

# BUILDING TODAY



THE OFFICIAL MAGAZINE OF THE REGISTERED MASTER BUILDERS ASSOCIATION

VOLUME 30 NUMBER 11

DECEMBER 2020

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

REGISTERED MASTER BUILDERS

## HOUSE OF THE YEAR 2020



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NZCPA: AMAZING  
DESIGN AND  
STRUCTURAL  
EXCELLENCE AT  
ST BEDE'S COLLEGE

CELEBRATING  
30 YEARS  
OF BUILDING  
EXCELLENCE

Win a Jorgensen  
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ALSO INSIDE:

INDUSTRY TRAINING: WHAT IS ROVE AND CONCOVE? > DISPUTE NUMBERS INCREASE

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**FROM THE EDITOR**

It's been a trying year, but in this issue we celebrate the best in residential and commercial building, with coverage of the RMB 2020 House of the Year competition and the NZ Commercial Project Awards 2020.

The silver lining in the Covid-19 cloud has been the huge investment and increase in the sign-up of apprentices. Read more about this, and more details about the big changes underway in the delivery of trades training in our Apprentices/Training feature.

*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, and we'll see you again in February.

**Andrew Darlington, Editor**

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1-year subscription (11 issues): \$57.50  
ISSN 1171-0225 (Print)

ISSN 1171-1264 (Online)

# Covid-19 — the personal and economic impacts will be felt for a long time to come

However, the Christmas holiday period is always a great time to set goals and plan how you will achieve them.

By RMBA president  
Kerry Archer

2020 — the end is in sight and what a year it has been.

I am almost certain that no one had in their 2020 business plan the words pandemic or Covid-19 but it has certainly been one of the more interesting years that we have encountered so far.

I was looking back through my diary and found my notes from a staff meeting we had just before lockdown. I had written that, worldwide, there were 350,000 cases and 15,000 deaths.

At the time of writing, there are 62,882,389 cases and 1,463,107 deaths — and while these numbers are better than what was originally predicted, it is still very sobering, and the effects worldwide have been significant.

## Lucky to be living in NZ

We are so lucky to be living in New Zealand. While we had a lockdown to contend with earlier in the year, you don't have to look too far to see that the rest of the world is still grappling with this virus.

The personal and economic impacts will be felt for a long time to come.

I know during the lockdown period I was personally quite worried about what the outcome of this virus was going to do to my business.

Even with all the crystal ball gazing in the world, I never would have predicted that the construction industry would have come through this as well as it has.

Talking to other builders around the country, everyone seems to be in the same boat, with good current workloads and upcoming projects into next year looking strong.

This industry can be a fickle business, and the boom and bust cycle has always been one of the tougher things to negotiate.

We all struggle to ensure we have enough work in front of us and, at times, that forward



workload can look daunting.

This is true of not only builders, because all our subcontractors are in the same boat.

People are spending their holiday money, interest rates are the lowest we have ever seen, and house values are increasing, giving people the equity to borrow for renovations or upgrades.

This means that there will be hold-ups on jobs, having to wait on subbies, and issues with materials that are getting harder and harder to source.

Bathroom fittings, light fittings, joinery and appliances are all starting to become scarce, and while it is great to be busy, now is the time to be proactive in the planning of your workloads to ensure client satisfaction.

## Communication vital

Word of mouth and referrals are the best form of advertising that you can have, and that no amount of money can buy.

So many times the negative feedback that I

hear about this industry all revolves around communication.

A simple phone call or email to a client explaining what's going on will negate most of these issues.

People are quite understanding if they know what's happening. If there is a potential hold up then communicate that — and remember to go to the client with solutions, not problems, regarding these hold-ups.

One of the best pieces of advice I was given when I first started managing clients was "if you're unsure what to say, simply tell the truth".

This has often popped into my head when I have been about to give an excuse to a client. And while the response has not always been favourable, I can always walk away knowing that I have been upfront and honest about a situation.

Planning is always important in any business. The Christmas holiday period is always a great time to look forward to next year, set goals and plan how you will achieve them.

There will always be curveballs and things that don't go to plan, but without a plan how do you know what you want?

There are a huge amount of resources online these days, and planning does not need to be complicated.

The best plans are the simple ones, and the ones that get taken out of the drawer a few times during the year, looked at and revised, to make sure you are on track. He who fails to plan is planning to fail.

## Time to recharge

So I am looking forward to our traditional and well-deserved Christmas break to recharge and spend some quality time with family and friends, and to say goodbye to 2020.

For most of us, this has been one of the most challenging and interesting years we have faced.

So I encourage you to relax, unplug from technology, and enjoy what this special country has to offer.

# YOUNG GUN EARNS NATIONAL APPRENTICE OF THE YEAR 2020 TITLE



## THOMAS O'BRIEN

REGISTERED MASTER BUILDERS  
APPRENTICE OF THE YEAR FOR 2020

Thomas is employed by Beacon Construction, and was trained through the Building and Construction Industry Training Organisation (BCITO).



### SUCCESSSES

At 20 years old, Thomas was one of the youngest competitors. Despite this, he outperformed the other apprentices to win the national title. He found the competition incredibly rewarding, both from the skills he was able to learn and the opportunity to meet some great people.

"There were many aspects of the competition I really enjoyed. Meeting other apprentices and the support we gave each other at the Nationals was fantastic. It has also been great to meet the judges, sponsors, and all the other people associated with our industry throughout the different stages of the competition."



### CHALLENGES

Thomas fully embraced the pressure the competition offered, which tested both his practical building expertise and his interview skills.

"The practical challenge at Nationals proved to be a really enjoyable experience. It built on the abilities I already have, but the added time pressure and having to use materials I didn't have experience with using was a tough test. The biggest challenge for me was the interview stage. It was a shift from the day-to-day tasks of reading plans and building that I'm used to. That said, I went into it with plenty of preparation."



### EMPLOYER COMMENTS

Beacon Construction Managing Director Pieter Oosterbaan knew Thomas would be an excellent candidate to put forward for the competition.

"Thomas is a keen and dedicated member of our team and shows real promise. His attitude is his greatest asset. His calm nature helps him accept failure as well as success. None of us do everything right every time, but striving to do the best you can and learning from mistakes is how we all succeed. Thomas is always able to maximise what he has learnt, and uses this to carry him through any challenge. I saw all of this as something that would make him a great candidate for the Apprentice of the Year competition."

"His performance in the competition was great. He was quite nervous at times, but he always had it under control and never let it slow his progress or his desire to do the best he could."

### JUDGES' COMMENTS

All three judges were incredibly impressed with Thomas's performance throughout the competition.

"Thomas demonstrated a broad range of skills from managing builds, relationship with clients, and skills on the tools. Thomas had with him at the competition his Grandfather's toolbox that was made for him when he was 11. He was brought up beside a craftsman in his Grandfather's workshop, and this legacy shone through in the practical challenge."

"Thomas is a true all-rounder and he should be very proud of himself. He will be an asset to our industry in the years to come."

PRINCIPAL PARTNER

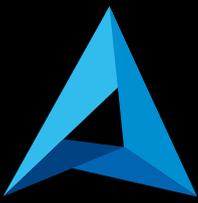


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# THIS YEAR'S WINNERS

The quality and variety of projects entered in this year's Commercial Project Awards was truly excellent. We would like to congratulate all our winners for 2020.

## Registered Master Builders Supreme Winner for the 2020 New Zealand Commercial Project

St Bede's College Chapel and Performing Arts Centre, Christchurch  
- Naylor Love Canterbury

## Special Award

Highfield Woolshed, North Canterbury  
- DPA Architects

## Innovation Award

Nelson Airport Terminal  
- Naylor Love Canterbury

## Value Awards

### Commercial Project under \$2 million Award

Beauty and Beyond, Invercargill - B J Carter

### Commercial Project \$2 million - \$5 million Award

New Regent St Apartment, Christchurch  
- Dan Saunders Construction

### Commercial Project \$5 million - \$15 million Award

St Bede's College Chapel and Performing Arts Centre, Christchurch - Naylor Love Canterbury

### Commercial Project over \$15 million Award

Christchurch Town Hall Conservation Project  
- Hawkins

## National Category Winners

### Civic Project Award

Nelson Airport Terminal  
- Naylor Love Canterbury

### CARTERS Commercial Project Award

The B:Hive (Smales Farm Building 5), Auckland  
- Leighs Construction

### Resene Commercial Fit Out

HEB Construction, Auckland - Unispace

### Construction Marketing Services Education Project Award

St Bede's College Chapel and Performing Arts Centre, Christchurch  
- Naylor Love Canterbury

### Altus Window Systems Health Project Award

Te Omanga Hospice, Lower Hutt, Wellington  
- Armstrong Downes Commercial 2012

### Heritage and Restoration Project Award

Christchurch Town Hall Conservation Project  
- Hawkins

### Industrial Project Award

AgResearch PC2 Glasshouses,  
Palmerston North - Isles Construction

### Winstone Wallboards Residential Project Award

Betts Apartments, Nelson  
- Scott Construction

### Retail Project Award

Riverside Farmers' Market, Christchurch  
- Consortium Construction

### PlaceMakers Tourism and Leisure Project Award

Four Points by Sheraton Auckland  
- Russell Property Group  
& Dominion Constructors

## Gold Award Winners

### Civic Project Award

Nelson Airport Terminal  
- Naylor Love Canterbury

### CARTERS Commercial Project Award

Airways Air Traffic Control Facility, Auckland  
- NZ Strong Group

Bowen State Building and NZ Defence House  
Fitout, Wellington - LT McGuinness

The B:Hive (Smales Farm Building 5), Auckland  
- Leighs Construction

### Resene Commercial Fit Out

HEB Construction, Auckland - Unispace

### Construction Marketing Services Education Project Award

St Bede's College Chapel and Performing Arts Centre, Christchurch - Naylor Love Canterbury

Rabbit Patch Preschool, Christchurch  
- Avon Dickie Construction

University of Waikato Tauranga Campus  
- Hawkins

### Altus Window Systems Health Project Award

Southern Cross North Shore Surgical Centre,  
Auckland - Peddle Thorp

Te Omanga Hospice, Lower Hutt, Wellington  
- Armstrong Downes Commercial

### Heritage and Restoration Project Award

Catalina Bay (2 stage development), Auckland  
- LT McGuinness Auckland

Christchurch Town Hall Conservation Project  
- Hawkins

Whanganui War Memorial Centre  
- W&W Construction 2010

### Industrial Project Award

AgResearch PC2 Glasshouses,  
Palmerston North - Isles Construction

### Winstone Wallboards Residential Project Award

Betts Apartments, Nelson  
- Scott Construction

New Regent St Apartment, Christchurch  
- Dan Saunders Construction

Outlook Mission Bay, Auckland  
- Cooper & Associates

The Grace Apartments, Auckland  
- Macrennie Commercial Construction

University of Auckland Grafton Halls  
- Naylor Love Auckland



# NEW ZEALAND COMMERCIAL PROJECT AWARDS 2020

[commercialprojectawards.co.nz](http://commercialprojectawards.co.nz)

## Retail Project Award

Beauty and Beyond, Invercargill – B J Carter  
Botany Town Centre Garden Lane, Auckland  
– Naylor Love Auckland  
Honda Cars, Christchurch  
– Calder Stewart Construction  
New World Durham Street, Christchurch  
– Naylor Love Canterbury  
Riverside Farmers' Market, Christchurch  
– Consortium Construction

## PlaceMakers Tourism and Leisure Project Award

Four Points by Sheraton Auckland  
– Russell Property Group  
& Dominion Constructors

## Silver Award Winners

### Civic Project Award

Awatere Hall Renovation, Seddon –  
Scott Construction Marlborough

### CARTERS Commercial Project Award

The Rooftop, Hamilton – SJR Builders

### Resene Commercial Fit Out

BNZ Auckland Agile Pilot Space – Unispace  
Tonkin + Taylor, Tauranga – Unispace  
New Zealand Police Technology Centre, Kapiti  
– Unispace

### Construction Marketing Services Education Project Award

Baradene College Hockey Field & Music Suite,  
Auckland – Savory Construction  
Beatrice Tinsley Building, Christchurch  
– Dominion Constructors  
Medbury School (New Teaching Block 2)  
Foundation Building, Christchurch  
– Higgs Construction  
Whanganui Collegiate School – New  
Administration Building – DML Construction

### Altus Window Systems Health Project Award

Burwood Spinal Unit Extension and Upgrade,  
Christchurch – HRS Construction

### Heritage and Restoration Project Award

Whanganui Collegiate School HG Carver  
Memorial Library – W&W Construction 2010  
Highfield Woolshed, North Canterbury  
– DPA Architects

## Industrial Project Award

Archer Daniels Midland (United States),  
New Plymouth – ICL Construction (2016)  
CODA, Christchurch  
– Calder Stewart Construction  
Delegat Marlborough Vineyards Workshop  
– Scott Construction Marlborough  
DSV Sea & Air, Auckland  
– Macrennie Commercial Construction  
Pic's Peanut Butter World, Nelson  
– Coman Construction

## Winstone Wallboards Residential Project Award

Latimer Central Apartments, Christchurch  
– Street & Cook Construction  
Metlifecare Greenwich Gardens, Stage 9,  
Auckland – NZ Strong Group

## Retail Project Award

BP Connect Moorhouse Avenue, Christchurch  
– W&W Construction 2010  
East Auckland BMW & Mini Garage  
– Savory Construction  
Hello Mister Newmarket, Auckland  
– NCA Group  
Kmart Remodel, Hamilton  
– Calder Stewart Construction  
Long Bay Village, Auckland  
– Naylor Love Auckland  
Rolleston Square Stage 2, Christchurch  
– Buchan  
Xiaolongkan Restaurant, Auckland  
– NCA Group

## PlaceMakers Tourism and Leisure Project Award

All Souls Church, Christchurch  
– Higgs Construction

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# NEW ZEALAND COMMERCIAL PROJECT AWARDS 2020 SUPREME AWARD WINNER

## AMAZING DESIGN AND STRUCTURAL EXCELLENCE

This is an excellent design solution complemented by a superb construction finish which makes this a worthy Supreme Award recipient.



**REGISTERED MASTER BUILDERS SUPREME WINNER FOR THE 2020 NEW ZEALAND COMMERCIAL PROJECT, CONSTRUCTION MARKETING SERVICES EDUCATION AWARD WINNER, AND COMMERCIAL PROJECT \$5 - \$15 MILLION VALUE AWARD WINNER**

**Project:** St Bede's College Chapel and Performing Arts Centre

**Owner:** St Bede's College

**Entrant:** Naylor Love Canterbury

**Project Partners:** Lewis Bradford Consulting Engineers (Engineer), Powell Fenwick Consultants (Engineer), Rawlinsons (Cost Consultant), The Building Intelligence Group (Project Manager), Tonkin+Taylor (Engineer), Wilkie + Bruce Architects (Architect/Designer)

**Judges' comments:**

This is two distinctly interlocking building projects - burying underground to strengthen the foundations of the Performing Arts building, and a new Chapel for the school. The works were challenged by the hand digging, low height excavation, and the need to safely work around the school programme. All of which was completed with the precision and care required.

The octagonal chapel successfully completes a line of existing brick buildings of the school that face the street. It stands clear and presents all the complexities expected in the construction, with the details finely resolved, particularly the geometry to the ceiling above the nave. The plaster walls with timber beading are beautifully executed. Salvaged materials including stain glass, pews and an organ from other churches which were destroyed following the earthquake, and were refurbished and installed. The space is engaging for the students, and the octagonal space creates a break from the traditional school chapel. These two buildings were different in function, design and construction, and required a contractor with the ability to meet and implement a wide range of construction techniques.



# NEW ZEALAND COMMERCIAL PROJECT AWARDS 2020

## CATEGORY WINNERS

### SPECIAL AWARD

**Project:** Highfield Woolshed, North Canterbury  
**Entrant:** DPA Architects (Architect/Designer)  
**Project Partners:** BG Beavan Builders (Construction Company), Heritage House Relavellers (House Relavellers), Win Clark Engineering Consultant (Engineer)

#### Judges' comments:

Built in 1877, this Heritage Listed Category 1 building is potentially New Zealand's oldest operating woolshed. Significantly damaged in the Kaikoura earthquake, it required a talented project team to restore it to its former glory. Having been displaced more than 600mm, it had to be jacked, stabilised, and successfully lowered and levelled onto its new foundation. While the value of the work was modest, the technical challenges that needed to be overcome were huge.



### COMMERCIAL PROJECT UNDER \$2 MILLION VALUE AWARD

**Project:** Beauty and Beyond  
**Entrant:** B J Carter  
**Project Partners:** B J Carter (Construction Company), Daryl Burgess Masonry (Tiling), Hishon Lighting and Electrical (Electrical), Inside systems (Heating), Kensington Consulting (Engineer), McCulloch Architects (Architect/Designer), Murray Arbuckle Decorating (Painting), Robert Eunson Plumbing (Plumbing)

#### Judges' comments:

Work on this old, two-level retail building included installing extensive water and waste reticulation, with spaces to accommodate large plunge pools and spa areas and upgrading the structure from a 16% seismic rating to 100% on completion. The workmanship is impressive and is a credit to all involved.



