despair tends to linger for two to three years before gradual improvement, and peaking again after about seven years.

The market then shows signs of overheating, and gets ready for its next readjustment.

Right now, builders will be busy trying to catch up after having five weeks taken out of their production, and adjusting to working under new Covid-19 working conditions.

They might be so busy they don't even notice that the phone has stopped ringing with easy new orders like it has done for the past few years — so work will dry up later this year as a result.

Come February/March 2021, consent numbers will have nosedived from a heady high of 38,000 this year to less than 20,000 per annum next year.



Mike Fox

That is a drop of 40% to 50% of the current volume gone out of the market, which will transpire into a smaller workforce and less training.

Unfortunately, it has been proven time and again that once trained or partly-trained young staff leave the construction industry, they rarely return. It's the ugly underbelly of the boom-bust cycle that plagues our industry.

## Who is likely to survive?

Good builders that have traditionally built-to-order will survive this downturn, albeit as a smaller, leaner organisation.

The less reputable builders who have previously survived because clients had little choice will likely be starved out of the industry.

The spec builders and ones who have forward purchased land may not fare well as their market contracts and they are faced with the financial hurdle of settling for land that they were previously on-selling with ease.

To make matters worse, the land will probably now be worth less than what they are contracted to pay; and they may also have

unsold homes that will probably need brutal discounting to reduce debt and holding costs.

It will be a challenging period, especially for those that might be overextended, or for younger industry participants who thought that the heady boom we've just left behind is the way the industry always is. The survivors will be all the wiser for the experience.

## Will your location help you?

How your market pans out will be somewhat dictated by your geographical location.

Centres such as Auckland and Wellington will be affected — but to a lesser degree than locations that were reliant on tourism and hospitality, or regions just plainly overheated with no supporting underlying employment infrastructure.

The latter could be in for very tough times as housing shortages turn into over-supply, with residents moving away to find employment.

This crisis is rather unique in that it is genuinely global, so there will be very few economic bright spots anywhere in the world.

It was also economically brutal in its arrival, in that apart from supermarkets and a few essential services, every business had to shut down with almost no warning.

Tourism and hospitality businesses may never recover, taking a big slice out of GDP and leaving many unemployed as a result.

## But it's not all doom and gloom

The construction industry is in a better place than most to weather the storm — and, indeed, we got a favoured hand in getting back to work during Level 3 and returning to some level of normal life.

Let's not squander our more fortunate position by dropping the ball around safe Covid-19 building practices.

The irony of it all is that the best time to do a project is in a downturn. Why is that? Typically, we'll see the following happen:

- Service levels increase because competition is stronger.
- Local authorities are under less pressure.

- Work-hungry subtrades suddenly discover, or in some cases, remember, that fair pricing, loyalty and service results in repeat business.
- Manufacturers will need to revise their distribution and less than transparent regional pricing practices, and suppliers will look for economies within their businesses, instead of cranking pricing up.

This all means the builder can better control his production, budgets and delivery.

So, for clients out there thinking about a project, take my advice — you will get better value and better delivery by building counter-cyclical.

I'm not joking when I say that some of the most satisfying and financially successful times for good builders are when the market is tighter.

#### NZ's opportunity to make headway into providing affordable housing

There will be a correction in the market and land prices will rightly pull back from the over-inflated levels they got to.

Clients will be re-evaluating their aspirations, and will be looking for value, amenity and efficiency as opposed to size and status.

Rather than the bespoke four-bedroom, two-bathroom, double-garaged home, they'll now work within their financial comfort zones and opt for a smaller, often predesigned energy-efficient home.

Interestingly, BRANZ quoted in its April 2020 Build magazine that 58% of new builds since 2014 have been in the top 25% of price ranges.

That means we've been building a

disproportionate oversupply of expensive larger homes, with the greatest areas of demand being affordable homes, which have been hardly catered for.

A now not-fit-for-purpose Resource Management Act (RMA) and accordingly high land prices have created perverse market conditions where it is very difficult to create affordable housing.

When are we going to wake up? The system is broken and skewed towards providing homes that do not match demand. Sounds like the subject for another article, so watch this space!

## The irony of it all is that the best time to do a project is in a downturn.

They say you should never waste a good crisis when change is overdue and much needed, so what could the Government do to buffer some of the economic headwinds?

I liken the conditions we face in New Zealand now to what it must have been like in the 1940s.

We needed a lot of affordable housing and we needed a lot of employment for the returned forces.

The answer was dealt with very pragmatically by the government of the day. They took tracts of land, put in infrastructure, and built robust modular housing that created the homes and employment needed.

If New Zealand wants affordable housing, it's not going to come from traditional routes through the private market. The spectacularly failed KiwiBuild initiative lays testament to that.

However, a brave and forward-thinking government would do exactly what our forebears did, and sidestep the RMA and obstructive local authorities to just get on and create the housing needed.

Undoubtedly, one of the best economic stimulants at this time would be to increase residential construction. Even Sir Roger Douglas is espousing this.

The employment and trickle-down impact it has on the economy is far reaching.

This quote from the PWC 2011 report *Valuing the Role of Construction in the New Zealand Economy*, which I believe stands true today, tells us everything we need to know:

"For every dollar invested in construction, three dollars of activity are generated across the economy, making it one of the most stimulatory sectors."

The answers are there like a flashing beacon for producing the housing, employment and economic stimulus New Zealand will need to recover from this.

But whether the politicians can grasp the opportunity will be the difference in how long New Zealand stays down in the doldrums.

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

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# Warm, efficient buildings should be highest priority

With the Government poised to massively fund infrastructure, now is the time to upgrade the country's largest commercial and government-owned buildings to the highest energy efficiency standard.

Warm roof and insulation expert John Simmons of Nuralite says as a country we need to seize the moment and invest in our existing buildings.

"With its enormous portfolio of properties — from offices to schools to hospitals — the Government is in a prime position to take the lead and upgrade to Net Zero energy," Simmons says.

"Before we install another wind turbine or dam another river, the number one priority for this country should be to focus on energy-efficient buildings.

"Upgrading our stock of commercial buildings is something we can start doing today that will have huge energy savings for decades."