### INNOVATION AWARD & CIVIC PROJECT AWARD

**Project:** Nelson Airport Terminal  
**Owner:** Nelson Airport  
**Entrant:** Naylor Love Canterbury (Construction Company)  
**Project Partners:** Aesculus Project Management (Project Management), bbd (Cost Consultant), Dunning Thornton Consultants (Engineer), eCubed (Engineer), Fulton Hogan (Construction Company), Gibbons (Construction Company), Studio Pacific Architecture (Architect/Designer)

#### Judges' comments:

The innovative seismic design allows the structure to absorb seismic forces with minimum long-term damage. The roof was constructed in gigantic sections in a vacant hangar, and transferred to position via the taxiway. This prefabrication demanded exacting dimensional accuracy, but allowed for faster construction and tighter quality control than might otherwise have been possible. Overall, an extraordinary effort by an extraordinary team.



### COMMERCIAL PROJECT \$2 - \$5 MILLION VALUE AWARD

**Project:** New Regent St Apartment, Christchurch  
**Entrant:** Dan Saunders Construction (Construction Company)  
**Owner:** CBD  
**Project Partner:** Wilkie & Bruce Architects (Architect/Designer)

#### Judges' comments:

This project represents what can be achieved for inner-city living. The three-storey apartment built on a north corner site presented all the building challenges expected of a small corner site plus a few unknowns. The result is a small cafe, apartment entrance and single garage on the ground floor, with a living area and two bedrooms on the upper floors. All elements have been superbly detailed, with quality materials used. The project team worked well together and this project demonstrates true value for money.



# NEW ZEALAND COMMERCIAL PROJECT AWARDS 2020

## CATEGORY WINNERS

### RESENE COMMERCIAL FIT OUT AWARD

**Project:** HEB Construction, Auckland  
**Entrant:** Unispace (Architect/Designer, Construction Company)

#### Judges' comments:

This project started from modest beginnings, with an unattractive rabbit warren of tired and old industrial buildings of varying heights and floor levels, offering minimal natural light. The final build was something quite spectacular. With an inventive design, the original structure has been converted into a set of smart, modern offices for the client. The project team has accomplished this incredible result in a very short time frame, all within a modest budget. Unispace should be proud of their smart and inventive work on this project. They are well-deserving winners of the commercial fit out category.



### ALTUS WINDOW SYSTEMS HEALTH PROJECT AWARD

**Project:** Te Omanga Hospice, Lower Hutt, Wellington  
**Owner:** Te Omanga Hospice Foundation  
**Entrant:** Armstrong Downes Commercial 2012 (Construction Company)  
**Project Partner:** CCM Architects (Architect/Designer), Kensway (Project Manager), Spencer Holmes (Engineer)

#### Judges' comments:

If you were looking for a project which is a true community, you wouldn't go any further than the new purpose-built Te Omanga Hospice. The site was constrained due to tree protection and boundary lines. However, a C shaped hospice building with 8 care beds, lounges, kitchen facilities, and an administration area was designed with considerable staff involvement. The design and ability to provide privacy, both internally from circulation areas, and external settled areas, was challenging, but the result is a credit to all.



### HERITAGE AND RESTORATION PROJECT AWARD AND COMMERCIAL PROJECT OVER \$15 MILLION VALUE AWARD

**Project:** Christchurch Town Hall Conservation Project  
**Entrant:** Hawkins (Construction Company)  
**Project Partners:** Octa Associates (Engineer), Warren and Mahoney (Architect/Designer)

#### Judges' comments:

This is an outstanding example of the large-scale restoration of an iconic Christchurch landmark, significantly damaged in the February 2011 earthquake. The council decided to repair to 100% of the new building standard, which required significant deconstruction of the existing fabric to allow large piling and excavation equipment access. Upgrades of the building services were also undertaken. A huge credit to all those involved, it is now poised to recement its role as the country's leading performing arts facility.



### INDUSTRIAL PROJECT AWARD

**Project:** AgResearch PC2 Glasshouses, Palmerston North  
**Entrant:** Isles Construction (Construction Company)  
**Project Partners:** Lab-Works Architecture (Architect/Designer), NDY (Architect/Designer), Rubix

#### Judges' comments:

A local commercial builder has embarked on a highly demanding brief with this project. PC2 glasshouses require rigorous standards for biocontainment and indoor environmental control. It was a challenge the entrant had not undertaken before. The project brought together a highly knowledgeable and talented team. This included experienced consultants and a specialist subcontractor. Thanks to a methodical approach by these parties, a highly successful result was achieved. This was a testament to the mutual respect, teamwork, and excellent communication between all project partners.



# NEW ZEALAND COMMERCIAL PROJECT AWARDS 2020

## CATEGORY WINNERS

### WINSTONE WALLBOARDS RESIDENTIAL PROJECT AWARD

**Project:** Betts Apartments, Nelson  
**Entrant:** Scott Construction (Construction Company)  
**Project Partners:** Arthouse Architects (Architect/Designer),  
CDT Consultants (Engineer)

#### Judges' comments:

This apartment block project demonstrates what can be achieved when like-minded people come together to undertake a challenging project. The 17 apartments differ in shape and size, all fitting nicely into the tight corner site. Construction challenges abounded from the wet basement for cars to lifting the many precast panels and steel frame types. The complexity and finish of the apartments is of the highest order, meeting the demands of the syndicate members and pre-purchased owners. The project is a standout for Nelson, and a model for an alternative project delivery.



### RETAIL PROJECT AWARD

**Project:** Riverside Farmers' Market, Christchurch  
**Owner:** Riverside  
**Entrant:** Consortium Construction (Construction Company)  
**Project Partners:** Creative Studios (Architect/Designer), Riverside (Developer)

#### Judges' comments:

The challenge was to bring the European farmers market concept to revitalise the CBD's retail area. A variety of tenants brought their own designs and fit out contractors, which all had to be co-ordinated throughout the main building works. This put pressure on the project management team to contain budget and programme. The inner-city site also required careful planning to strengthen the ground conditions, and manage material deliveries and pedestrian walkways. The use of sustainable materials, including rimu plank ceiling and wharf pile columns is very impressive. This is a new and exciting market addition to Christchurch.



### PLACEMAKERS TOURISM AND LEISURE PROJECT AWARD

**Project:** Four Points by Sheraton Auckland  
**Owner:** Russell Property Group  
**Entrant:** Russell Property Group & Dominion Constructors  
(Construction Company)  
**Project Partner:** Dalman Architects (Architect/Designer),  
Studio Design + Architecture (Architect/Designer)

#### Judges' comments:

Converting a 19 level, B-grade existing office building, into a 22 level, 255 room, 4.5-star hotel was always going to be a challenge. Russell Property Group and Dominion Constructors worked through all the challenges, showing excellent collaboration between the developer, contractor and consultant team to overcome these challenges and reduce any risk.



### CARTERS COMMERCIAL PROJECT

**Project:** The B:Hive (Smales Farm Building 5)  
**Entrant:** Leighs Construction (Construction Company)  
**Project Partners:** BGT Structures (Engineer), eCubed (Engineer), Holmes Fire (Fire Engineer), Jasmx (Architect/Designer), TSA Management (Client Project Manager - Xigo), Whites Associates (Client Quantity Surveyor), WSP (Engineer)

#### Judges' comments:

The way the entire team worked collaboratively to overcome the project's challenges was impressive. The largest challenges were setting out and creating the curved shaped atrium space, the formation of the timber balustrading and finding a skilled contractor to construct the spiral feature stair. The end result was a high quality, flexible, modern office building, which provides commercial space for over 850 people over 100 different tenancies. This is truly a 'modern commercial building' and is a credit to all involved.



# THE BEST Kiwi Homes and Renovations for 2020

Celebrating building excellence in New Zealand, the prestigious Registered Master Builders House of the Year competition awards the best homes, builders and craftsmen across our country for 2020.

For more information about the competition, visit [houseoftheyear.co.nz](http://houseoftheyear.co.nz).

CELEBRATING  
30 YEARS  
OF BUILDING  
EXCELLENCE

## REGISTERED MASTER BUILDERS SUPREME HOUSE OF THE YEAR

*Supreme Award*

### Triple Star Management

FOR A HOME IN CLOSEBURN, QUEENSTOWN

#### Judges' comments

This stunning holiday home designed to take advantage of the breathtaking views over Lake Wakatipu, is simply amazing.

The architect's brief was to design a large home for extended family to enjoy while holidaying in New Zealand.

Arriving at the entrance, the traditional forms reminiscent of Central Otago architecture are very obvious, and these are beautifully complemented by more contemporary sweeping rooflines and large glazing that take advantage of the beautiful vista.

Designed as a series of pavilions, the layout caters to providing numerous spaces for family to enjoy.

The attention to detail in the way the home has been meticulously crafted is a credit to the builder and his wider team of sub-contractors.

Intricate details and a wide range of beautiful quality materials have been brought together with exacting standards.





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**REGISTERED MASTER BUILDERS  
SUPREME RENOVATION OF THE YEAR**

# Haimes Building

FOR A HOME IN HILLTOP, TAUPO

**Judges' comments**

A home with much history and great bones, this successful renovation is a result of a wonderful collaboration between the owners, designer and builder, who have achieved something very special.

Some original features have been retained, and the additions sit so seamlessly you can't tell where old finishes and new starts.

The designer has cleverly put together a layout that provides easy living for the owners day to day, while creating private spaces for guests and family members to enjoy when they come over.

The addition of stunning outdoor living spaces complements the expansive open plan living.

The seamless way in which the builders have completed this property is exceptional. This team of craftsmen have created something truly exceptional, and definitely have the skillset essential to coordinate a project where the retention of character was so important to the owners.

*Supreme Award*



## CRAFTSMANSHIP AWARD

# Steve Brown Builders

FOR A HOME IN SHIRLEY, CHRISTCHURCH

### Judges' comments

This historic home was completely destroyed by the Christchurch earthquakes.

With a brief to recreate the historic features of the original building, this exceptional team of craftsmen and its amazing efforts recreated this beautiful home, using traditional methods to achieve what can only be described as a sensational result.

The attention to detail in every part of this home was to a level we have rarely seen before.

The builders have gone to great lengths to source materials and products identical to what was used when it was originally built.

This amazing team has left no stone unturned to ensure every part of this home is exactly as it was before its demise, and it will now stand proud as part of Christchurch's wonderful history.



## SPECIAL AWARD

# Steve Brown Builders

FOR A HOME IN SHIRLEY, CHRISTCHURCH

### Judges' comments

When this historic Christchurch home was destroyed in the earthquakes, the owner was determined to rebuild the home exactly like for like.

The architect's brief was to provide drawings that replicated the building right down to the last millimetre. Every aspect of this home was to be the same, from the original layout including a chapel, to all of the special materials that had been used when it was originally built.

It was so important to the owner that this special piece of Christchurch history not be lost that he insisted that no detail be changed or modified.

Traditional craftsmen including stone masons and specialist tilers, fibrous plasterers and builders using methods of a bygone era, have crafted a building that you would think was original.

Many items that were able to be recycled, were stored and catalogued to be reused in the build.

Items that couldn't be reused were sourced from all over the world, including the stunning entrance tiles which were purchased from the same company that supplied the originals.

This home is a deserved winner of this special award as this team of dedicated people have restored a part of Christchurch's history.



CELEBRATING  
30 YEARS  
OF BUILDING  
EXCELLENCE

RENOVATION UP TO \$500,000

## Alteration Specialists Manawatu

FOR A HOME IN PALMERSTON NORTH

### Judges' comments

A living room and veranda have been added at the rear of this 1930s two-storey house, and existing interior rooms and doors have been altered and relined. Matching boxed beams have been replicated to the existing and new ceilings so that you cannot see where the old ends and new begins.

Great care has been taken to recycle and reuse existing Matai flooring boards and old doors. And a new radiator heating system, as well as a log burner, has been installed to keep the house warm. This renovation has been carried out with extreme attention to detail, resulting in a seamless integration of the existing and the new.



RENOVATION \$500,000 - \$1 MILLION

## Hawke's Bay Construction Company

FOR A HOME IN BLUFF HILL, NAPIER

### Judges' comments

The well-considered reconfiguration of spaces makes this house fit for modern living. A complex structural upgrade and layout redesign has been done to this 1860s original Napier landmark. The original features have been maintained and replicated. Seamless integration of the renovations makes it near impossible to see what was altered and what was original.

The kitchen was completely relocated, a ceiling raised, and larger bi-fold doors to the patio were installed to maximise access and the fantastic sea views. The front door was repositioned, and a new laundry was incorporated within the existing house footprint. This renovation is seamless, and the workmanship is of a very high standard.



**BUNNINGS RENOVATION OVER \$1 MILLION**

# Haimes Building

FOR A HOME IN HILLTOP, TAUPO

**Judges' comments**

This extensive renovation to a 1970s home has been carefully designed to enhance the original character, while creating a home for entertaining with the luxuries of today's modern standards. Stripping the house back allowed for straightening and strengthening of the existing structure. The new roof, claddings and fit-out have been carefully constructed with great attention to detail to tie in with the existing structure. In-slab and radiator heating from the onsite geothermal bore, along with increased insulation and new windows, have completed this renovation. All workmanship was executed beautifully. This is an outstanding renovation that everyone involved should be proud of.



**NEW HOME UP TO \$450,000**

# Cove Construction

FOR A HOME IN FLAXMILL BAY, COOKS BEACH

**Judges' comments**

There are seven of these identical three-bedroom homes all lined up in a gentle arc, set in a beautifully landscaped garden and situated close to the beaches of Mercury Bay. This holiday home is an excellent example of what can be achieved for less than \$320,000. Designed as holiday chalets in a holiday park, these 90m<sup>2</sup> homes are cleverly composed. Clad with board and batten, the striking black gloss paint with its mono-pitched roof creates a relaxed holiday feeling. The entry invites you into a surprisingly large open plan dining, kitchen and living area space, with a gas fire that opens up on two sides to large timber decks which enhances its comfort and functionality with its indoor-outdoor flow. With an ensuite to the master bedroom and a separate bathroom to service the other two bedrooms, this is an immaculately presented home, and is undoubtedly a delight to holiday in.



CELEBRATING  
30 YEARS  
OF BUILDING  
EXCELLENCE

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

## David Reid Homes (Kapiti)

FOR A HOME IN FERNDALE, WAIKANAE

### Judges' comments

This striking house is well designed and sits beautifully in the Kanuka bush setting. The raking mono-pitch roof projects over the high-level windows, providing summer shading to the outdoor living. The interior features high-level raking ceilings that provide a lot of light and space.

The exterior features a corbelled bagged brick wall cladding, complemented with macrocarpa beams and very neatly fitted macrocarpa bevel back weatherboards.

The large high living ceilings are accurately clad with plywood. A feature interior timber wall has a secret door that adds an element of surprise to the room. The batten bedroom wall is effective and very well done. Painting, lighting, tile laying and joinery are all done to a very high standard. This house is the deserving category winner.



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

## LM Built

FOR A HOME IN OXFORD, STARVATION HILL

### Judges' comments

The kowhai tree was the inspiration behind this bespoke house sitting in the hills of North Canterbury. This was permeated throughout the home, from the simple yellow container-like form through to the bathroom tiles and individually-shaded colours of the internal doors. Colour is also the defining accent in this very well-crafted home. With all the walls and ceilings finished in plywood, colour in finishes and furnishings complement the excellent workmanship and craftsmanship of this distinctive home. A credit to Leo and the team at LM Built.



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

**Petersen and Barnes**

FOR A HOME IN STRANDON, NEW PLYMOUTH

**Judges' comments**

This cleverly designed house is functional and brings light and sun to the whole house. The living areas in the house are the heart of the home. Great polished concrete floors have a consistent marbled finish. Window and door joinery with complex window screens are secretly fixed and meticulously flashed. The floor-to-ceiling interior doors are fitted with precision. The plywood ceilings are immaculately fitted, and seamless ply wall linings hide a secret door. Extensive negative details at ceiling and wall junctions are consistently accurate.

The builder has beautifully fitted vertical and horizontal cedar cladding to the whole of the exterior. The workmanship on every element of this project has been completed to the highest standard.



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

**Totara Construction**

FOR A HOME IN OTUMOETAI, TAURANGA

**Judges' comments**

This family has returned to their ancestral roots, with a home designed to connect them back to the landscape, while reflecting the silhouette of Mt Maunganui in the background. Each external element has a meaning and, together, they create this stunning, peaceful home. With non-traditional details, material selections, design angles and unforgiving light, the build certainly had its challenges. The construction methodology and detailed design during construction truly shows the builder's commitment and passion for this project. Every detail has been carefully thought out and constructed. This home has been built with outstanding craftsmanship and was an absolute joy to judge. We look forward to watching the builder's career evolve and to see where it takes them.