Beca building scientist Shaan Cory estimates that if the 1200 largest commercial buildings



The New Zealand Green Building Council has published The Zero Carbon Road Map for Aotearoa's Buildings to document a process to raise the standard of New Zealand's buildings.

over 3500 sq m were upgraded to Net Zero energy it would save the electricity used by 330,000 homes.

It would also save money and reduce the country's greenhouse gas emissions.

"The saved energy could be used elsewhere in New Zealand to power other energy consumers (for example, electric cars or digital infrastructure), or not used in order to reduce

climate change-related greenhouse gas emissions," Simmons says.

To be Net Zero, a building must only consume energy from renewable sources or, at least, match imported energy from greenhouse gas-producing sources with onsite renewable generation.

Net Zero buildings typically feature a combination of insulated warm roofs and walls, solar shading, optimised glazing, energy-efficient lighting and heating, passive cooling and solar panels (photovoltaic generation).

The New Zealand Green Building Council has published *The Zero Carbon Road Map for Aotearoa's Buildings* to document a process to raise the standard of New Zealand's buildings. This has the complete support of Nuralite.

"As a CarboNZero-certified company, we are committed to helping New Zealand build better. 100% Net Zero Energy buildings should be New Zealand's goal, and with a warm roof system and other upgrades this is totally possible," Simmons says.



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Typical applications:

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 Kitchens        Changing Rooms  
 Laundry          Vanity/Mirror Surrounds

### Colours available:



\*Only available in DumaWall+ tiles.

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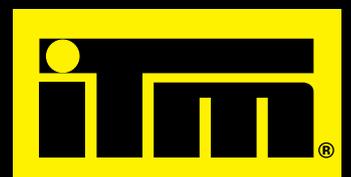
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## Proposed legislation aims to give better protection against late payments

A perennial problem for subcontractors and smaller operators in the construction sector may be about to find a solution.

New legislation is being proposed which aims to reduce the stress and financial hardship caused by late payments to small businesses.

Minister for Small Business Stuart Nash is considering stricter rules around payment practices between businesses.

"Late payments from large organisations to smaller suppliers can be crippling for these businesses," Nash says.

"I am prepared to legislate if necessary to set

minimum standards for payment terms. I have released a discussion document which sets out options for further action.

"Late payments impede business growth yet are common. They are often imposed on a small business by larger enterprises which have greater bargaining power.

"Late payments effectively force small suppliers to be a source of free credit.

The proposed action on late payment practices and oppressive payment terms is the latest government initiative designed to make the business climate easier and fairer for small and medium enterprises.

## Zombie concrete comes alive!

A "Frankenstein-like" concrete capable of healing its own cracks and absorbing carbon dioxide could be used in Australia's construction and defence industries.

The new "living concrete", being developed by researchers in the United States, is at the forefront of a new class of low-carbon, designer living building materials or LBMs, according to a recent article in the *New York Times*.

Minerals in the new material are deposited by microbes that capture energy through photosynthesis, a process which, unlike the production of regular concrete, absorbs rather than emits carbon dioxide.

Structural engineer and head of the research project, Wil Srubar, says these photosynthetic

bacteria give the product a distinctive green colour — "it really does look like a Frankenstein material."

The concept is based on incorporating biology into concrete, enlisting bacteria to help build blocks of the material, and keeping them alive so they make more later on.

While the bacteria gradually begin to die out, blocks are still "alive" after a few weeks, and have the potential to be rejuvenated when again exposed to high temperature and humidity.

The US defence department, which funded the original project, has shown interest in using the reproductive ability of LBMs to aid construction in remote or austere environments.

## Bunnings closures

Bunnings Warehouse has recently announced the proposed closure of seven stores, affecting 145 staff.

Stores earmarked for closure include the Ashburton Warehouse, the Hornby and Hastings Trade Centres and four smaller format stores in Cambridge, Rangiora, Te Awamutu and Putaruru.

The announcement comes after a network review and due to the "challenges of the recent trading environment," the retailer says.

Bunnings New Zealand director Jacqui Coombes says the company's absolute priority is the welfare of the 145 affected team members.

"This news is understandably upsetting, and we will be working closely with our team during the consultation period to discuss their individual circumstances, including redeployment to other stores if possible," Coombes says.

First Union organiser Kirstin Miller says affected workers were in shock as the news had come out of the blue.

"It's an awful thing to be going through, particularly right now when other employment options are going to be pretty few and far between," Miller says.

The Bunnings statement said other factors beyond the lockdown had contributed to the decision, including lease arrangements, individual store performance, and the suitability of locations. Some of the stores were always intended to be temporary.

A review late last year saw Bunnings close three smaller format stores at Te Aroha, Waikanae and Paeroa.

Consultation with staff at affected stores will now begin. Pending the outcome of the consultation period, the seven stores would close by the end of June, with customers being redirected to their nearest alternative.



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Sutton Tools is a family-owned business that has been manufacturing for 103 years in Australia, and at the local division for 58 years at Kaiapoi, just north of Christchurch.

In New Zealand, more than 50% of the products sold are made either side of the Tasman. Most will be familiar with Evacut drill bits and sets that are made at Kaiapoi.

Up to 70,000 a day are produced when the factory is operating at full steam — and the company is well supported by local industrial/trade supply, hardware and fastener specialists.

Many tradies in New Zealand have already made a conscious decision to give preference to NZ-made products — and feedback shows that they are willing to shop around to get Evacut drill bits.

Making products in New Zealand and the Australasia/South Pacific area has great benefits for regional economies.

It helps secure supply chains with quality product, employs and trains skilled staff, contributes important export revenue for the country, and has a wide-reaching impact due



to the spending with the other trades and services required to keep large factories running.

Sutton Tools says thanks for your ongoing support, and we hope you will continue to support NZ Made and our Aussie mates.

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# Top tips for choosing cladding

Cladding sets the scene for the rest of a building, enhances street appeal and makes a statement.

But looks aren't everything, and a poor choice of cladding for a project can lead to future problems.

What's available? What should be considered before making a decision? Here's a basic summary on the most common cladding types used on buildings in New Zealand.

## What to consider

Aside from the visual impact of cladding, there are several important factors to take into consideration.

The cost per square metre is the first thing most people will think of when choosing a cladding type, but also important is the durability of the materials and the maintenance they will require over the years.

A low-cost option now may mean a high overall cost when maintenance is factored in.

Other points to consider include:

- Thermal efficiency.
- Environmental impact of the cladding material.



*This livable garage combines timber weatherboard and steel cladding.*



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- Fire rating.
- Speed of erection.
- Location of the build (high wind speeds, snow, earthquake and coastal risks).

## What types of cladding are available?

### Roof cladding:

The most common roof cladding used on buildings in New Zealand is steel. Other roof cladding options include concrete tiles, ceramic tiles, slate, shingles and more.

### Wall cladding:

#### Steel cladding

- The most commonly used cladding on Coresteel Buildings projects.
- Comes pre-painted with a large range of colours available.
- Benefits include being strong, lightweight and durable.
- Generally the most cost-effective solution for wall cladding.
- Low maintenance — washing required as per maintenance schedule.
- Compared to other cladding types steel is not considered to provide good insulation as a stand-alone covering. A thermal break combined with insulation will improve the insulation properties.
- Quick to erect.

#### Weatherboard cladding

- Weatherboards can be made from a variety of materials, including reconstituted hardwood, timber, vinyl, plywood, plastic, steel or fibre cement.
- Style-wise, weatherboards create a classic look.
- Mid-to-high cost due to added wall framing needed.
- Can be painted any colour.

- Maintenance requirement: dependent on the type of material. Timber is high as washing and repainting is essential, while maintenance of man-made materials will be much lower.
- Low-to-medium thermal efficiency.
- An environmentally-friendly choice for most material options.
- Time to install: labour intensive.

#### Timber cladding

- Extremely versatile, with various uses to create different visual effects.
- Mid-to-high cost due to added wall framing needed.
- Can be painted any colour.
- Maintenance requirement: high — washing and repainting essential.
- Great thermal efficiency.
- An environmentally-friendly choice.
- Time to install: labour intensive.

#### Concrete (precast/blocks/poured) cladding

- A popular choice due to modern look and versatility.
- Cost depends largely on the application and can be expensive.
- Can be painted any colour, and be smooth,

textured, polished, sandblasted and more.

- Maintenance requirement: low — washing needed.
- Excellent thermal efficiency.
- Fire rating: high.
- Time to install: dependent on the construction method.

#### Brick cladding

- A traditional choice with a wide range of colour, textures and patterns.
- Low-to-medium cost for building materials.
- Maintenance requirement: low.
- Thermal efficiency: good — dependent on type of brick and thickness.
- Relatively environmentally friendly.
- Time to install: labour intensive.

#### Stone cladding

- Creates a classic, natural look. Often used as a feature, rather than to clad an entire building.
- High cost, although simulated stone is cheaper than natural stone.
- Maintenance requirement: low — washing required to maintain a quality look.
- Natural stone is not environmentally friendly (not a renewable resource).
- Thermal efficiency: good — dependent on type

of stone and thickness.

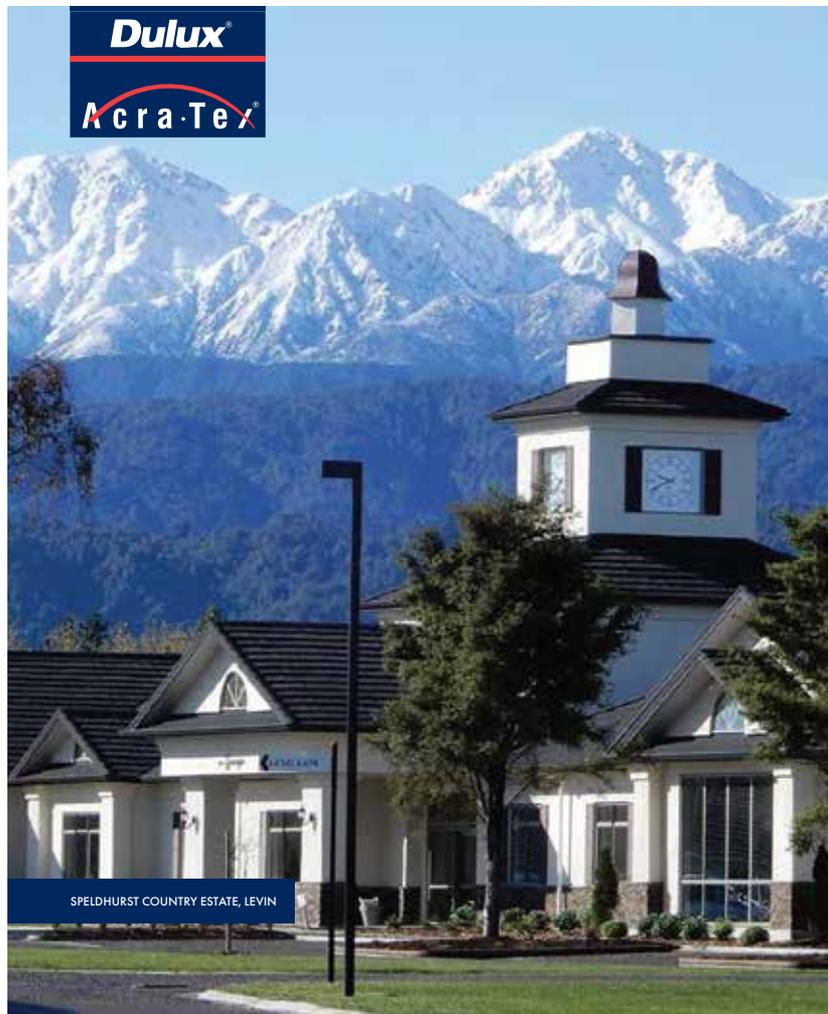
- Time to install: very labour intensive.

#### Monolithic cladding

- Developed a bad reputation from the mid-1990s when leaky homes became a major issue in New Zealand.
- Creates a smooth appearance, and includes solid plaster (stucco), texture-coated fibre cement sheets, and Exterior Insulation and Finish System (EIFS).
- Cost is mid-to-high (dependent on the material used).
- Can be painted any colour.
- Maintenance: Highly dependent on the material used.
- Thermal efficiency: dependent on the material used.
- Time to install/apply: labour intensive.

#### Other wall cladding options

- Structural insulated panels (SIPs).
- Prefinished metal.
- Aluminium joinery.
- Architectural features.