CELEBRATING  
30 YEARS  
OF BUILDING  
EXCELLENCE

NEW HOME \$1.5 MILLION - \$2 MILLION

## Third Little Pig Homes

FOR A HOME IN OCEAN VIEW, DUNEDIN

### Judges' comments

This home succeeds at being a modern structure that complements its beach environment. Despite the build's large footprint, it manages to nestle itself comfortably into the surrounding sandhills. The home's exterior features two long horizontal layers within its structure. This mirrors the ocean horizon and establishes the main aesthetic of the home. Also evident is the exceptional cladding consisting of dark rusticated weatherboards. The floating nature of the roof planes are accentuated through the extensive use of large floor-to-ceiling glazing. The plaster and timber decks also add a beautiful contrast to the outside of the home.

The inside continues to be spectacular. There are marvellous American oak timber floors and numerous borrowed lights. These each would have been difficult to add, but their execution shows strong attention to detail from all involved. This project offered challenges at every turn, but the builders have persevered and produced an outstanding home for the owners.



RESENE NEW HOME OVER \$2 MILLION

## Triple Star Management

FOR A HOME IN CLOSEBURN, QUEENSTOWN

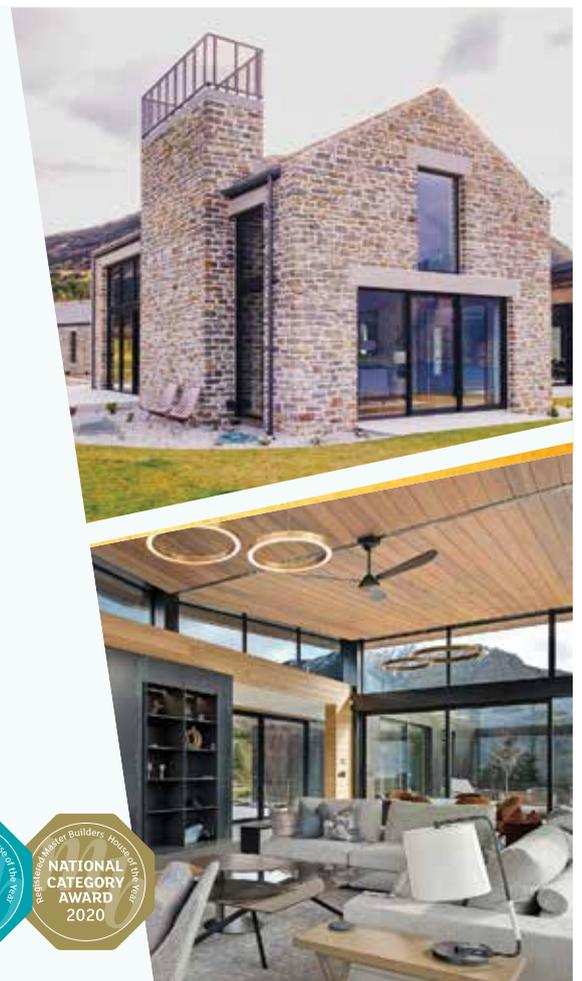
### Judges' comments

Placed on a private elevated site within Closeburn Station, this is an elegantly composed home that engages the human spirit. It's an 890m<sup>2</sup> build made up of a collection of five interconnecting pavilions centered around a sheltered entrance lobby, with simple gabled shapes. The exterior showcases materials such as stacked schist with a combination of raked mortar and bagged plastered mortar. There is also a blackened mild steel facade to the powder room and laundry link, as well as several glass panels. The flawless implementation of these details proves this build was no easy feat.

Adding to this is the host of incredible features internally. This includes a combination of superb European oak floors, marble tiles and rendered plaster. Oak and cedar make up the wall linings and doors. There are also bespoke blackened mild steel units incorporated into the two gas fires which feature in the kitchen and living room. Overall, the living spaces are composed in a balanced ensemble. The well-proportioned spaces and fantastic detailing work enhance the interior of this home.



  
the paint the professionals use



**BUILDER'S OWN HOME**

# Maddren Homes

FOR A HOME IN KUMEU, AUCKLAND

**Judges' comments**

This large, single-storey home is very well positioned to capture sun and the native bush views. A central covered outdoor area allows the owners to enjoy all seasons with a closely situated spa pavilion. Cathedral ceilings over the main living areas have been superbly crafted by the builder. The central kitchen creates a social heart to the home, with the use of textured granite tops that follow through into the bathrooms, laundry and bar area. Internal and external linings on this build have been installed to a faultless standard. This is a well-deserving winner of the Builder's Own Home Award.



**GIB SHOW HOME**

# Eden Homes

FOR A HOME IN HINGAIA, AUCKLAND

**Judges' comments**

The idea of a show home is to showcase a builder's work to the consumer. Eden Homes has mastered a masonry villa with the traditional Spanish styling designed appropriately for the New Zealand environment. The judges agreed this house is virtually faultless with exquisite workmanship – setting the bar of expectations extremely high for the visiting consumers. The house welcomes you on approach, then a simple plan unfolds as you walk through the living areas to the double height main room, with kitchen and pantry featuring a chandelier. Clear-storey windows transform the lighting throughout the day. There is a good balance between the open plan and small, cozy spaces throughout the house. The interior material palette remains in the Spanish theme with a consistent European oak floor flowing through the house, with matching doors, picture frames and a collection of antique radios. The outdoor living successfully provides a variety of private retreats around the house.



CELEBRATING  
30 YEARS  
OF BUILDING  
EXCELLENCE

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

## Jennian Homes Wairarapa

FOR A HOME IN MASTERTON

### Judges' comments

This house was very well designed specifically for a small and difficult shaped site. The living area is sun-drenched with a lovely northerly aspect. The living area and exterior doors have been carefully designed to avoid the neighbouring house and provide a lovely outlook. The wall cladding, windows and doors have been fitted with accuracy. The interior finishes and trims are tidy. The style, texture and colour of interior finishes are particularly pleasant and sophisticated. It is truly a beautiful home.



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

## Legendary Homes

FOR A HOME IN OREWA, AUCKLAND

### Judges' comments

Judges were impressed with the time frame and the cost this home was built within. Schist and cedar cladding provide a warm exterior, with an outdoor louvred area featured. The interior has been carefully built with high spec materials, fully tiled bathrooms, high skirtings, a good choice of hardware, and a well-crafted kitchen. The lighting has been considered to showcase textured wall finishes in the living spaces. Vaulted ceilings give this modestly-sized home a genuine feeling of space, crafted superbly to be a standout winner of this category.



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

**Brownie Construction**

FOR A HOME IN CHRISTCHURCH

**Judges' comments**

This sleek and contemporary duplex sits proudly in its inner-city environment. Clever use of black cladding works well with touches of rich cedar, creating a striking exterior. Close attention has been made to create sunny private outdoor spaces for the owners to enjoy that integrate seamlessly with the internal living areas. A spacious and cleverly planned interior is complemented by the overall execution of the build. This project is a clear standout in this category, due to the great collaboration between the developer, architect and builder. Well done to the team for an exceptional job.



**OUTDOOR LIVING EXCELLENCE AWARD**

**Third Little Pig Homes**

FOR A HOME IN OCEAN VIEW, DUNEDIN

**Judges' comments**

Nestled in the sandhills of Brighton Beach is a magnificent home that utilises brilliantly its surrounding environment. The double-sided, open plan living, dining and kitchen spaces benefit greatly from the site's orientation – with incredible sea views to the south and sunlight from the north.

The main living space leads out to a large, sheltered deck, which features automated roof louvres together with a large open fire. This ensures all-year-round use. On the opposite beach side of the house, there is another large deck which is available for when northerly winds pick up on the main deck. The large open plan living spaces can all be opened up to the decks on both sides of the house, providing an amazing indoor-outdoor entertainment area. Even the bedrooms utilise the outdoors, with each having their own outdoor deck and sitting area.



CELEBRATING  
30 YEARS  
OF BUILDING  
EXCELLENCE

## PLUMBING WORLD BATHROOM EXCELLENCE AWARD

# Triple Star Management

FOR A HOME IN CLOSEBURN, QUEENSTOWN

### Judges' comments

This space is beyond just a bathroom. Elegantly composed, the room encapsulates the feeling of a living space. The harmonious integration between the dressing room, master bedroom and ensuite flows seamlessly.

The choice of fittings and functions are superior, with elements including a clever double shower arrangement, bespoke double vanity, and a free-standing bath. The strategically located windows carefully frame views of the lake and surrounding mountains. The use of striking natural stone tiles from wall to floor, dark stained oak, and intricate details have clearly challenged the builder. The builders have met the challenge perfectly with an amazingly crafted space.

plumbingworld



## KITCHEN EXCELLENCE AWARD

# Triple Star Management

FOR A HOME IN CLOSEBURN, QUEENSTOWN

### Judges' comments

This kitchen offers a design that is integrated seamlessly within the established architecture. It draws in the view of the lake whilst also meeting a brief of simplicity.

The kitchen is the central hub of the home. It connects directly to the main and casual dining rooms, as well as the outdoor alfresco terrace. The room encompasses a double island that features sleek and slender detailing. Throughout the kitchen is a stylish mixture of stone, blackened mild steel, and black oak. All the modern fittings and fixtures you should expect from a contemporary kitchen are on show. This includes electricity-operated drawers and cupboards designed to align with the architectural features of the home. These are functional and exceptionally well finished.

Porcelain tile flooring makes for an aesthetically appealing assortment of colour which extends into the separate scullery. This scullery offers an abundance of storage and space for food preparation.



APL SUSTAINABLE EXCELLENCE AWARD

# Grant Stewart Building

FOR A HOME IN TAMAHERE, HAMILTON

### Judges' comments

Extensive thought has been put into the long-term function and efficiency of this home. It is orientated for the sun, efficient in shape, with great consideration of thermal mass and heat retention. The materials have all been carefully selected for low maintenance, thermal mass, heat loss reduction, increased insulation, energy efficiency, low water usage, and on-site retention.

The building envelope has been preserved. With minimum penetrations, Firth rib-raft hot edge insulation insulates the polished concrete slab, 140mm framing allowing for greater insulation to the south, and thermally broken windows have Low E Max double glazing.



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# Updated GIB Weatherline® Rigid Air Barrier Systems Now Available

Winstone Wallboards is pleased to release an update to GIB Weatherline® Rigid Air Barrier systems. The update includes:

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- 2 new fire rated soffit details including 30 and 60 minute FRR options.
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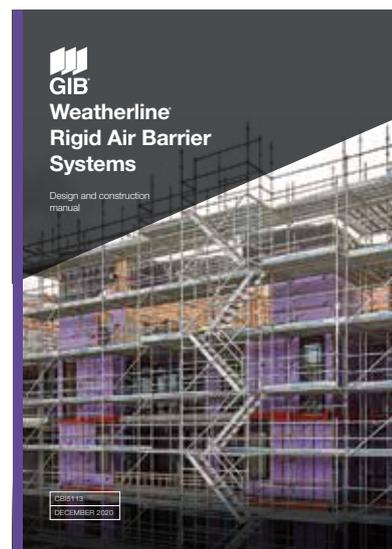
## **180 DAY SYSTEM EXPOSURE PRIOR TO CLADDING**

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- Guidance on the use of water resistive barriers with GIB Weatherline® systems.
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# Last of breed: Gunslingers in V8s

Ross Middleton gets on top of a few issues with a mouthful of flatheads in a vain attempt to nail down the corrugations while not damaging the paint . . .

I don't want to scare you, but that is what I am paid the small bucks for.

In my last column I rounded off by suggesting that climate change was “the elephant in the room”. In relation to our construction sector that is worthy of a closer look.

It is my job to disseminate and interpret facts, but it is the fool in me that looks at the future a long way out. I look at my grandkids, but I don't worry about them too much. They are already in this reality and it is a pretty good reality; give or take the odd virus of course.

But how about my grandkids' grandkids? What will the world look like to them? A barren wasteland? A dystopian nightmare of water, waste and poisonous gases? Will there even be such a thing as my grandkids' grandkids?

Such is the weighty stuff that analysis of current affairs and scientific discovery can heap on one's head, not unlike the sackcloth and ashes of old.

But what, you may well ask, has this got to do with my business and my people? That really all depends on your state of mind, and whether your vision (if you have one of course) is short, medium or long term.

There is plenty we could analyse in relation to impacts on any construction operation — carbon emissions, fossil fuel burning, poor materials and profligate plastics usage, waste, waste, and more waste ... the list is extensive.

But if you are not a “denier” (and even if you are!), the elephant in the room, the runaway train that is heading straight for all business, is climate change.

In this coming battle for survival, builders will be caught between a rock and a hard place — the absolute necessity for more housing, particularly for the disadvantaged, and all those issues mentioned above, but chiefly waste.

Little Jimmy Shaw, our minister of all things catastrophic, is champing at the bit and, as suggested earlier, the Rangitira Nui herself declared a “climate change emergency” at the start of December.

While this declaration will be largely meaningless, platitudinous words, it does indicate where our future lies, including businesses big and small.

Shaw says the emission reductions demanded from the country's first carbon budgets are



likely to be “shocking” for many, and will require hard choices across the economy.

He believes the coming term of government has to be about “actually cutting emissions”, and will require all three policy levers of carbon pricing, regulation and investment to be pulled “pretty dramatically, and in a very short period of time”.

That regulation could well be aimed at your work vehicle if Jimmy gets his way. Yes boys, he is looking at your Triton (2.4 litre turbo diesel), Hi Lux (2.8) and Ranger (up to 3.2 litres, and the country's top selling vehicle).

He will be especially keen on shooting down the real cowboys in their Ram 1500 4x4 Warlock V8s, and those over-compensated gunslingers in their Chevy Silverado Duramax with the 6.6 litre turbo diesel V8 worth of nicely burbling grunt.

I just cannot see these guys tootling around in some sort of EV utility. For a start, where is the roar? To paraphrase the late Charlton Heston, “I'll give you the keys to my truck when you pry them from my cold, dead hands.”

Elon Musk may think he has a chance with the local construction sector with his Tesla Cybertruck. I'm not holding my breath.

Boris “the Norris” Johnson in the UK says they are going to ban the internal combustion engine entirely. Jimmy is on board with this dictatorial codswallop. But you must wonder if they have thought it through.

In a recent rebuff to the Committee on Climate Change, experts warned that, based on the latest battery technology, the UK will need to import almost as much cobalt as is consumed annually by European industry, three quarters of the world's lithium production, nearly the entire global production of neodymium, and at least half of the world's copper production.

There are currently 31.5 million cars on UK roads, covering more than 400 billion kilometres per year. The world might burn or drown but the math does not equate. And don't get me started on hydrogen!

In relation to climate change and sustainability, most of the big boys make plenty of noise. You will find plenty of mention in annual reports, and PR departments are plumped full of the latest buzzwords.

For some it is about more than the words, for others maybe not so much.

Fletcher Building has apparently been included in something called the Dow Jones Sustainability Asia Pacific Index.

Chief executive Ross Taylor said: “We aspire to be the New Zealand and Australian leader in sustainable building materials, construction and distribution, and we're delighted to be recognised among the Asia-Pacific region's most sustainable companies.

“We are one of only 16 companies from our industry sector to make the index and one of only four companies from any industry in New Zealand.”

Aspirations are a wonderful thing but as any gourmand knows, the proof is in the pudding. If Fletcher's ongoing issues around cultural appropriation, indigenous land rights and its blunt refusal to pay back the Covid-19 wage subsidy after the company laid off 1000 workers and earned \$227 million before tax over the next four months are any cause or calculation, it still has some way to go.

As do other stubborn companies such as Fulton Hogan. Who would have thought that any recovery from Covid was all about a massive wealth transfer to those already rich, something reflected in the, frankly, ridiculous property market at the moment?

And while we are on that subject, why not link Covid with the causes of climate change too. If, as scientists suggest, the virus jumped from animals to people because of humanity's increasingly unbalanced relationship with the natural world, well ... expect more of the same.

So, as you fill your skip for the third time this week, take a tick to ask yourself two questions — where is all this waste (really) going, and is it good business practice?

The answer to the former is up to you, and just



Elon wondered how he could get the pallet of cement on the tray without disturbing the gun turret.

because something is “recyclable” does not necessarily mean that is what is happening.

As for the latter, many of the largest businesses in the world now realise that if they don’t take the issues of climate change and sustainability seriously now, well there may soon not be a business at all.

Your latest local builders merchant in Wanaka knows this. He just opened a huge new store and poured literally hundreds of thousands of dollars into innovative construction materials and techniques, huge photovoltaic solar arrays

on the roof, electric vehicle charging stations (say it isn’t so!), energy-efficient lighting, heating and cooling, as well as a recycling station.

In the US, the biggest builders merchant operator in the world is so driven in its hunt for sustainable, renewable energy, it is spending billions on buying power plants.