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# From trainee chippy to Happy Hour

## Ryman construction workers down tools to help residents

As an apprentice working at Ryman Healthcare's Devonport construction site in Auckland, Lanson Teura was gradually working his way through a detailed tasklist to become a qualified carpenter.

That came to a grinding halt when New Zealand entered into Level 4 lockdown on March 26, prompting all of the retirement village operator's Kiwi construction sites to close down.

Since being founded in 1984, Ryman has pioneered in the sector with its approach of designing and building its own retirement villages in New Zealand and Australia.

That meant the company was able to quickly redeploy workers from its 10 construction sites, offering 23-year-old Teura and the rest of the construction team a temporary alternative in one of its 36 villages.

"I got a call asking if I wanted to help out at the villages, and I said yes, I'd love to be able to help. I wasn't doing much at home!" Teura laughs.

With residents advised to remain in their apartments or townhouses and unable to head out to get their own supplies, the number of deliveries to their doors increased exponentially, and the village operations teams needed more hands on deck.

Living just down the road from Evelyn Page Retirement Village in Orewa, Teura offered to pitch in there, and found the four weeks just flew by.

### Kitchen and deliveries

"I worked in the kitchen on Sundays and Wednesdays, and then the other three days I did deliveries, helping to deliver groceries and parcels to all the residents and their Happy Hour bags once a week.

"It was real fast paced which made the time go quickly."

More than two-thirds of the nearly 200-strong construction team were in a position to help and, consequently, jumped at the chance, a response described as "humbling" by Ryman NZ construction manager Paul Blackler.

"To see them step up, I've been really humbled by their willingness to serve," Blackler says.

"What's come through strongly is Ryman's sense of community — that we're all one team, albeit with different functions."



*Lanson Teura was working his way towards become a qualified carpenter at a Ryman Healthcare retirement village in Devonport — until Level 4 lockdown struck, and he found himself redeployed as a helper for the residents of another Ryman village near where he lives in Orewa.*

Blackler says for many in the team it provided a "tremendous learning experience", going from working on the large, complex construction sites to seeing a fully-finished and operational village which usually included townhouses, multi-storey apartment blocks and hospital facilities — insight that would "pay dividends down the track".

### Pretty special and emotional

For others it had been a moving experience.

"It's been quite emotional for some, to see what has to be done in the villages on a daily basis. It's pretty special."

As well as deliveries and the dishes, tasks could include general maintenance and security, to restrict visitors to the village.

Fred Cleaver, senior site manager at Ryman's Linda Jones Village on River Road in Hamilton, rostered 12 of the team to help residents at the operational part of the village next door, plus its long-established village on the other side of town, Hilda Ross.

"We've all been blown away by the amount of support and care that head office has given

us," Cleaver says.

"And so everyone just jumped on board saying 'what can we do for the company?'"

For Cleaver and Teura, the level of safety required for all tasks was "an eye opener", but Teura says the extreme measures taken were essential for protecting the residents, and reassuring for his parents, sister and the two foster children who share his bubble.

"There was a lot of sanitising. We wore masks the whole day and kept our two-metre distance. My family were pleased to hear how safely we were doing things," he says.

He also enjoyed the response from residents, who told him how grateful they were to receive the help.

"They were pleased to see us, and told us how happy they were that we were helping."

Having job security in such unusual times was an incredible relief, he says.

"Before I was at Ryman I was a subcontractor, so I didn't get holiday pay or anything. I'm really thankful I'm with Ryman and we still have work. And we get our normal wage, not just 80%."

# delivery



And with 22 sites in Ryman's landbank, Teura is confident he will kept busy for a few years yet!

Regional operations manager Lynn Charlton says the help from construction had been "invaluable".

"It would have been overwhelming with having to man security and all the additional deliveries, so we really thank them for coming to our rescue.

"It's good to know the wider Ryman family is all doing their part."



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## Keep an eye on your building site 24/7

Spy Tower building site security cameras are now available in the North Island.

In the week before the Covid-19 Level 4 lockdown, Spy Tower opened its new branch in Hamilton. The branch will service builders not only in the Waikato, but also Bay of Plenty and Auckland. With the motorway link bypassing Huntly now open, it is now an easy commute to Auckland, co-owner Corey Barron says.

Spy Tower has strong links with the Waikato region. Barron, who runs the business, started Adfence Temporary Fence in Hamilton 10 years ago, and business partner Warren Gatland is coach of the Chiefs Super Rugby side.

After first establishing the business in

Canterbury and Otago in mid-2019, they had some good results with both of the security cameras they offer builders during the construction phase.

The Spy 90 camera is a huge deterrent to people walking onto building sites at night, with its sensor floodlight being activated and all the action being recorded by the camera.

A simple-to-use app lets builders self monitor, and look at previous footage if something has gone amiss at their building site.

Cameras are solar powered and sit upon a 4m pole — and hence, do not need any services or resources from builders.

Both the Spy 90 and Spy 180 cater for



residential and commercial sites at competitive rates.

As an introductory offer at the Hamilton branch, Spy Tower is offering free installation to builders for the entire month of June.

Contact Corey Barron on 021 725 979.

[corey@spytower.co.nz](mailto:corey@spytower.co.nz)

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

## The simple workforce management solution for SMEs and builders

Ensuring your workforce is safe onsite, and being aware of best practice in these Covid-19 times, has never been more important.

The cost of compliance is something that many smaller business owners are only too aware of. Often it's more than just another item on their balance sheet — they want to do the right thing for their employees.

Aside from meeting their duty of care, they want to ensure their people are aware of what they need to do to meet these standards and look after their own well-being.

SeeMySite is an NZ Workforce Management Software service designed with the smaller business owner in mind, and specifically for organisations that don't have an IT department, or a massive budget.

The software provides a simple real time view, via a dashboard, that monitors:

- Sites with active workers.
- Notified events (hazards or incidents).



- Alerting for overdue workers.
- Site hazard/compliance notification.

Director Tony Day says having been involved in workforce management software for years, the company saw an opportunity to create something to meet the needs of smaller blue collar companies, when the Health & Safety at Work Act came into being.

"Most people only use a fraction of the functionality that large and complex software products deliver. So at SeeMySite we focus on simple software, which meets the needs of everyday people doing everyday jobs," Day says.

The software allows new sites and workers to be added, after which a simple invitation will be sent to the worker, enabling them to

register their mobile phone for the service. Workers will then be able to:

- Log when they arrive and leave a site.
- Record job notes.
- Report any site hazards or incidents.
- Receive site hazard or compliance notices when logging in to the site.

The business owner is then able to view this live information on a simple dashboard on their PC or mobile. Time sheet info for sites and workers is available, and can be exported for payroll.

It is also possible to set up subcontractors to ensure that PCBU requirements are being met. Best of all, the service is "Opt in and Opt out", meaning that businesses can register month to month if required.

SeeMySite has a free one-month trial for up to five workers, so the opportunity exists to see how the service works before going further.

[www.seemysite.nz](http://www.seemysite.nz)

[sales@seemysite.co](mailto:sales@seemysite.co)

# That can't be right can it?

Architect Don Bunting this month describes why some buildings and building elements seem to look and work better than others.

The science of measuring the size and proportions of the human body (called anthropometry) goes back as far as the first century, and a Roman called Vitruvius.

The use of anthropometry in designing everything from furniture to machinery is called anthropometrics, the science of movement.

Anthropometry has a somewhat unfortunate reputation as it was once used to reach false conclusions on racial differences.

Nevertheless, it is the basis of what we all do safely and well, from designing a stepladder to the cockpit of a passenger jet.

## Leonardo da Vinci

The Vitruvian Man is a drawing by Leonardo da Vinci in about 1490, based on the work of Roman architect Vitruvius.

It is of a male figure standing in two superimposed images with arms and legs drawn in two different positions.

The figure is standing inside a circle and a square, and is sometimes referred to as the Canon of Proportions.

The drawing is based on the ideal proportions of a man and how this relates to spatial geometry.

In his book *De architectura*, Vitruvius wrote that the human figure is the main source of proportion among the classical orders of architecture.

He also wrote that the ideal body should be eight heads tall. As my head is 23cm high, my 184cm height may be Vitruvian, but I'm not sure about the rest.

## The golden mean

Euclid, sometimes called Euclid of Alexandria (4th Century BC), was a Greek mathematician who is recognised as the "father of geometry".

He was the first person to study the properties of what is now known as the Golden Ratio or Golden Mean.

This appears in the dimensions of a regular pentagon which may be cut into a square and a smaller rectangle each with the same aspect

ratio. In mathematical terms —  $a+b$  is to  $a$  as  $a$  is to  $b$ .

The golden ratio has been used to analyse and supposedly lay out the proportions of buildings such as the pyramids and the Parthenon in Athens, establishing why some proportions are more pleasing on the eye than others.

The ratio has also been used to analyse man-made systems such as financial markets; this based on rather dubious use of the data.

The golden ratio appears in nature, including the spiral arrangement of leaves and other plant parts. Many artists have used the ratio in the layout of their paintings to create something more pleasing to the eye.

## Le Modulor

Swiss-French architect Le Corbusier, principal designer of Chandigarh, the replacement capital for India's Punjab region following partition from Pakistan, incorporated his own theories of the Golden Rectangle into his book *Le Modulor*.

The book is used by many architects as a resource for determining the most pleasing and practical proportions for building elements.

Le Corbusier's theories are complex, and understanding them is not helped by his focus on comparing the "natural" feet and inch system based on human proportions against the "artificial" but more precise and mathematically-useful metric system — based on a metre being a forty-millionth part of the meridian of the earth.

He also notes that "creation" of zero is the cornerstone of the metric system and modern mathematics.

At its simplest level, the Golden Rectangle is in the proportion of 1 to 1.618, described by mathematicians as phi, or the Golden Number.

There is also a tenuous link between phi and pi (3.14159...), that mysterious and strangely imprecise constant we learned about at school.

So what does this all mean? You have a window that is 1 metre high. If you then make it 1.618 metres wide it is more likely to look in proportion and be pleasing to the eye.



## Myths and legends

Sometimes what seems to have some deep mathematical and aesthetic meaning can prove to be more prosaic.

Frank Lloyd Wright's Gordon House in Oregon State is recognised as the last of Wright's Usonian house designs and, for that reason, is studied in great detail by architectural savants.

Wright was approached by *Life Magazine* in 1938 with an offer to submit a house design for "typical American families".

This became the Usonian House, first employed for The Schwartz House in 1939 in Wisconsin, although Wright had been experimenting with the Usonian approach on the Jacobs House in 1937.

More than 60 Usonian house designs were produced by Wright.

The Gordon house contains many uses of an angle of 15°, including the edges of kitchen benches and furniture, and the angle at the bottom of each weatherboard.

Many architectural critics commented on the deep significance of the angle, and how it added significantly to the building's appeal.

However, the reason was not complex mathematics and aesthetics but just a bit of playfulness by Wright.

Apparently Mr Gordon was asked in a light-hearted manner where his favourite place to sit was, and he said it was in his old Chevrolet truck.

Wright sent an apprentice to measure the truck's seats, and it was discovered that they were on a 15° angle.

Wright then incorporated that angle into built-in seating and then every edge throughout the house.

What may seem to have some deep philosophical meaning can often turn out to be just a bit of fun.

# Covid-19: Leasing of commercial premises

Timothy Bates of Auckland law firm Legal Vision discusses how a fair rent reduction might be legally negotiated if you found you could not use your commercial premises during the Covid-19 crisis.

In this month's article, I write about an issue that may well be relevant to construction businesses that rent commercial space.

One of the key questions that has been concerning lawyers amidst the Covid-19 pandemic is what impact it has upon a tenant's responsibility to pay rent to landlords.

Certainly, back at Level 4 there would have been many construction businesses which would not have been able to access their leased commercial premises — and certainly not have been able to continue their core business.

The general position under a commercial lease is that a tenant must continue to pay rent and is prevented from exercising any right of set-off against the landlord.

The tenant is typically required to bring a separate claim against the landlord for a claim that rents ought to be reduced, generally by way of arbitration. But Covid-19 has brought unprecedented times, and it is apparent that the legal position has been affected.

The two legal concepts that have relevance in this instance are primarily "frustration" and, to a lesser extent, "force majeure".

Frustration can be summarised as applying in circumstances where a contractual obligation has become incapable of being performed, because the circumstances in which performance is called for would render it a thing radically different from that which was undertaken by the contract.