The goal is to make or purchase 335 MW of alternate energy projects by 2025. 75 MW is enough to power 150 Home Depot stores, exactly how much the company will receive from a new solar energy facility opening in

2021, and avoiding annual emissions of more than 386,000 tons of carbon dioxide into the atmosphere.

This agreement is the retailer’s largest renewable energy partnership to date, and advances sustainability goals already in place to expand energy options, reduce the carbon footprint and strengthen the business case for clean power.

You can forget Donald Trump and all his inglorious megalomania — these guys have their finger to the wind.

Home Depot is just one of numerous corporations entering into an unprecedented number of power purchase and sustainability agreements. How serious? The Home Depot 2020 Responsibility Report runs to a mere 150 pages, and they are working diligently on every one of them.

This time last year I was in Melbourne (remember the wonderful concept of travel?), I stood on a beach and the onshore wind was blasting at 45° into my face. I turned around to look at the city skyline, only it wasn’t there.

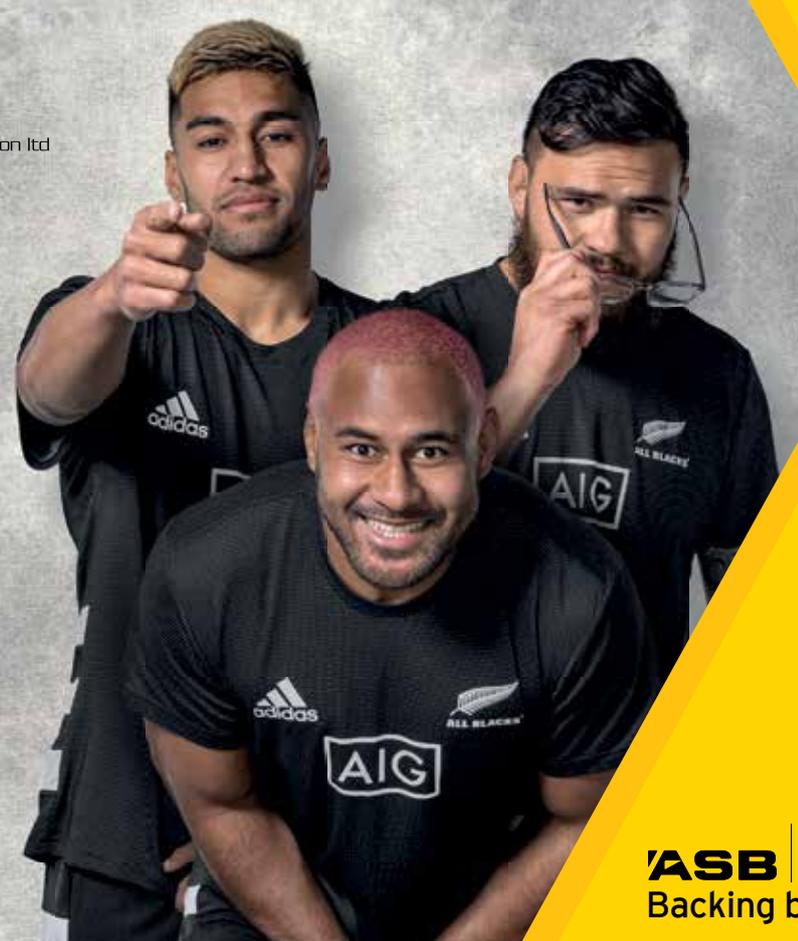
Everything above the fifth floor was obliterated by a wall of smoke coming from some 500 kilometres away. This can’t be right, I thought.



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Three men in All Blacks jerseys. One is pointing forward, another is adjusting his glasses, and the third is smiling at the camera. They are wearing Adidas and AIG logos.



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## Risk and opportunity in construction as dispute numbers climb

Construction disputes are tipped to rise over the next two years, according to findings from Russell McVeagh's *Building Up New Zealand's Construction Industry* report released last month.

Out of those surveyed, 61% of construction industry respondents believe construction disputes will continue to increase, following two years of increases.

Construction disputes specialist Michael Taylor says there are also new opportunities for the sector, including planned substantial investment in public infrastructure, with construction industry participants generally believing the industry had risen to the challenges faced in 2020.

### Dramatic shifts

"Despite dramatic shifts in the industry's operating environment, including the launch of the Construction Sector Accord and the impact of Covid-19, little appears to have changed in terms of the drivers of project delays and construction disputes over the past two years," Taylor says.

"Employer variations remain the most common cause of delay to construction projects, and poor-quality documentation is still considered a key driver."

Litigator, arbitrator and adjudicator Polly Pope says with the high costs of construction projects, which are also expected to continue increasing, coupled with more disputes, all industry participants are encouraged to pay close attention to areas such as risk allocation and contractual terms to ensure there is clarity from all parties at the outset of a project.

## Prefab construction gets bureaucratic leg-up

The Ministry of Social Development Industry Partnerships team is working with PrefabNZ to commission research into off-site manufacturing (OSM) in New Zealand.

The funding boost will help PrefabNZ to understand the capability and capacity of the industry, inform ongoing government engagement, explore perceived opportunities and barriers to OSM, understand the employment landscape, and to monitor industry.

Research in this space is critical for supporting "Expansion of Skills for Industry," an MSD initiative under the Construction Skills Action Plan reporting to the Construction Sector Accord.

It will deliver an understanding of how to grow workforce capability and capacity, starting at entry level roles and supporting career pathways.

The MSD Industry Partnerships team is a key enabler in the construction space, across local and central government. This partnership will:

- Provide PrefabNZ with an OSM Virtual Reality pilot to support the attraction, recruitment and, in partnership with Competenz, embedding of entry-level qualifications.
- Support sector engagement with MSD partners, including an upcoming MSD Memorandum of Understanding with Kainga Ora to pilot 100 placements from providers into Kainga Ora projects, and the award-winning Nga Puna Pukenga with Auckland Council, to incentivise their suppliers to meet their social procurement outcomes.
- Enable work with MSD pre-employment training providers, including Kiwi Can Do and Oceania Career Academy, to better prepare job seekers for future opportunities.

## Upgraded classrooms to boost construction jobs

Around 7500 students are set to benefit from the Government's \$164 million investment to build new classrooms and upgrade schools around the country.

"The election delivered a clear mandate to accelerate our economic recovery and build back better," Education Minister Chris Hipkins says.

"That's why we are prioritising construction projects in schools so more young New Zealanders can learn in warm, dry and modern classrooms that are fit-for-purpose.

"This package will help create and sustain more than 3000 jobs. The Ministry of Education and schools will be engaging with local builders, plumbers, carpenters, roofers and electricians, who will, in turn, need to buy products and supplies from local stores."

Altogether, \$132 million has been allocated across schools in the North Island, with the remaining \$32 million for schools in the South Island.

The country's first ever National Education Growth Plan (NEGP) will help the Government stay ahead of the game when it comes to

responding to growth, showing where schools may need to be built, expanded or improved.

The National School Redevelopment Programme (NSRP) is a multi-year upgrade programme designed to ensure investment is allocated fairly across the school property portfolio, and that schools with the most pressing issues are addressed first.

It could be considered timely considering the schools affected by the liquidation of Decmil Construction NZ Ltd recently — Waiheke High School and its feeder Te Huruhi primary school, the new Orewa North West School, and South Hornby School in Christchurch.

A liquidator was appointed in April for Decmil, after a legal dispute over the company's failure to complete a \$185 million contract to build cell blocks for five prisons.

But amid the headlines over the Department of Corrections dispute was more than \$41 million owed to 262 other smaller creditors, including the Ministry of Education and subcontractors, who had worked on five school builds.

# Building resilience for a stronger future — Constructive 2020 review

By RMBA chief executive  
David Kelly

The Registered Master Builders Association's fifth Constructive Forum was a fantastic opportunity to bring the sector together and to engage with Government.

Now that the new Government has been confirmed and ministerial portfolios announced, we have an indication of what the sector can expect over the next three years.

We are pleased to see the Government continue to prioritise infrastructure, now being led by Deputy Prime Minister and Finance Minister Grant Robertson.

There is also good continuity around housing and vocational education with Ministers Woods and Hipkins both retaining these key portfolios.

We are also looking forward to engaging with Poto Williams, the new Minister for Building and Construction.

The Government has announced a substantial work programme in replacing the Resource Management Act. While, in principle, this has cross-party support, it will not be quick or simple, but is crucial for our sector.

The Government has also announced a market study by the Commerce Commission on the cost of building supplies, which will be of interest across the sector.

Supporting apprentices is a key focus, with the \$1.6 billion Trades and Apprenticeships

Training Package taking us through the next two years.

Off the back of this announcement, since July there has been a record jump in the number of registered carpentry apprentices, up by 17% compared to last year.

At Constructive we were also pleased to hear from Minister Robertson that the Construction Sector Accord will continue to be a focus for the Government, and used as a way to collaborate with the sector.

The Accord will continue to play a role at our Constructive Forum, and we want to hear the industry's views on what you think should be its next priorities.

This year, the RMBA has also developed a policy paper, *Building a better New Zealand*, which outlines our recommendations for Government action, including:

## 1 Improving building regulation systems

Our first priority is to improve building regulation systems. This is about rebalancing the building consent system to make it more efficient, easier to use and to allocate risk more appropriately.

Rebalancing offers opportunities to establish more consistent national regulatory policies and systems, as well as providing greater clarity and certainty to the applicant and the Building Consent Authority (BCA).

The end result would see reduced time and financial costs, and quicker delivery of

commercial and residential projects.

## 2 Improving capability and capacity within the Licensed Building Practitioner scheme

We are also advocating a review of the Licensed Building Practitioners scheme to improve its ability to support the wider building regulatory system. Strengthening the entry and renewal licensing requirements and processes is critical to lift building standards and to improve consistency across the scheme itself.

## 3 Stimulating residential construction demand

Our final recommendation provides tangible ways to stimulate residential construction demand.

We recognise that the current recession is not predictable. Currently our sector is defying expectations with residential demand still at record levels.

But we are also vulnerable to shocks, and when they come they can be swift and severe. We believe the Government needs to be ready to intervene directly to support the sector if needed, keeping businesses afloat and people in jobs if required.

We need to avoid a repeat of the GFC, where between 2008 and 2011 house building declined by 50%, and the residential construction sector lost 25% of its workforce.

It took seven years for sector employee levels to recover to pre-GFC levels, and contributed to the housing deficit we are still trying to rectify.

## Latest changes will improve Building Code

The latest changes to the Building Code will improve fire safety requirements, surface water drainage and waterproofing in bathrooms, kitchens and laundries, says Dave Robson, manager of building performance and engineering at the Ministry of Business Innovation and Employment (MBIE).

The changes support high density housing, will make consenting easier, and ensure buildings are safe, healthy and durable.

"We are going ahead with the majority of changes proposed earlier in the year with some amendments, after receiving mainly positive feedback through the consultation process," Robson says.

"Gathering sector feedback through public consultation is a vital part of the Building Code update process.

"Based on the submissions we received, we

have made improvements to our proposals, and reconsidered some aspects based on what we heard. This is all reflected in the decision document.

"We will be providing a new Acceptable Solution for the design and installation of stormwater drainage systems, and providing more options to comply with the Building Code for surface water drainage.

"We are making it easier to determine rainfall intensities for specific locations by updating rainfall intensity maps.

"We are also introducing a new Acceptable Solution for waterproofing in bathrooms, kitchens and laundries by referencing the Waterproofing Membrane Association code of practice for Internal Wet-area Membrane Systems.

"Following feedback from the consultation, more work will be done around fire testing

protocols for cladding systems for 10-25 metre-high buildings, and firefighting operations."

In the meantime, the MBIE has updated the Cladding Guidance document released in 2019 to align with the requirements in the Acceptable Solution and Verification Method.

The changes were originally part of the June 2020 Building Code update. However, due to Covid-19 and late submissions, the publication date was moved to November 2020.

The changes will come into effect on November 4, 2021, a longer period than usual to line up with the new delivery model.

After this update, MBIE will be moving to annual updates of the Building Code. The next update published will be in November 2021.

More information on the changes is available at [building.govt.nz](http://building.govt.nz).

# Iconic representation in three peaks

New Scion building showcases the latest in engineered timber products



New Zealand Crown research institute Scion's new three-storey building in Rotorua has been gifted the name Te Whare Nui o Tuteata.

New Zealand Crown research institute Scion's new three-storey building in Rotorua has been gifted the name Te Whare Nui o Tuteata from mana whenua in a recent naming and blessing ceremony.

The building name acknowledges Tuteata, the tupuna or ancestor of Ngati Hurungaterangi, Ngati Taeotu and Ngati Te Kahu.

Scion specialises in research, science and technology development for the forest, wood and wood-derived materials and other biomaterial sectors.

The hapu have also been integrated into the design of the building, with the triple peaks over the entranceway representing the three hapu.

"The gifting of our tupuna name signifies the beginning of a special relationship which is mutually beneficial to the hapu, and to Scion,"

hapu representative Veronica Butterworth says.

Te Whare Nui o Tuteata showcases the latest in engineered timber products and manufacturing techniques within its bold and innovative structural form.

It uses products that are designed for the local climate and that meet preferences for sustainability and environmental performance.

The three-level building comprises an exhibition area, public cafe, main reception, meeting rooms and workspaces.

It also links to laboratories and testing facilities.

TimberLab was involved early in the design phase of this iconic project under an Early Contractor Involvement agreement to assist

the design team with design principles.

The agreement also allowed TimberLab to commit to production, and allocate appropriate manufacture space.

TimberLab's draughting team completed an accurate 3D model of more than 5000 parts that made up the LVL diagrid, LVL floor and roof framing, Glulam entry beams and custom metalwork connections.

The LVL diagrid alone required the rapid CNC processing of 4248 parts of LVL to enable the lamination of the 88 finished diamond and triangle-shaped frames.

TimberLab's expertise in CAM + CNC processing, backed with modern manufacturing equipment, allowed them to use multiple CNC machines in tandem to complete this process with consistency and speed.

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## BRANZ delivering low-carbon solutions for New Zealand buildings

Low-carbon water heating systems and energy performance certificates for homes are two of the solutions BRANZ researchers are investigating to help reduce New Zealand's greenhouse gas emissions.

They are part of an ongoing BRANZ research programme which is leading the drive for a successful transition to a zero-carbon built environment.

Programme leader Dr Casimir MacGregor says water heating contributes about 30% of a typical household's energy output.

"We're looking at some promising new residential water heating technologies with potentially much lower carbon and energy costs than traditional systems," MacGregor says.

"The results of our work will help home owners, suppliers, specifiers and developers wanting to reduce their energy and carbon footprint. Our study on energy performance certificates (EPCs) is looking at overseas schemes to provide the groundwork for the introduction of EPCs to New Zealand," he says.

EPCs rate the energy efficiency of buildings by measuring their heating and cooling requirements, and (depending on the scheme) water heating and lighting needs.

They allow people to make informed decisions about the properties they buy or rent, and they provide building owners with information to improve their properties.

They also provide data on the country's building stock which can be used to guide government policy.

Other BRANZ zero-carbon research includes a recently-completed carbon budget for New Zealand buildings. A carbon budget is the maximum total quantity of greenhouse gas emissions allowable to meet climate change targets, over a specified time frame.

The results will help guide the industry and provide a baseline for measuring carbon emissions from buildings.

Around 16% of New Zealand's greenhouse gas emissions come from the built environment — from materials, the construction process and the operation of buildings over lifetimes of more than 50 years.

Dr Chris Litten, BRANZ general manager research, says the BRANZ zero-carbon programme supports the government's target of net-zero greenhouse gas emissions by 2050.

Litten says the wider construction industry, backed up by high quality research, must be at the forefront of change if New Zealand is to meet its international climate change commitments.

BRANZ is engaging with key stakeholders, and collaborating with researchers, government and industry on the national programme of research.

"We believe this work will make a real difference for New Zealand, helping reduce greenhouse gas emissions and delivering a sustainable built environment."

## No subsidy payback — but perhaps a dividend?

Fletcher Building may consider paying a final dividend for the current financial year, but will not be repaying the \$66.3 million government wage subsidy it received.

"We have no intention of paying it back. We shut the whole business in New Zealand and that wage subsidy was just a small portion of our overall losses," chief executive Ross Taylor told analysts on a conference call.

Fletcher Building has provided an update on year-to-date trading for its 2021 financial year. Group revenues for the period were 1% ahead of the comparative period, supported by resilient trading conditions in New Zealand and Australia, especially in the residential sector.

Revenues in the New Zealand Core were up 4%, with businesses exposed to finishing trades particularly resilient.

Demand for new houses has been robust, with 342 units taken to profit in the Residential business, consistent with the Group's objective of achieving 700 to 800 house sales for the full year.

In construction, the portfolio of work continues to be rebalanced to a lower-risk model, with Fletcher Construction being preferred on further major government alliance work in the period.