Force majeure clauses are contractual mechanisms to deal with the events which are beyond the reasonable control of a party.

The "no access" provisions contained in the latest versions of the Auckland District Law Society (ADLS) lease are examples of this type of clause.

Clauses 27.5 and 27.6 of the ADLS Sixth Edition 2012 Deed of Lease may give some relief to tenants as against the effects of Covid-19. These clauses fall under the head "No Access in Emergency".

They provide for a rent reduction in certain circumstances where a tenant is unable to access the leased premises in an emergency, and a right of termination if the non-access is to continue for an extended (agreed) period.

Their origin came about during the Canterbury earthquakes where access to some buildings was limited, even where no damage had occurred.

It is highly likely (where you are renting premises pursuant to this form of lease), that these clauses will be held to apply at Level 4. This is because:

- Covid-19 is an emergency, as the definition includes "epidemic".
- Tenants have been unable to gain access to fully conduct the tenant's business from the premises.
- The reason that tenants could not gain access is because of the safety of the public or the need to reduce or overcome any hazard or harm.

Once the no access threshold was met, it follows that a fair proportion of the rent and outgoings shall cease to be payable for the no-access period.

## What is a fair proportion of the rent and outgoings?

A "fair proportion" is likely to vary according to the facts and circumstances. Factors that may be considered could include:

- The balance of the lease.
- Whether it is for bare land, retail, offices, warehousing or industrial sites.
- Whether the tenant is able to conduct business remotely using servers or other equipment based at the premises.
- Value inherent in the premises even while not in use, including storage, goodwill (associated with a particular site) and continuity.
- Rights of termination if the non-access continues.

Whilst factors such as the tenant's ability to trade remotely/the impact on the tenant if it were required to pay the rent/the impact on the landlord if rent were withheld, may be relevant to the matrix in which the landlord and tenant are negotiating, they are not factors that typically would be considered in determining



what is a fair proportion of rent to be paid.

Landlords and tenants should seek to reach agreement upon what ought to be paid for Level 4 and Level 3 Covid-19 impacts.

There will be situations where agreement is not able to be reached. Typically, the dispute resolution processes retained in standard leases such as arbitration may prove too costly for resolving these issues, where non-access is limited to 4 to 6 weeks.

Significantly though for tenants, the No Access clause enables rent abatement before embarking upon arbitration under a standard ADLS lease.

There are two other prevalent types of commercial leases (BOMA/Property Council leases). At least in the Property Council lease, rent abatement may apply where premises are "substantially inaccessible", albeit, this must be determined by the landlord.

The most recent Property Council lease also applies an abatement which is limited to the level of insurance compensation that the landlord obtains in the circumstances.

The reality is that landlord and tenant need to look beyond the monthly rental obligation when considering what a fair reduction in rent might be.

The goal of retaining a good landlord/tenant relationship which, if fairly managed, could survive the many years to come, should outweigh any short-term gain involved in ensuring the rent is met in full (from a landlord's perspective), or that a large discount is applied to ease current cashflow constraints (from a tenant's perspective).

**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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# Covid-19: Swing those hammers . . . the world is not ending

Terry Sage of Trades Coaching New Zealand says please don't believe everything you read or see or hear about Covid-19.

I, like most of you, have been bombarded with Covid-19 information over the past two months.

It comes mostly via email — the rest comes via every news bulletin on radio and television, every newspaper (if you still buy them that is), Herald on line, Facebook and every other way possible, with somebody contributing their tuppence worth.

For the most part it's boringly repetitive. I'm not saying it's not relevant because it's all about a very topical subject that's caused world closure — but there's only so much to report.

So why do we get 86 versions of the same 16-word tidbit that's just been quoted by the high and mighty.

The answer is that's what they get paid to do — they report, and they report in their own way or the way their respective employees demand.

And that, folks, has been the way of journalism for centuries. So what's getting my knickers twisted?

Let me tell you why I'm so "wedgied" about this — and this has certainly been peaking throughout the lockdown.

We have a whole new sector of journalism

— the lonely bored worker stuck in their bubble with access to a keyboard.

They think they have the right to tell the world their own views on every 16-word tidbit they read from the 86 journalists who reported what they heard from the high and mighty person.

It's like the world is really, really bored, so let's play a mass game of Chinese whispers.

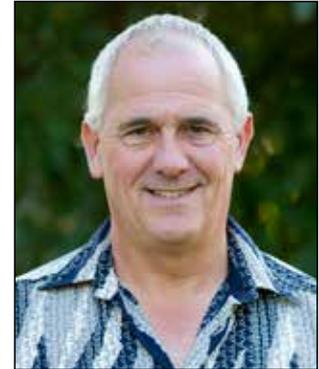
Actually, if China had whispered a bit earlier late last year we might not be in the situation we are now but, hey, that's how rumours and world wars start.

Back to my twisted undies, of course everybody has a right to their opinion, and they can share it with whomever they want to — unless you live in Wuhan City that is. Stop it now, get over it.

So if it's news and it's relevant and it's being reported by paid reporters and it's the keyboarder's constitutional right to put their spin on it, why should I be concerned? Let's face it, I'm a nobody.

Well, it all started a few weeks back when a chap I know and respect, have shared a board table with and who is normally worth listening to, sent out a rather lengthy Facebook post.

I read it because I knew the name and respect



his words. It consisted of around 200 words of doom and gloom — the world's ending and we will never do business the same way again blahdy blahdy blah.

I despise sensationalist journalism. I can just about stomach the professionals doing it, as that's what sells newspapers apparently — but not local business leaders, as it just creates unnecessary uncertainty in a time where we need constants and stability.

Honestly, I do have a point to this page, and that is "please don't believe everything you read or see or hear about how the world or business world especially, will be different, and how we will never go back to the 'good old days'."

We are not naive enough to think there won't be change. Of course there will, but at this stage there is not a single person on this planet, or not on this planet for that matter, that can honestly say "hey folks, life will be like this tomorrow".

Because tomorrow changes rather quickly at the moment, so life's just a work in progress.

This magazine is targeted to tradies, so I can reasonably say that most of you will have a job to go back to and plenty of work to get on with. Yes, it might take a short while to settle down, but the construction sector will recover.