In Australia, revenues were slightly lower than the comparative period, with softer demand in the civil segment and Covid-19 restrictions impacting Victoria.

Group earnings before tax, before significant items of \$227 million, were \$80 million, or 55% higher than the comparative period.

This was achieved predominantly through a 2.9ppts lift in profit margins across the Group, reflecting the operational performance and efficiency programmes implemented over the past two years.

Earnings in the New Zealand Core were up 30%, led by the Concrete and Building Products divisions.

Residential and Development earnings were materially higher due to strong house sales, while planned Land Development transactions remain on track for completion in the remainder of the 2021 financial year.

## Timber-framed standard to be updated

The Ministry of Business Innovation and Employment's (MBIE's) Building Performance team's drive for building quality, and focus on the environment and densified housing, has led to it working with Standards NZ to fund an update of New Zealand's main standard for constructing timber-framed buildings.

NZS 3604 is important to many in the industry, as it is a core resource for designers and building consent authorities determining compliance with the Building Code.

It has been more than a decade since NZS 3604 was last revised. The building industry changes rapidly, and a lot has happened during this time, so it was seen as timely to begin the process of revision.

There is a specific scope for the revision, which will be looking at eight or nine key areas.

This includes ways NZS 3604 can support better thermal performance to reduce emissions, while making sure homes are being built warm, safe and dry for New Zealanders.

It is planned for this revision to be published by Standards NZ in late 2023 and cited in the Building Code in the 2024 update.

# Paint breakthrough to cool buildings

## Calcium carbonate is key chalky ingredient

A new type of white paint has the potential to cool buildings and reduce the reliance on air conditioning, researchers say.

In a study, the new product was able to reflect 95.5% of sunlight and reduce temperatures by 1.7°C, compared to the ambient air conditions.

The engineers involved say the impact is achieved by adding different-sized particles of calcium carbonate.

For decades, researchers have been trying to come up with ideas to increase the efficiency of cooling and heating.

Now researchers in the US say they have developed a white paint with strong cooling properties.

"In one experiment where we put a painted surface outside under direct sunlight, the surface cooled 1.7°C below the ambient

temperature, and during night time it even cooled up to 10°C below the ambient temperature," an author on the study, Professor Xiulin Ruan from Purdue University in Indiana, says.

"This is a significant amount of cooling power that can offset the majority of the air conditioning needs for typical buildings."

According to the researchers, the key has been to add calcium carbonate to the mix.

The scientists found that by using high concentrations of this chalky substance, with differing particle sizes, they were able to develop a product that reflected 95.5% of sunlight.

"Sunlight is a broad spectrum of wavelengths," Prof Xiulin Ruan says.

"We know that each particle size can only scatter one wavelength effectively, so we

decided to use different particle sizes to scatter all the wavelengths.

"This is an important contributor, eventually resulting in this very high reflectance."

The researchers say the paint may have a broad range of applications — particularly in data centres which require large amounts of cooling.

Since the paint lacks metallic components, it is unlikely to interfere with electromagnetic signals, making it suitable for cooling telecommunications equipment.

There are several steps to go through before the product will be available commercially, as it needs to be tested for its long-term reliability and efficiency.

But the researchers are optimistic — patents have been filed and there is strong interest from major manufacturers.

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# MYOB launches cloud solution for construction industry

Business management platform, MYOB, has launched MYOB Advanced Construction Edition — new software designed specifically to help contractors and builders manage complex projects and budgets, with real-time visibility.

Designed with New Zealand mid-market construction businesses in mind, MYOB head of product enterprise Frank Feustel explains that the intelligent functionality of the new MYOB edition offers valuable solutions to challenges often experienced by those in the industry.

“Effective project management solutions can be critical to the delivery of successful outcomes for builders, contractors and project managers, not to mention their clients,” Feustel says.

“In a recent report on the New Zealand construction industry, the two most common

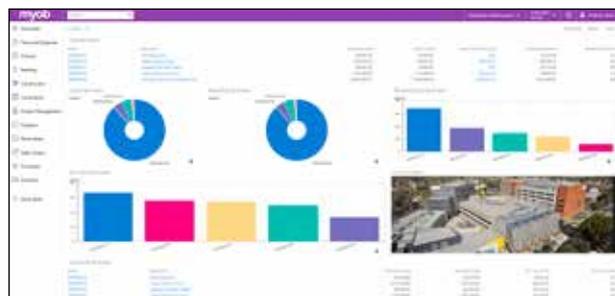
causes of disputes were reported as poor-quality documentation, and delays in work or extensions of time on projects.”

With integrated functionality catering specifically to the needs of those working in the construction industry, the MYOB Advanced Construction

Edition helps users gain complete control over their projects and connect with their teams, with key features solving common pain-points.

Project managers can build a complete history of their project with photo logs capturing day-to-day progress, providing added insight into progress on site.

As well as giving contractors, builders and project managers more confidence, time and



cash back in their pockets, the new solution from MYOB also removes any hassle and confusion out of compliance management.

From warnings about expired certification or the need for insurance liens, a combination of compliance tracking, dashboards and alert notifications will ensure that project managers stay ahead of any compliance-related actions.

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# Asbestos must be removed by a licensed removalist

Friable asbestos must only be removed by a licensed asbestos removalist, WorkSafe says.

This message comes after an unlicensed South Island handyman removed friable asbestos and was fined \$15,000 in the Christchurch District Court recently.

Glenn Sibley operated a business specialising in the repair and maintenance of buildings.

In 2018, Sibley was hired to complete renovation work on a Queenstown property. This included the removal and replacement of ceiling tiles which had friable asbestos present, which is asbestos that can be crumbled or crushed by hand.

WorkSafe principal advisor asbestos Rob Birse says after work began to take place, WorkSafe received a notification that the ceiling was being removed unsafely.

"A non-disturbance notice was issued, and later testing came back positive for the presence of asbestos."

As a result, an investigation found that Sibley was aware asbestos had been detected in the house, but was not a licensed asbestos removalist at the time work was undertaken.

"Friable asbestos is an extremely dangerous material which poses health risks such as lung disease or even cancer when disturbed. WorkSafe does not take these matters lightly.

"If you need to remove friable asbestos it must be done safely by a licensed asbestos removalist," Birse says.

"Sibley did not conduct a risk assessment or have an asbestos removal control plan around the removal of the friable asbestos.

"He also failed to ensure he or his workers had correct personal protective equipment when removing the ceiling tiles. It is fair to say he exposed his workers to asbestos fibres.

"This was a completely botched asbestos removal job which put workers at risk."

## H&S subsidies available for residential building businesses

Small-to-medium-sized residential construction businesses may be eligible for a workplace injury prevention subsidy to help pay for health and safety advice from a Health and Safety Association of New Zealand (HASANZ)-registered adviser.

ACC and HASANZ have collaborated to help businesses access health and safety advice from HASANZ-registered professionals.

ACC will contribute towards the cost of health and safety advice, with the amount available depending on the size of the business.

Visit the ACC web site to find out more about subsidy eligibility and how to apply:

<https://www.acc.co.nz/for-business/workplace-health-safety/residential-construction-health-and-safety-advisory-services-subsidy>.

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A CITY

A NEIGHBOURHOOD

A TUNNEL

A FUTURE

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TO LAST**



BUILDING TRUST



# Mega Event 'so important to the recovery of the sector'

This year's two-day Mega Event construction trade show — including BuildNZ, Facilities Integrate and the National Safety Show — welcomed more than 210 exhibitors and 3200 qualified industry professionals.

The show delivered an extensive programme of educational seminars and a showcase of the latest technology and product innovations in the market.

XPO events director Tony Waite says the bringing together of the three highly successful shows has firmly cemented the event as the premier national exhibition catering for all aspects of construction, facilities management, architecture, design and safety.

"At no other time has an event like this been so important to the recovery of the sector," Waite says.

## Incredible journey

"It has been the most incredible journey for all involved, following not only the initial Covid-19 lockdown in March, but the second one in August which forced the doors shut on the eve of the event's original opening date.

"The resilience of all involved has been nothing less than incredible — a great example of an industry that unites for the greater good at a time of crisis."

## Inspirational speaker

Highlights included international speaker Doris Sung who was an inspiration to all as she was cast live from Los Angeles, presenting her incredible research of smart materials to revolutionise the way skins of buildings will be designed in the future.

Add to this the Bunnings Trade speaker series and Speedfloor education zone, hosted breakfasts, meetings and a very busy exhibitor/VIP function, and it was clear that the industry was thankful to be able to meet again in person and with no restrictions.

Next year's event will be held at around the same time as this year's rescheduled show — on November 3-4, 2021, instead of in August.

In the meantime, highlights of this year's event can be viewed at the following sites — [www.buildnz.com](http://www.buildnz.com), [www.safetyshow.co.nz](http://www.safetyshow.co.nz), and [www.facilitiesintegrate.nz](http://www.facilitiesintegrate.nz).



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Established in 2016 (2006 in Australia, 2018 in the US), Green Homes entered the local market

essentially acting as the residential arm for Watts & Hughes Ltd.

Green Homes is the only builder in the country that is compliant with the International Standards Organisation for design and construction of energy-efficient homes (ISO 50001).

Nearly two years on, Jamie Glover and Andrew Menzies are going gangbusters at Green Homes Central Otago.

“We came across the Green Homes franchise opportunity and thought it looked like a great fit,” they say.

“The company message fits right in with how we both feel about better quality building practices becoming the norm going into the future.

“The support we’ve had has been awesome. Head office has helped the set-up immensely, along with social media and marketing

expertise, which is critical in establishing a presence in a competitive market.

“The reaction to Green Homes in our area has been amazing, and we have had lots of enquiries simply because of the quality of our branding — it just really stands out.

“Match this with the way we build houses, and it really is a great formula.”

## Why join us?

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# One-sized safety systems don't fit all

By HammerTech head of marketing and strategy Nick Peters

In the past, technology companies wanting to serve the construction industry have made one big mistake — they developed solutions based on other industries such as manufacturing, and have expected construction — a very unique industry — to adapt.

It's the classic, "we built our solution the way we think construction should work", rather than building the solution the way construction companies do work.

Inflexible technology solutions are those that can't configure to your needs out in the field, and ask you to adapt your protocols to their software limitations.

Which doesn't make sense, right? If the solution was meant to support your operations, why develop a solution that doesn't have the flexibility to change or grow with you?

## Agility requires flexibility

When it comes to safety, your processes will change. That's the nature of company and system maturity, the result of changing regulations, and unfortunate incidents on job sites.

Learnings require adaptation — your past informs your future. And a system that does not allow for customisable changes will inherently limit your ability to create or edit important processes, and reduce your ability to implement those changes quickly or effectively.

Safety counts on being able to adjust in a timely fashion to keep teams away from danger and remain productive — because it becomes costly having to pause a job if an incident occurs while important changes to the system take place.

## Systems should wrap around you, not the other way around

Today's world is all about personalisation. Think about Netflix, Spotify, Stan. Consumer technology understands that without "you" there is no "them". So they make sure the technology conforms to your needs and desires.

We think construction technology, especially safety technology, should as well. This is



because your safety processes must meet certain regulations for the region, type of build etc. And who is better at defining those processes? Us? Or you?

## Out-of-the-box capabilities often put you in a box of limitations

Our system isn't built to box you in like many other software platforms. There is a significant difference between tailoring out-of-the-box applications to your needs, versus customising a completely configurable system designed to your process specifications.

We built our system with flexible modules and data fields that can be adjusted, modified, created or customised, based on what you need out in the field.

And those changes can happen fast because we teach you the system — which is super easy to learn — and your appointed administrator can go in and change the data fields quickly and easily.

(Read: You don't have to wait on anyone to do it for you or be forced to wait until your software vendors can schedule in and ship those technology updates.)

For example, we worked with a company that was trying to resolve incidents related to

temporary works on an active project.

No system out there had an adequate temporary works inspection process. So we helped them build it inside the inspections module.

The company created a quick, easy and effective solution without writing code. We simply showed them how to modify their data fields to capture what they needed and then add it to their list of inspections for teams to be able to access and use.

Plus, we integrate with other key software, such as Procore and Power BI, so your data can flow as you need it to.

You can pull or push data, visualise thousands of data points, and start making informed decisions across all of your projects and regions.

Because we know that what you don't know is limiting what you can do, and opening you up to more risk.

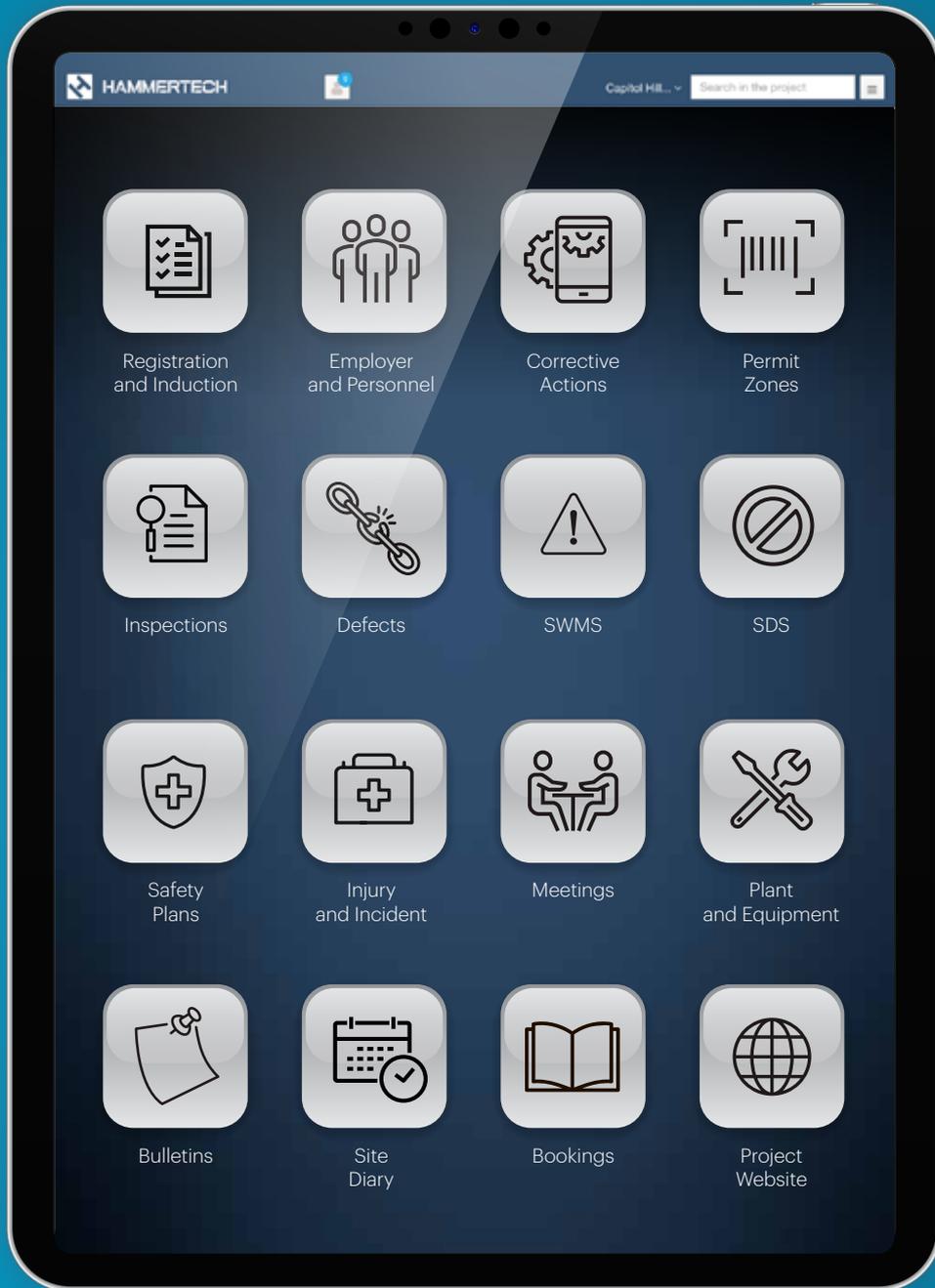
We know that system flexibility is important to construction. That's why our system was designed to be completely configurable.

The first principle of software is that it should be intuitive and easy to use. If your software system is putting you in a box, perhaps it's time to look elsewhere.



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# Fewer financial barriers for firms to take on apprentices

*Building Today* asked Building and Construction Industry Training Organisation (BCITO) interim chief executive Greg Durkin about the changes that the Review of Vocational Education (RoVE) will have on the industry and on the BCITO itself.

**BT: How have the changes introduced to the industry by RoVE been implemented (including the establishment of WDCs, Institute of Skills and Technology, and CoVEs), and how have these changes been received by the industry?**

**GD:** The Review of Vocational Education (RoVE) comprises a number of wide-reaching changes to how learning happens for almost all industry learners going forward.

A key part of that change reflects an increased focus on the benefits that workplace learning plays. Construction and infrastructure are great examples of how learning-by-doing really makes a huge difference for learners/ apprentices and employers.

The BCITO has been a strong and constant voice throughout the RoVE process, calling for the benefits of in-work learning to be considered just as valuable as learning that happens in a classroom or lecture hall.

We make the point that the design of effective learning for industry going forward should bring together the best parts of workplaces and institutions to deliver great outcomes for industry, learners, whanau and NZ inc.

The Government has started the RoVE process by establishing Te Pukenga-New Zealand Institute of Skills and Technology around the current 16 regional polytechnics.

In the interim, these polys are operating under their current name as subsidiaries of Te Pukenga.

The Government has also approved formation of a Centre of Vocational Excellence for construction and infrastructure (CONCoVE), which will focus on key challenges facing our industries where education could be part of the solution.

The other key part of RoVE is the Government's establishment of the six Workforce Development Councils (WDCs).

These are intended to be industry-led organisations that manage skills leadership, industry engagement, qualifications and standards, advocacy, quality assurance, brokerage and high level marketing.

Like other parts of RoVE, progress with the



*Building and Construction Industry Training Organisation (BCITO) interim chief executive Greg Durkin.*

WDCs is moving slowly. This is not surprising given the scope of the current industry training system, which involves 140,000 learners spread over thousands of employers/ industries.

**BT: Can you tell me more about the change for apprenticeships/on the job training away from ITOs to the new providers. Over what period of time will this take place, and what does it mean specifically for the future of the BCITO?**

**GD:** The BCITO currently develops, sets and quality assures qualifications and standards for most of construction.

This means we consult with industry, employers, learners and providers about what qualifications and standards we must have to ensure they deliver the skills we all need for construction.

We also register, arrange and support training in workplaces and other settings. Primarily, this takes the form of apprenticeships (approximately 16,500 at the time of writing) spread across 9000 employers.

RoVE changes to the BCITO are significant. The two key functions of the ITO are separated, with the first (developing, setting and quality assuring qualifications and standards) transferring to the proposed Construction and Infrastructure WDC.

Second, the arranging and supporting of training we currently do is transferred to the "Provider" part of the tertiary education sector.

In practical terms, this involves existing support for employers and apprentices moving to an organisation like Te Pukenga or similar.

The changes the BCITO will undergo during RoVE are large and significant for industry, employers, learners, our staff, and other stakeholders.

For that reason, we have engaged with the change process from day one to advocate for industry expectations to be fully met or exceeded.

While change can be unsettling, RoVE provides opportunities for industry learning to be improved in a number of significant ways, including the level of support employers need to maximise staff development.

Construction has a strong tradition of training, particularly apprenticeships. The BCITO is committed to maintaining our high quality of service during the transition, with the clear goal of minimal disruption to the industry.

**BT: Can you comment on the new Government support packages (TTAF and Apprenticeship Boost), and where and how those funds will be allocated/spent?**

**GD:** Earlier this year the BCITO and others lobbied the Government to support learners and employers during the uncertain times of Covid-19.

Our key concern was sustained employment for learners/apprentices in the first 18 months of their training.

We have been very pleased with the Government's response, with no fees for targeted industries, e.g. construction, and additional support for employers to offset the costs of training through the Ministry of Social Development's Apprenticeship Boost scheme.

The BCITO has seen a marked increase in the number of employers training apprentices as a direct result of these two initiatives, particularly as they appear to have lessened the financial barriers firms have to face.

# TRAINING FOR YOUR WHOLE TEAM



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# Big year for vocational education changes

Gillian Dudgeon, Tertiary Education Commission (TEC) Deputy Chief Executive, Delivery, says it's time to start meaningful conversations about vocational education and training in the community delivered through the Reform of Vocational Education (RoVE).

It's been a big year for vocational education, with ongoing changes to the sector. The government's focus on trades, particularly the construction industry, has grown increasingly sharp, and it is investing significantly in training the next generation of workers.

We think that now may be one of the best times for companies to employ an apprentice, and it is a great time to be an apprentice because of two schemes introduced in 2020 — Apprenticeship Boost and the Targeted Training and Apprenticeships Fund (TTAF).

We know that taking on an apprentice or a trainee is a big commitment for any business. It requires a significant investment of your time and money to bring someone on and give them the supervision and training they need. And it can be hard to retain good staff if times get tough.

Apprenticeship Boost is a subsidy that took effect in August, aimed at helping employers retain an apprentice or take on new ones.

It will pay employers up to \$1000 a month (plus GST) per first-year apprentice, and \$500 for second-year ones, for up to 20 months. This applies to existing apprentices as well as new ones.

As well as supporting employers' costs, the boost aims to provide continuity of training and employment for apprentices, ensuring we continue to produce qualified and skilled practitioners.

## Vital for industry

This is vital for industry and the New Zealand economy, particularly given the role the construction sector is expected to play.

The demands and costs of training can also make it hard for staff to stay in the game, especially if they see a less demanding job is paying similar rates.

That's where the TTAF can help employers keep them on track. It is making a range of training programmes in targeted areas and all apprenticeships free for learners.

That will give them qualifications of long-term benefit, and it might help employers retain valuable staff.

It's not just aimed at apprenticeships though.



Because the construction sector has been identified as a priority industry, the TTAF is available for dozens of Level 3-7 sub-degree programmes outside of apprenticeships.

This includes certificates and diplomas in subjects such as infrastructure works, plumbing, gasfitting and drainlaying, stonemasonry, landscaping, surveying, and painting and decorating.

The full list is on the TEC web site ([www.tec.govt.nz/funding/funding-and-performance/funding/fund-finder/targeted-training-and-apprenticeship-fund/qualifications-and-programmes](http://www.tec.govt.nz/funding/funding-and-performance/funding/fund-finder/targeted-training-and-apprenticeship-fund/qualifications-and-programmes)).

## Significant interest

It's already having an effect with significant interest in these courses, and not just from young people and school leavers — many are mature, reliable workers affected by Covid-19 who are taking the opportunity to do something new and looking to retrain.

The Government is also moving to change perceptions of trades, and is encouraging more people to consider vocational education and training (VET).

Research done by the TEC shows that many in the community still don't think of VET as a tertiary choice, and that there is a lack of understanding of the full breadth of options.

That means that VET is lower down the preferred list of school leavers and career changers and their families. That's part of the reason we continue to see skills shortages in

industries such as construction.

The research shows there has been a small shift toward positive perceptions so, to build on that momentum, the TEC has launched a four-year marketing campaign to raise the profile of VET.

We want to start meaningful conversations about vocational education and training in the community, and make it a higher priority for those looking to increase their skills and build a career.

From early December you'll see and hear the slogan "vocation nation" a lot. Our campaign will feature on TV, radio, print, online and in social media.

## Social media influencers

We're even using a group of local social media influencers, most of whom work in vocational industries, to reach young people who don't pay much attention to mainstream media. You can learn more about the VET campaign on the TEC careers web site.

We are not just changing the support we give to employers and apprentices. Changes are well underway on how vocational training will be delivered through the Reform of Vocational Education (RoVE).

The aim of these reforms is to create a unified, strong, sustainable vocational education system that is fit for the future of work, and delivers the skills that learners, employers and communities need to thrive.

The new system will have a stronger focus on employers, delivering the skills needed, providing more support for employees, and ensuring greater consistency in vocational education across the country.

Longer term, this will increase the number of employers who are engaged in vocational education.

Work-integrated learning will become an increasingly important part of the vocational education system, giving people the opportunity and flexibility to earn while they learn, and gain a qualification that is more directly relevant to the changing needs of the workplace.

In the past year, the RoVE programme has:

- Facilitated the development of the first two

# CoVEs to support growth of excellent vocational education

With the reform of vocational education has come a new type of organisation — the centre of vocational excellence, or CoVE, which will support the growth of excellent vocational education with a focus on teaching, learning and research.

Construction gained one of the first two CoVEs in September when Education Minister Chris Hipkins announced that the ConCoVE consortium would lead it.

CoVEs will operate as part of the vocational education system, working closely with Workforce Development Councils, Regional Skills Leadership Groups, Te Pukenga-New Zealand Institute of Skills and Technology, and other industry groups and providers.

They will be an important tool to encourage more people into careers, and support workers to upskill throughout their careers by helping drive future-focused, relevant training for all.

CoVEs must have a national focus, and address issues and opportunities with a significant strategic impact, ideally with wide-reaching benefits across the sector.

They need to support the growth of excellent vocational education, and the development and sharing of high-quality curriculum and programme design.

They also have to be practical. They must be

focused on solving real problems and grasping viable opportunities. That means they have to include expert representation from industry, the wider sector, and a range of other areas, for example, iwi and vocational education representatives.

ConCoVE is made up of 42 members mainly from industry and providers, including the Construction Sector Accord, Te Wananga o Aotearoa, BCITO, The Skills Organisation, New Zealand Construction Industry Council, Vertical Horizonz, Connexis, and the Te Pukenga subsidiaries Manukau Institute of Technology (MIT), Unitec and Ara Institute of Canterbury. CoVE will be hosted by Te Pukenga through MIT.

ConCoVE will be taking on some of the big vocational education issues the sector has faced for a long time, including increasing the size and diversity of the workforce.

It will drive and oversee a number of projects, focusing on five areas of concern or opportunity in the sector:

- Disruptions — prepare the sector to manage future disruptions (for example, new technologies) through identifying these disruptions and developing training solutions.
- Entry — fundamentally reform entry level training by decreasing the time it takes for workers to be engaged in meaningful paid employment.

One of the biggest changes to have occurred this year is the creation of Te Pukenga-New Zealand Institute of Skills and Technology.

Its head office is based in Hamilton, and it has brought together the institutes of technology and polytechnics into a single vocational education and training organisation. It is now New Zealand's largest tertiary education provider.

Te Pukenga will ultimately have the national and regional reach to become a long-term skills training partner for many firms and industries, enabling learners to move seamlessly between workplaces, other educational offerings, and geographical locations as their needs change.

Over time, transitional ITOs will transition their role for arranging training for learners in the workplace to either Te Pukenga, a private training establishment, or a wananga.

Te Pukenga will take responsibility for supporting all types of learning — on campus, on the job, and online.

It is a completely new organisation, putting learners/akonga at the centre of everything it does, especially as it relates to developing an

• Productivity — improve retention and productivity by developing an end-to-end career support service, and linking it with career stage appropriate training, mentoring and networking.

• Diversity — provide tested solutions and opportunities to strengthen and diversify the construction sector workforce, particularly by increasing the number of Maori, Pacific people, and women in hands-on roles.

• Sustainability — respond to the increasing demand for environmentally-sustainable practices by incorporating sustainability into appropriate training.

The exciting thing about CoVEs is that the specific functions and activity of each will be generated by the applicants rather than tightly specified by the Government.

The TEC will make sure that each CoVE is a genuine centre of excellence, bringing the right people together to identify opportunities, solve problems, and drive innovation.

It's a strong signal of the importance of the construction industry that the Construction CoVE is one of the first to be established.

Its focus will be on ensuring that construction-related vocational education can help resolve some of the industry's long-standing skills challenges.

organisation-wide learner success approach and innovative ways to deliver learning.

For the construction sector, the opportunity to be directly involved in RoVE and help shape the direction of vocational education for the industry continues.

Feedback from industry, from representative groups and individuals, will help to ensure the reforms are practical and effective.

At the local level, RSLGs will offer a perspective on skills and labour market needs, and will be led by the regions, for the regions.

They will primarily be made up of community and regional employers, along with iwi/Maori.

Creating a meaningful Regional Workforce Plan is a huge task, and will need participation and contribution from a diverse range of a region's labour market participants.

At the national level, WDCs will set standards, develop qualifications and help shape the curriculum of vocational education.

Construction and Infrastructure has its own WDC. It will provide advice to the TEC on

pilot Centres of Vocational Excellence (CoVEs) for the construction and primary sectors.

• Established Te Taumata Aronui, an advisory group to Ministers on how tertiary education can respond better to needs of Maori learners, employers and communities, helping to ensure the reforms reflect Government's commitment to Maori-Crown partnerships.

• Established six interim Establishment Boards for Workforce Development Councils (WDC). RoVE has worked with them to prepare proposals on their future names, areas of coverage and how they will be governed, to ensure they are set up to give all the industries they support a stronger voice in the skills needed by the employees of tomorrow.

• Established Regionals Skills Leadership Groups (RSLG) across the country to provide advice to government agencies and WDCs on the skill needs of individual regions.

• Made substantial progress working with the transitional industry training organisations (ITOs) in developing their transition plans which will see their functions move to WDCs and providers in the sector by December 2022.

# Vocational education changes

From page 43

investment in vocational education, and determine the appropriate mix of skills and training for the industry.

WDCs will endorse programmes that lead to qualifications, will moderate assessments against industry standards and, where appropriate, set and moderate capstone assessments at the end of a qualification.

The aim is to work towards establishing the WDCs in the first half of 2021.

To enable the formal establishment of the WDCs, a legal document called an Order in Council (OiC) is required to give formal effect to each WDC.

We are consulting on the WDC OiC proposals from December 16 until February 5.

This will provide the construction industry with the opportunity to have a say on each WDC's proposed name, their industry coverage and governance arrangements.

A key responsibility of each WDC is to ensure they have processes in place to represent the voices of all the industries they represent. More information can be found on the TEC web site.

Our aim for all of this work is to put the needs of learners and employers at the centre of vocational education.

This will ensure a pipeline of skilled, productive staff, help businesses to thrive, and give employees productive jobs that offer them the chance to grow and improve their lives.

It's been a big year with significant change across the sector, and we look forward to working with the construction industry on the continuing reforms in the coming year.

# Financial management workshop to feature industry experts

Promoting better business practices and raising financial management capabilities in the construction industry are two of the NZIOB's main goals, which are closely aligned with the Construction Sector Accord's objectives.

Under the Carters-sponsored Building Legends programme, experts from BDO have prepared a six-hour Financial Management workshop that will be delivered over two half-day sessions.

Led by NZIOB member James MacQueen, BDO's Construction Team has developed a deep understanding of the challenges that businesses in the construction industry are faced with.

BDO's motivation to be involved in Building Legends matches the NZIOB's — to play a role in raising the level of financial performance and resilience across the industry.

The NZIOB is very appreciative of BDO's support in delivering this workshop series.

"Most senior staff in the construction sector enter the sector with a technical skill or qualification, such as the trades, engineering, quantity surveying or project management, and no formal training around business management and business finance,"

MacQueen says.

"Either by promotion, or starting or purchasing a business, people quickly need new skills to manage their new responsibilities and to thrive.

"Financial Management in the construction sector is quite different to most other sectors, and the BDO Construction Team is able to

contribute this sector-specific financial experience, and the lessons learned from other experienced and successful business owners, into two three-hour workshops."

The Financial Management workshop is aimed at:

- Those who have recently set up their own business or aspire to own their own business,
- Practitioners who would like to upskill their financial literacy within the construction sector,
- Senior team members and subcontractor firms, i.e. Quantity Surveyors, Project Managers or Construction Managers, who have (or are about to have) a shareholding in the business,
- Owners or senior managers of the full range of businesses that operate in the construction industry, i.e. main and subcontractors, design professionals, and suppliers.

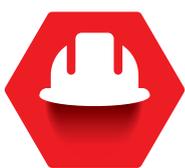
The two-part workshop is scheduled for February 16 and March 2, 2021 in Auckland, and for February 18 and March 4, 2021 in Christchurch.

Each workshop session runs from 3pm to 6pm and is limited to 30 participants.

The NZIOB will investigate running the workshop in Wellington should there be demand to do so.

The cost to attend is \$475 plus GST for NZIOB members, and \$575 plus GST for non-members.

Registrations are now open. Find out more and register online at [nzio.org.nz/events](http://nzio.org.nz/events).



# BUILDING LEGENDS

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The NZIOB Building Legends workshops have been developed to teach key skills to construction practitioners. The upcoming **Financial Management** two-part workshop will be delivered by financial experts BDO, who will coach participants on how to improve their organisation's financial resilience, project profitability and cashflow.

**AKL: 16 Feb & 2 Mar / CHC: 18 Feb & 4 Mar**

Find out more and book online at [nzio.org.nz/events](http://nzio.org.nz/events)

# More Kiwis choosing a career in construction

The Government's Targeted Training and Apprenticeship Fund (TTAF), increased investment in residential and commercial construction, a housing and skills shortage, and Covid-19 are key factors contributing to the increase in kiwis choosing a career in construction.

Norman Mailer, Programme Delivery Manager at Open Polytechnic, New Zealand's specialist provider of online and distance learning, says they are currently experiencing record enrolments in their construction programmes.

"Open Polytechnic had a regular 5% to 10% increase in the number of enrolments in construction programmes every year. However, this year our building construction management enrolments are up by 33% on 2019.

"Subsequent investment in the construction sector and new government initiatives like the TTAF and campaigns promoting vocational education and training are boosting Kiwis' interest in the sector," Mailer says.