So get up in the mornings, have some brekky (because that's important), go to work and swing those hammers — the world is not ending.

Our lives must, and will, go on. Yes, one day we will even be allowed to go fishing, diving and play outside properly again!

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THE BUSINESS SIDE OF CONSTRUCTION

# Recruiting in a downward market

Building Recruitment managing director Kevin Everett explains why, although it might be surprising to many, it is a good time to recruit staff during this current economic downturn.

First, I want to wish all *Building Today* readers good health in person and in business during these troubled times.

Should you be looking to recruit in this current downturn? Some may think I am mad to suggest that now is a good time to be looking for staff. I am not, and it is.

Why I hear you ask? Simple. Look at your current staff and then grade them A, B, or C:

- The As are those you cannot do without in your business.
- The Bs are those steady workers, but just do what is expected of them.
- The Cs are those who you need to push, can be unreliable at times, or quality is just not up to the standards you require. But during a shortage you put up with them to keep you ticking along.

Now, how about once you have made your list you start searching for upgrades.

Start with the Cs. They either step up under the risk of losing their job in such a market, or you replace them with a higher quality person.

Once you have worked on your Cs, start the process of replacing the Bs with As, and you will come out of this Covid-19 crisis stronger than you entered it.

You can also use this downtime to look at taking those Bs and Cs, and training them and talking with them about your expectations.

Remember, during this time people will be concerned, so if they do not react positively to your trying to lift the bar, then the decision has been made for you.

The major risks you will experience when recruiting during this period are:



- Being inundated with applicants.
  - Companies may already have removed their Cs and you're left fishing in that pool.
  - You lose your As or Bs to other employers with a similar strategy and who may be targeting your staff.
  - Not having a true understanding of what you're looking for.
  - Not having a thorough interview process or the ability to filter through so many applicants.
- We are all being told during this lockdown that now is the best time to upgrade systems and processes as well as training.

So why not staff?

It can be daunting going through this process, but Building Recruitment is here to help.

Things are extremely difficult during these times for many business owners and, as a business owner myself, I share your pain.

As a result, I have looked at ways Building Recruitment can help, so I have developed the following new offerings to help support our industry:

- Deferred payment on permanent recruitment services with up to six months' interest-free payment structures to help cash flow. (Conditions apply).
- Hourly rate recruitment options for services such as:
  - Writing and placing job adverts (job advertising fee additional).
  - Screening applications and professionally declining applicants.
  - Setting up interview times.
  - Conducting and presenting professional verbal references.
  - Completing pre-employment checks, including fast-track Ministry of Justice checks (less than five working days).
  - Presenting and negotiating employment terms and contracts.
- Free webinar training on how to conduct a strong interview process.
- Free webinar support for staff you are having to let go, on how to write a strong resume, and how to get the best from an interview.
- Labour Hire solutions, including project management and estimation staff.

We are always here to support you, and I am open to anyone calling to get advice, so please feel free to contact me.

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# Building Consents Information

For All Authorisations, March 2020

Dwellings	\$1,297,460,000
Domestic Outbuildings	\$12,884,000
<b>Total Residential</b>	<b>\$1,310,343,000</b>
Non-residential	\$432,890,000
<b>Total All Buildings</b>	<b>\$1,743,234,000</b>
Non-building Construction	\$31,570,000
<b>Total Authorisations</b>	<b>\$1,774,803,000</b>

## Number of new dwellings consented

	Mar 2020	Feb 2020	Mar 2019		Mar 2020	Feb 2020	Mar 2019
Far North District	20	31	28	Horowhenua District	20	25	22
Whangarei District	37	29	38	Kapiti Coast District	22	10	14
Kaipara District	22	22	23	Porirua City	59	42	30
Rodney District	73	86	62	Upper Hutt City	13	35	32
North Shore/Albany Wards	271	248	389	Lower Hutt City	20	52	43
Waitakere Ward	101	134	58	Wellington City	36	162	74
Auckland Wards	295	243	251	Masteron District	26	10	28
Manukau/Howick Wards	205	308	137	Carterton District	10	12	4
Manurewa-Papakura Ward	177	159	140	South Wairarapa District	5	3	6
Franklin Ward	65	54	72	Tasman District	15	35	38
Thames-Coromandel District	29	29	29	Nelson City	17	24	109
Hauraki District	12	10	10	Marlborough District	24	14	29
Waikato District	71	65	49	Kaikoura District	3	3	4
Matamata-Piako District	9	35	19	Buller District	2	4	3
Hamilton City	110	136	181	Grey District	2	3	4
Waipa District	50	50	52	Westland District	3	5	4
Otorohanga District	3	0	6	Hurunui District	7	8	16
South Waikato District	4	4	6	Waimakariri District	27	44	77
Waitomo District	3	1	4	Christchurch City	252	209	241
Taupo District	22	17	23	Selwyn District	139	134	100
Western Bay of Plenty District	29	27	29	Ashburton District	11	12	8
Tauranga City	94	141	89	Timaru District	18	17	25
Rotorua District	6	17	17	Mackenzie District	8	16	10
Whakatane District	16	4	19	Waimate District	0	5	2
Kawerau District	0	0	0	Chatham Islands Territory	0	0	0
Opotiki District	1	2	0	Waitaki District	8	13	9
Gisborne District	5	3	9	Central Otago District	24	22	24
Wairoa District	1	2	1	Queenstown-Lakes District	166	120	267
Hastings District	28	62	32	Dunedin City	27	41	32
Napier City	10	52	21	Clutha District	9	4	10
Central Hawke's Bay District	3	10	5	Southland District	17	14	7
New Plymouth District	51	67	27	Gore District	5	1	0
Stratford District	2	6	1	Invercargill City	13	13	10
South Taranaki District	12	8	3	Area Outside TA	0	0	0
Ruapehu District	0	3	3				
Whanganui District	15	14	14	<b>Total</b>	<b>2904</b>	<b>3285</b>	<b>3180</b>
Rangitikei District	5	0	3				
Manawatu District	15	26	8				
Palmerston North City	20	51	38				
Taranaki District	5	1	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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hit the Competitions link and correctly answer the Building Today Trivia Question to go into the draw to win a double pass for a Go Kart session at Hampton Downs, Waikato, or Highlands, Cromwell!