"Learners are aware of the potential opportunities within the construction industry and see it as a viable long-term career option.

"The TTAF has allowed people to pursue their study goals where, before, further study would not have been possible," he says.

Open Polytechnic Construction Programme Leader Dr Iman Khajehzadeh says he was interested to see more diverse learners than ever enrolling in construction.

"The effects of Covid-19 on employment situations may or may not be the reason, but among our new construction learners we have teachers, building consent officers, recent high school graduates, mothers of young children, and airline and supermarket staff looking for a change in career," Khajehzadeh says.

He says the Covid-19 situation has made the flexibility of studying through a distance provider like Open Polytechnic even more attractive.

"Learners predominantly select the Open Polytechnic to study construction for the flexibility it provides and the reach we have nationally.

"Learners can access our course content almost anywhere, study at a pace that suits their life and work commitments, and can do so without relocating or committing to classes at predetermined times."

Mailer says those thinking about a career in construction need to make sure they understand their motivation to enter the industry.

"There is work and subsequent reward for those willing to make a difference for themselves and their families. Speak to people in the industry and get an inside appreciation of what is involved — you won't be disappointed."

For more information about Open Polytechnic's construction programme, visit [openpolytechnic.ac.nz](http://openpolytechnic.ac.nz) or call 0508 650 200.

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KURATINI TUWHERA

## Leadership transition for Infrastructure ITO

Connexis, the Infrastructure Industry Training Organisation, has announced a leadership change to continue guiding the organisation through a challenging transition phase.

Connexis Board chair Brian Warren confirmed that Toby Beaglehole, chief executive since 2018, has resigned to take up the role of chief executive at the Building and Construction Industry Training Organisation.

The process of integrating into the Government's Reform of Vocational Education (RoVE) is well underway and due to be completed in late 2021.

The new structure means that Connexis, like other industry training providers, will become part of a new body, Te Pukenga.

"It's an important time for Connexis, for its people as well as its industry partners," Warren says.

"We're sorry to see Toby go, and we're delighted to have a leader who can slot quickly and capably into what is a complex and challenging time ahead.

"To this end we've appointed one of our experienced senior executive team, Kaarin Gaukrodger as chief executive, effective December 7," he says.

"Toby's time at Connexis has been marked by a turnaround in financial performance and



Connexis chief executive Kaarin Gaukrodger

successful stewardship through Covid-19.

"He has developed a strong leadership team, and with nearly six years' experience at Connexis in senior management roles, Kaarin has the knowledge, relationships and experience to guide Connexis through this transition phase.

"RoVE is a vision that Connexis fully supports, and we are confident that it will further enhance the training opportunities and raise the standards for industry."

Gaukrodger says while there will be challenges as Connexis moves through this change, she is looking forward to working alongside the infrastructure industry to transition into what will be a strong training system under the new RoVE structure.



BCITO chief executive Toby Beaglehole

"Our commitment is to make this a smooth transition for our people, and ensure our industries continue to have access to the industry training required to meet their workforce needs," she says.

"Toby has moved Connexis well down the path of transitioning into the new training body, and we wish him the best for his new role."

- Connexis is a not-for-profit organisation, passionate about building and upskilling New Zealand's infrastructure workforce.

Appointed by Government as the standard-setting body for the infrastructure industries, Connexis offers nationally-recognised tertiary qualifications for the civil, energy, telecommunications and water industries.

## Site Safe achieves record number of scholarship applications

Site Safe has achieved another record number of applicants for its 2020 scholarships, awarding 62 successful learners with scholarships across five categories.

The 62 future safety leaders were selected from a record number of 195 quality applicants, up 89% on the previous year.

Site Safe recognises how tough this year has been on the industry due to Covid-19, and is pleased to be helping 62 learners across various industries and supporting industry with its recovery.

The scholarship recipients receive complimentary health and safety training towards achieving Site Safe's Health and Safety in Construction programme.

On completion, learners will gain the NZQA-recognised NZ Certificate in Workplace Health and Safety Practice (Level 3).

The scholarships also come with mentoring to provide support during the training and assignment work.

Site Safe chief executive Brett Murray says Covid-19 has had an impact on the construction and wider industries. This has led to Site Safe receiving a record number of applicants.

"We work in a high-risk sector. It's extremely important that health and safety isn't just seen as an add-on, but rather it is an integral part of running a good business or project.

"To be successful we need to support and invest in skilled safety leaders across our businesses.

"We're excited to be faced with some strong applicants this year, and be in a position to support more learners embark on their journey towards health and safety leadership.

"We're also pleased to see industry back their people and recognise the value of health and safety training, as well as their commitment to safety in the workplace."

Murray says this is usually the time when Site Safe recognises applicants at their Evening of

Celebration. Due to Covid, and in the interest of keeping everyone safe, Site Safe has cancelled its celebration evening this year.

"However, all recipients will receive a complimentary ticket to Site Safe's event next year upon graduation, where we can celebrate their achievement with them."

### 2020 Scholarships categories:

Congratulations to the 2020 Site Safe scholarship recipients. The number of scholarships and categories include:

**Women in Construction:** 16 scholarships

**Maori:** 11 scholarships

**Pasifika:** 9 scholarships

**Under 25s:** 10 scholarships

**Open:** 16 scholarships

For a list of 2020 scholarship recipients, visit <https://www.sitesafe.org.nz/training/scholarships/2019---2020-recipients>.

# Unique degrees for the construction sector

2020 has been a very different sort of year for most New Zealanders, but for those wanting to study or retrain, it's turned out to be the silver lining of the Covid-19 cloud.

There's never been a better time to take advantage of free training opportunities at Southern Institute of Technology (SIT), and Head of Faculty – Trades and Technology Doug Rodgers says now is the time to train for a new career.

"With the Government's investment and focus on infrastructure in response to Covid-19, there are many opportunities for retraining and getting into a high-paying career in the construction industry".

Rodgers specifically mentioned two standout degrees at SIT's Invercargill campus that are available to study under the Zero Fees Scheme, and have a lot to offer students who want to pursue careers in architecture or engineering.

"The Bachelor of Architectural Technology is the only degree of its kind in New Zealand. The focus of this degree is not only architectural design, but is targeted specifically at identified industry needs — strong technical skills, construction knowledge, and graduates who are agile and have a broad range of skills," Rodgers says.

He describes the Bachelor of Engineering Technology (Civil Engineering) as "a unique, industry-designed degree".

The programme is unique in that students learn more than one discipline in-depth until the third year, and have more skills available for an employer. This approach is a direct result of industry consultation and employer feedback, he says.

The Bachelor of Construction (L7) (with strands in Quantity Surveying, Project Management, and Construction Management) is also available under the Zero Fees Scheme at SIT's Invercargill campus.

With Zero Fees there are no tuition fees, and students pay only for direct material course costs.



## KICK-START YOUR CAREER STUDY @ SIT

### ENROL NOW FOR 2021

- Graduate Diploma in Construction (Level 7)
- Bachelor of Construction (Level 7)
- Graduate Diploma in Architectural Technology (Level 7)
- Bachelor of Architectural Technology (Level 7)

### These programmes fall under the TTAF

#### INVERCARGILL CAMPUS

- NZ Diploma in Construction (Quantity Surveying) (Level 6)
- National Certificate in Carpentry (Level 4)
- NZ Certificate in Construction Trade Skills (Level 3) - Carpentry
- NZ Diploma in Architectural Technology

#### CHRISTCHURCH CAMPUS

- NZ Certificate in Construction Trade Skills (Level 3) - Carpentry
  - NZ Certificate in Electrical Engineering Theory
  - NZ Certificate in Refrigeration and Air Conditioning (Trade Assistant)
- #### QUEENSTOWN CAMPUS
- NZ Certificate in Construction Trade Skills (Level 3) - Carpentry



#### FREE SELECT SUB-DEGREE COURSES @ SIT

Take advantage of this government offer that will allow you to study sub-degree courses at **no cost**.

SIT also offer the **Accommodation Bursaries** for those training in Invercargill under the TTAF

### Targeted Training and Apprenticeships Fund (TTAF)

Some of SIT's most popular programmes are available to study, with no course costs under the TTAF, at their Invercargill, Christchurch and Queenstown campuses, including:

- NZ Diploma in Architectural Technology
- NZ Diploma in Construction (Quantity Surveying) (Level 6)
- NZ Diploma in Engineering (Civil Engineering major)
- National Certificate in Carpentry (Level 4)
- NZ Certificate in Construction Trade Skills (Level 3) – Joinery
- NZ Certificate in Construction Trade Skills (Level 3) – Carpentry (also available in Christchurch and Queenstown).

Enrol today! Visit <https://www.sit.ac.nz/courses/construction> or phone 0800 4 0 FEES (0800 403337).

• **NB: The SIT Zero Fees Scheme (ZFS) is subject to New Zealand government policies.**

## Bar clamps convert easily to spreader clamps

Jorgensen E-Z HOLD Medium Duty or Heavy Duty bar clamps allow for rapid and easy clamping, and can easily be converted to spreader clamps.

The contoured comfort grip and quick-release lever make it simple to get a firm grasp.

The exclusive patented feature lets you join two clamps together to create a clamp with more than double the opening capacity of a single clamp.

Deep-reach 86mm (Medium Duty) or 92mm (Heavy Duty) pads help protect your work.

Clamping force for the Medium Duty model is 300lb (136kg), and 600lb (272kg) for the Heavy Duty model.

### Other features include:

- Three clutch plates ensure the Jorgensen E-Z Clamp will not back off or slip.
- Large oversized heavy duty springs increase plate grip on the bar.
- Four clutch plates provide ultimate clamping power.
- Metal pivot pin in the handle ensures the handle won't break at this vulnerable point, and ensures a smooth action.
- Replaceable deep reach pads help provide consistent pressure across the work piece.
- Tool-free quick change allows the clamp to be converted to a spreader in seconds.
- Soft grip ergonomic handles and trigger for comfortable easy operation with one hand.
- Easy-to-reach release trigger is located out of the way where it can't be accidentally activated.



[www.toolware.co.nz/products/category/5549](http://www.toolware.co.nz/products/category/5549)

## CeaseFire! Fireproof wall wrap launched

South Australian insulation manufacturer Ametalin has announced the launch of a Building Code of Australia (BCA)-compliant fireproof wall wrap that mitigates the risk of fire spreading between tenancies through external walls in multi-storey buildings, while still allowing the building to breathe, thus preventing condensation damage.

CeaseFire, when correctly applied, helps prevent fire from leapfrogging between tenancies by burning up the outside of the building.

The BCA mandates that building membranes used in the facades of multi-storey buildings meet the requirements for “non-combustible construction” — which does not mean that all materials used must actually be non-combustible but, rather, that they



must have a low fuel load and low flammability.

No other wall wrap currently in use in Australia is a non-combustible material as defined by the BCA, Ametalin claims.

“CeaseFire not only meets, but greatly exceeds, the current requirements of the BCA for non-combustible construction by providing a fire barrier,” according to a product media

release.

CeaseFire is also the first and only vapour permeably-pliable building membrane in Australia that forms a continuous barrier to water, air and fire.

In most of Australia, it is recommended that wall wraps be vapour-permeable, to avoid condensation damage. It is required by the BCA in Western

Sydney, Melbourne and other climates with cool winters.

Other than a traditional brick wall, the other common way of achieving these goals is with expensive rigid boards that must be meticulously and laboriously cut, fitted and sealed.

[ametalin.com/products/ceasefire](http://ametalin.com/products/ceasefire)

# The name game

Architect Don Bunting considers how important names can be — sometimes.

In 1968, American telco AT&T designed a new push button telephone handset. They realised that with seven available tones you could make 12 distinct sounds.

To complete a logical three across four down keyboard layout they decided to add two new symbols: a star (asterisk) and a hash (number/USA pound) to the usual nine numbers and zero.

They had no idea at the time what these extra symbols might be used for, but added them “just in case someone figured out a use for them”.

Other pundits say that it was Bell Telephone who added the symbols, specifically to allow access to telephone-based computer systems.

This seems unlikely as computer-based systems were still very much at the “bleeding edge” of technology in the 1960s.

Bell originally added a fourth row containing A, B, C and D, but this was never used by any phone or keyboard manufacturer.

Recently the hash sign has been an online way of highlighting or indicating the use of a meaningful phrase, such as #metoo.

“Hashtag” is hopefully one of the more slightly annoying words being swiftly consigned to history.

## What's in a name?

Along with whoever persuaded us to think of gambling as being gaming — a less confronting term — two of the more successful anodyne name changes in the construction scene were changing global warming (scary) to climate change (logical), and convincing the market that a split system air conditioning unit was an apparently power-saving and super-effective heat pump.

While neither of these new nomenclatures are wrong, they hide any potential downside contained in the original and arguably more accurate term.

## You are the product

Using social media and accessing information obtained via Google and other search engines, or even from Wikipedia, can be a minefield.

Worth keeping in mind is “if you are not paying for the product then you are the product”.

Tech companies such as Facebook, Google and Amazon are now the richest companies in the world. They are continually building new models to predict our future actions — essentially trading in human futures.

It is called “big data”, a product now more commercially valuable than gold. These sites track your behaviour every time you go online and look for gradual changes in your perceptions and desires.

This knowledge is extremely valuable to them and to those companies who advertise products via their sites. So be careful what you list on line.

## More than a name

The Registered Master Builders Association has always taken a very broad view of its obligations to advancing construction, including ensuring that its members and those they associate with have access to the very best data and guidance.

The Master Build guarantee scheme and the RMBA's relationship with the Building and Construction Industry Training Organisation are just two examples of the organisation adding value both ways.

More recently, RMBA chief executive David Kelly has been involved with the Construction Sector Accord. I was fortunate to work with David as a member of the MBIE overview group during my time as Chair of the NZS 3604:2011 review.

And he follows a long list of former heads of Master Builders promoting excellence in construction.

Back in the “dark ages” of technology in 1995, the RMBA saw future value in becoming a shareholder in Construction Information Ltd, providers of the Masterspec specification systems.

Masterspec now provides the default source of specification data, both generic and branded, for architects, engineers, architectural designers, specialist designers and building contractors.

The company was the first to take on the task of introducing the New Zealand design and construction industry to Building Information Modelling (BIM), and the need for a viable and searchable classification system (CBI).



It also launched the first comprehensive online database of construction products, miproducts.

Just recently, Masterspec's mDocs tool went live for all their many users. mDocs enables Masterspec product partners to pre-load important product performance, environmental, installation and support documentation into the back end of the Masterspec system.

When a specifier downloads the specification into their project document, all this critical information is instantly available for tenderers, Building Consent Authorities and contractors to choose from.

mDocs is so much more than just a name. It is the first real attempt at ensuring that accurate, up-to-date data on construction products is always available on the front line of the construction process, where it should always be.

## Name calling

Auckland Council has launched a new climate change policy. The first version failed to achieve consensus, being described as a collection of jargon and wishful thinking.

The new policy, Auckland's Climate Change Framework, contains at least some clear targets and a framework for achieving them, but no attempt to set any costs.

And the targets are massive, such as committing the council to a 50% reduction in greenhouse gas emissions by 2030 and zero emissions by 2050.

With Auckland not even heading in the right direction, currently hitting a 19% higher level of emissions, the likelihood of success seems distant.

Transport is the big-ticket item. Why not set a specific, fully-costed and achievable target, such as all Auckland City vehicles being fully electric by 2030?

That's a policy and not a wishlist, but first they must convince the Government to ban the importation of old petrol/diesel vehicles by the same date.

# Suicide — our industry is ashamedly the best at it, but why?

EasyBuild director Mike Fox says it's no wonder there is a high suicide rate in the incredibly combative NZ building industry. He offers some practical tools that will help builders survive.

There are two industries that lead the statistics in participants ending their own lives — the construction and farming industries, with the construction industry winning the mantel hands down.

In fact, suicide is a whopping 34 times more likely in our sector than any other.

Why is it that our colleagues see no other way through the challenges and trials that they face than to tragically end their own lives? And leaving behind shattered families, bewildered friends and colleagues asking "why"?

Statements like "I had no idea they were struggling", "if only they had reached out, I could have helped", "I wish I knew", "such a waste of an amazing life", are all too common after the catastrophic event.

Mental health issues do not discriminate — and it affects the best of us, whether it be the site labourer, carpenters, site manager or chief executive.

But our industry, above all others, seems devoid of answers as to how we can make a difference.

For some people, no matter what's going on at work, you may always be susceptible to challenges with your mental health. For others, it may worsen because of work pressures.

It may manifest in a myriad of ways — depression, anxiety, substance misuse, suicidal thoughts. But no matter how it rears its head, it's important to remember that others feel the same, you are not alone, and there is always help.

There are extremely worthy organisations such as Mates in Construction who are raising awareness and doing great work to help prevent suicide in the construction industry, with a wide range of resources available for us to use.

This is a great start, but to get to the root of the problem systemic change needs to occur to help reduce the industry-specific stressors that may be contributing to the rates of suicide we're seeing among colleagues.