Congratulations go to Regan Lawton of Palmerston North, who won the Senco SpeedDrive worth \$795.

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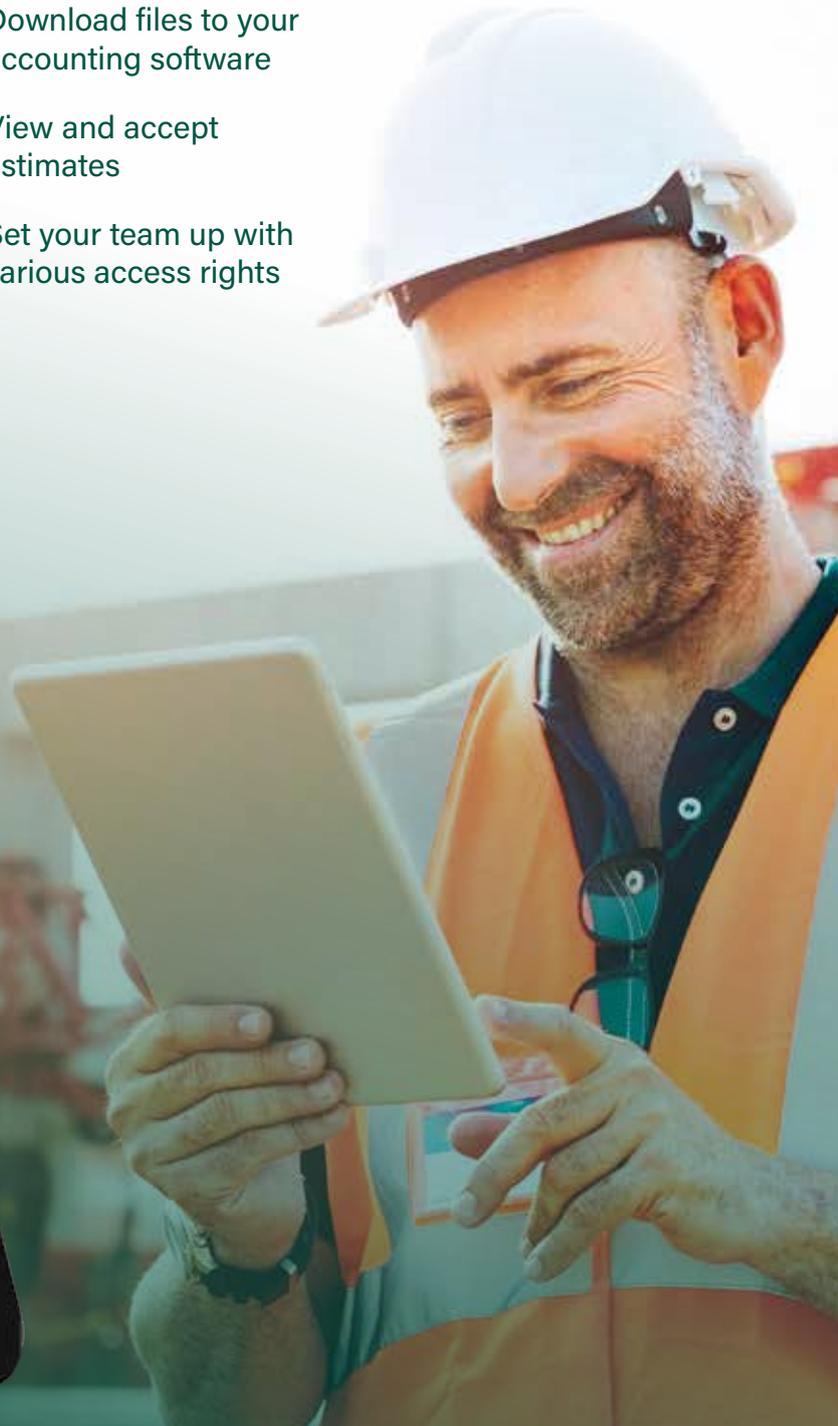
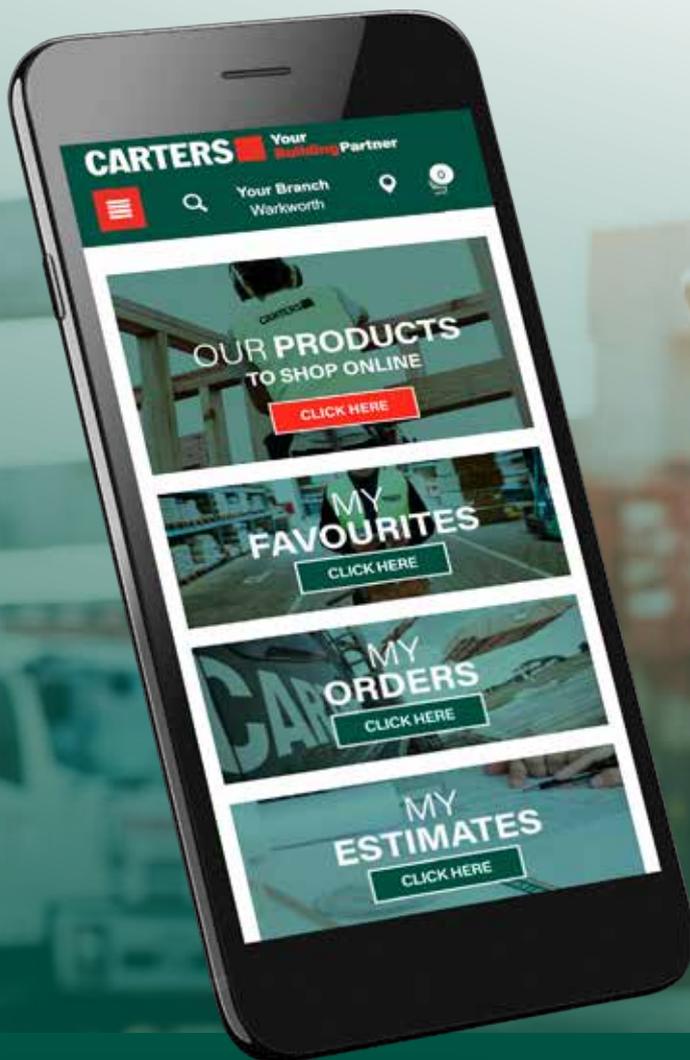
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