Those that have been building for more than 20 years will remember an industry that was more cooperative, less aggressive, less regimented, and certainly far more satisfying to work in than today's risk-averse, highly regulated and stifled environment.



But what's changed? And how is our current system adding to the stress we carry?

Our industry has always been tough with tight deadlines, job insecurity, unexpected delays and weather issues — the list goes on. You name it, the builder has to solve it and then warranty it for 10 years.

But our current system has created an unhealthy environment. There's no denying that stressful situations and added pressures contribute to our overall mental health and well-being.

A solid approach needs to be taken to address and reduce some of the underlying causes of stress that are driving so many of our good people to take their lives unnecessarily.

This article is not intending to place blame on anyone, but to highlight some of the stressors our industry faces, identify these as opportunities for improvement, and start a discussion about how we can reduce the pressures on all of us.

In days gone by, if you were planning a project you would visit your local authority and discuss it with the appropriate people. You would work together to find the best way to achieve the outcome, and collaboration would produce a reasonable result.

However, as an industry we seem to have lost sight of the real objectives, and have become a country of petty rule enforcers, creating jobs

for Clipboard Charlies getting job satisfaction out of enforcing minor or unimportant misdemeanours.

With the Resource Management Act, leaky buildings and a required tightening of the Building Act, we're now in a place where local authorities no longer want to work collaboratively, and are more concerned about collecting revenue and protecting themselves from liability.

A system once designed to help projects go ahead has inadvertently become obsessed with finding all possible ways to avoid risk.

Successive layers of compounding regulatory change have now reached a tipping point, such that the system is overloaded with mindless process and risk-averse behaviour.

Many local authorities are halting progress on projects with excessive requests for further information, inspections, re-inspections and regimented administration processes.

This behaviour is reluctantly understandable and, unfortunately, will never change until lawmakers address the joint and several liability rules that make the last man standing responsible for every building fault, regardless of whether they caused them or not.

Everyone is looking to cover their backsides, pushing liability away and increasing costs, and the result is a huge loss of productivity.

Australia has addressed the joint and several liability problem in their own construction industry, and we should look closely at what we could adopt to make improvements here.

To make matters worse, many local authorities now have a new beast in the form of consent enforcement officers who prowls sites looking for something to catch you out on.

Their very existence is, no doubt, measured by how many fines or prosecutions they can attain.

Combining this with overzealous Worksafe inspectors looking for someone standing on a saw stool, the life of a builder has become just that bit more unpleasant.

Among many things, building inspectors are required to fixate on handrails and possible falls that a private resident might have within or around their own home.

However, that same resident is trusted to cross the busy road outside their home, walk along a waterfront with no handrail protection, or

drive a vehicle at 100km/h along a road without a median barrier. Where is the relativity in all of this?

Health and safety inspectors hound professional tradespeople who are proficient and experienced at working from heights as if they are incompetent to assess risk.

These same inspectors' actions are now putting DIY consumers at risk, who typically don't have experience working at height but aren't bound by the same health and safety restraints as builders — and are unable to afford to pay a professional to complete the work with the added cost of scaffolding.

It's a scenario that inadvertently forces consumers into completing their own repairs and work — and who knows what the quality of this work will be?

The number of industry participants lost to suicide far outweighs deaths by accident. It is a hard industry to be in at the best of times and, with all these compounding factors, it is not surprising that so many good builders end up looking for careers elsewhere or throwing their arms up in despair.

In addition to dealing with an increasingly hostile regulatory environment, the builder is the meat in the sandwich between the client's expectations and the delivery of their project.

On the one hand, clients' expectations have increased, while on the other, the quality and abundance of the workforce to deliver projects has diminished.

Decades of insufficient training and boom-bust cycles have left us with slim pickings when it comes to quality trades.

The industry is currently hopelessly over-committed with workload, the builder is left

competing for resources that are less than optimal, and is often stuck paying subtrades big fees for poor performance and questionable quality.

It has become an incredibly combative industry to have to work in, and if you allow it to get on top of you it's no wonder we are losing so many good people who just can't see a way through.

Many times throughout my own career, I've wondered how the hell I'm going to get through this, and I'm sure I'm not alone in this thinking.

### Tools to survive

Here are some of the tools I have used to survive, and I hope some of them will help you too:

- No matter how big a problem seems, there is always a solution. I haven't seen or experienced a building problem yet that can't be solved. Talk to your colleagues as it will have happened before, reach out to others for advice and you will get an answer to it.
- Think of the worst possible outcome, write it down and think to yourself, "can I cope with that?" No doubt, you will see it could have been worse, your mind eases and you get on with solving it.
- If you have a problem that is really keeping you awake, try and remember what you were worrying about three weeks earlier. You'll likely struggle to remember what it was, so don't let today's problem consume you either. Avoid internalising the job's problems.
- Take time out to exercise and eat properly. It clears your head and gives you the energy to cope.
- Treat others how you expect to be treated

yourself, and you will be amazed how that changes the attitudes and performance of those around you. Life is like a mirror — what you put out will be reflected back to you.

• We're all human, so it's ok to blow your fuse occasionally. But always be big enough to apologise. It's the apology that you will gain the respect for, not the previous meltdown.

• Share your problems with others. I can almost guarantee that others have faced similar issues. Sharing your experiences not only de-stresses things for you, but will likely help you find a solution too.

• Remember, there is no shame in seeking help. Talk with your colleagues, your friends and family, or a trusted professional. A huge part of our population lives with mental health challenges, and seeking support and help is normal and vital to your own well-being.

• Remind yourself that the most successful builder in town is not necessarily the busiest builder, but the builder that does less work at higher margins in a controlled and ordered manner. It is always ok to turn work down and work within your comfort zones.

• Finally, and most importantly, no matter how dark a place you might be in now, it will get better. Brighter times are always around the corner so seek help and hang in there. You won't regret it.

If we are serious about fixing the suicide rate in our industry, we need to take a holistic view of what is adding to the pressures on those in our industry, and fix the issues at their source.

Perhaps the newly-mandated government, with its "be kind" approach, will appoint a senior minister that will champion for the

*Continued page 52*

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## Keep both eyes open in 2021 as there'll be a lot to see . . .

Terry Sage of Trades Coaching New Zealand gives a one-fingered salute to 2020 and looks forward to a fantastic 2021.

It's the column before Christmas and all has not been well. I guess that depends on who you are and where you are, as some have thrived where others have struggled. No different to any other year then.

So I would normally jibber jabber on about working your nuts and bolts off to keep everybody happy before Santa leaves his crib. Then totally chill out as you have well and truly earned it, as soon as the stress is released (yeah, whatever), then start thinking seriously about 2021 and your future.

Sounds easy right? The perfect plan. So no excuse not to get it done before you get back to work.

Talking about returning to work, the dates are a bit weird this year with Christmas Day and the statutory holidays.

I have some clients who are planning to stop on December 24 and go back on January 4 — but that only really gives you a week off.

Others are stopping on December 22 and going back on January 11, giving them 2.5 weeks off. This is a much better idea if your staff have plenty of leave owing, the cash flow is good and your current client is not phoning you every other day.

It's also a masterful idea from a mental health and well-being perspective. We all need a good

break to give a one finger salute to 2020 and be ready to dive into a fantastic 2021.

As I said, this is what I would normally be jabbering about, but there are a few other things that have been discussed with my clients.

It's nothing that hasn't been in the news, but it's certainly worth making sure you're onto it because who believes what they read in the news?

First one is your supply chain — it's already showing signs of delays and will only get worse.

This is down to overseas manufacturing being hit with lockdowns, less than 20% of planes in the sky (apparently every plane carried some form of freight), and container ships having to quarantine and queue up to offload.

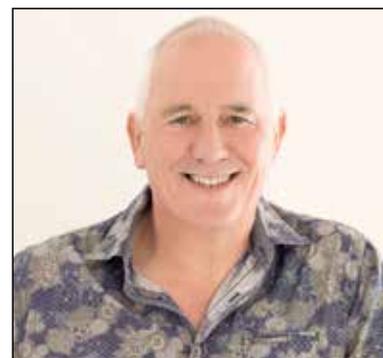
I even heard there is a shortage of empty containers returning to be reused.

The bottom line is it will take longer to complete jobs, which will delay your payments, along with the cost of freight certain to increase.

Second, you need to keep a close eye on increasing costs as they will eat into your margins if you don't put your prices up.

We talked about freight, but material costs will also go up if they are in short supply.

The minimum and working wage is set to



increase next year, and even though you may well be paying your team above this rate, when there is a national increase all the workers expect more.

Be prepared to up your rates and make sure you have a clause that quotes are only valid for a short time.

If it's a big job schedule over many months, put in the clause that states material cost increases will be passed on to the client. And make the client initial the clause so they know it's there.

Have a fantastic and well-deserved holiday. Plan for an awesome 2021, but keep both eyes open as there will be a lot to see.

## Industry's shameful suicide statistics

From page 51

necessary regulatory change.

The entrapment, fine and enforcement mentality that we have perversely developed is unhealthy, and we need to have a serious rethink if we want innovation, productivity, improved mental health and an enjoyable, balanced work environment to return.

What I know is that more of the same will not cut it, and with precious lives at risk every day, we can't continue to sit helplessly and let the situation fall by the wayside.

• 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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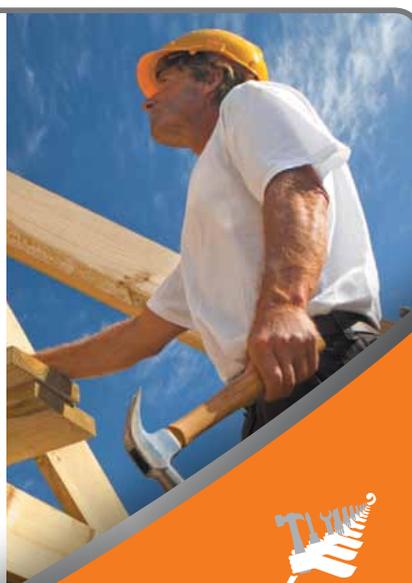
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THE BUSINESS SIDE OF CONSTRUCTION

# Trusts Act 2019 — coming to you soon!

Timothy Bates and Bodene Robertson-Wright of Auckland law firm Legal Vision summarise key changes in Trust law that come into effect at the end of January 2021.

This article summarises and highlights some of the key changes in Trust law that will be brought about when the new Trusts Act 2019 (“the Act”) comes into force on January 31, 2021.

The law reform is intended to simplify and improve transparency of Trust law in New Zealand, as well as make Trust law more accessible to the public.

Many people in New Zealand use Trusts as a primary form of asset protection, including those in the construction industry.

## Disclosure of information

Many of the changes to the law of Trusts are aimed at strengthening the ability for beneficiaries to hold Trustees to account.

The Act creates a presumption that a Trustee must disclose basic Trust information to every beneficiary and further Trust information if requested by beneficiaries.

Where a beneficiary is a minor, or who lacks capacity, the information must be given to a parent, guardian, attorney or property manager.

“Basic Trust information” includes:

- The fact that a person is a beneficiary,
- The name and contact details of a Trustee,
- The occurrence of, and details about, any change to the Trusteeship, and
- The right to request a copy of the terms of Trust and trust information.

“Trust information” includes information about the terms of the Trust, administration of the Trust, and the Trust property, that is reasonably necessary for the beneficiary to have the Trust enforced.

There are a range of factors that must be considered in deciding whether information can be withheld, which are set out at section 53 of the Act.

## Exemption and indemnity clauses

Under the new Act, it is made clear that Trust deeds cannot limit a Trustee’s liability for dishonesty, wilful misconduct or gross negligence.

Trustees will not be able to rely on broad indemnity clauses. However, if the terms of the Trust are properly drafted there may still be protection available for ordinary negligence.

For the asset protection provided by a Trust to

be upheld, it is important that the meaning and effect of any limitation and indemnity clauses are understood.

## Appointment and removal of trustees

The new Act aims to minimise the need for application to the court in relation to the appointment and removal of Trustees.

There are specific provisions for the removal, retirement and replacement of a Trustee, and when a Trustee has died, as well as prescribing that appointment of a Trustee must be in writing and in accordance with the formalities prescribed in the Trust deed.

## Retention of trust information

Extensive requirements, in terms of keeping Trust documents, are imposed by the new Act.

One Trustee must hold a full set of Trust documents, and each other Trustee must hold at least the terms of the Trust and any variation to those terms.

A full set of Trust documents includes the following:

- Documents setting out the terms of the Trust, or variations to those terms,
- Records of Trust property,
- Records of Trustee decisions,
- Contracts,
- Accounts and financial statements,
- Appointment, removal and discharge of Trustees documentation,
- Letters of wishes by settlor, and
- Other administration documents.

## Mandatory and default Trustee duties

The new Act will classify Trustee duties into either “mandatory” or “default”.

Mandatory duties must be performed and cannot be modified or excluded by any terms of the Trust, whereas default duties are able to be modified or excluded by the terms of the Trust.

## Summary

In order for the asset protection provided by Trusts not to be undermined, it is important that the changes to Trust law are well considered by those who have Trusts.

The disclosure of information to beneficiaries and retention of Trust information are likely to



have the widest impact. Any changes made to Trust structures in light of this reform need to be made prior to January 31, 2021.

**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 in this article.

## Name change announcement

**After trading as Legal Vision since 2000, a change in name is in order for the legal practice.**

**We have decided to personalise the name to the above from January 1, 2021. In fact, a law firm with Australian origins will be operating under the old name thereafter, so please do not be confused. The businesses are entirely separate and have no commercial link.**

**The new contacts are as set out below. Otherwise it is business as usual.**

**The team here wishes you a Merry Christmas and a Happy New Year.**

**Timothy Bates, Principal**



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# Getting the Christmas party right

Tradie HR director Leigh Olsen says the annual Christmas party is a great chance for the team to come together — but watch out, as things can go awry.



It's that time of year again — Christmas party season. A great chance to come together and celebrate as a team.

Yet these celebrations can sometimes easily get out of hand, leading to issues that you won't want to deal with just before everyone goes away on holiday.

So, before you open the beers and pass around the sausage rolls, make sure you take some time to get your Christmas party right, and create the right kind of celebration!

Here are my key tips for a successful team gathering.

• **Check the “temperature”:** Before you even think about the location or the menu, take an emotional temperature check on your business as this year's party might get out of hand based on what has actually happened for your company this year.

Covid-19 has forced some companies to get rid of people, budgets have been tight, and all of your people have worked hard in extraordinary circumstances.

If this year has caused tension, then ask yourself, what's the right kind of celebration to have that pays respect to the intensity of this year?

Maybe you had to let go of 20 people, and those remaining are missing their workmates. You then throw an extravagant party, which will easily lead to drunken tensions exploding as people let out their real emotions.

What could be done instead of a party is to link your celebrations with a fun activity, such as golf, go-karts, bowling or back yard cricket. Another popular option at the moment is the escape room experience.

Organising a team activity that doesn't require alcohol, but captures what your team is about, is a great way to make it about your people.

• **Ask employees what they want:** Why not check in with your employees and run a survey to get your teams' views on what they might like?

With so much of the year being out of our control, asking your workforce for their thoughts is a cool thing to do, and is a great way to build trust and keep engagement working.

• **Communicate behaviour expectations**

**before the event:** If a party does go ahead, then make sure you celebrate for the right reasons, and that all relationships stay healthy and intact.

Set the expectations before the event as part of the invitation or shortly before the event. Explain to all invitees what you expect from them and explain the reasons why.

This should ensure you are not being a party pooper, but acting as a responsible employer. Keep it light, and write it as a gentle reminder that this is about a celebration and your way of thanking them for their work.

If you require them to act responsibly throughout the event let them and other guests know that. If you need to, refer to your HR policies/code of conduct and reference those relevant areas.

To ensure you are covered, always make sure you have a Code of Conduct in place that sets the standards of behaviour at functions.

• **Food, food and more food:** Make sure there is a plentiful supply of food and non-alcoholic drinks. A great way to keep on top of behaviour is to make sure you stagger the food and alcohol consumption throughout the day.

People don't have to start drinking at 9am, so stretch it out and make sure there is a lot of really good food that people really want to eat. People will sober up and just have a good time.

• **Check for stressors before and during the party:** For a lot of people this time of year can be stressful. Some key signs to indicate stress might be becoming uncharacteristically irritable or withdrawn, or perhaps showing a lack of focus or concentration.

Of course, you may see some signs of unusual tensions with their teammates, something that can easily happen if stress is high and alcohol is consumed.

Get in early, divert their attention and, most of all, check that they are ok before, during and after the event.

• **Get your people home safely:** If you are serving

alcohol, take responsibility for having a safe transport plan. If an employee is injured on their way home from the party, then the employer may be liable for a compensation claim.

Preparing transport home is a responsible way of making sure no one intoxicated gets behind the wheel.

• **Keep your own drinks to a minimum:** You may think it's just your staff that cause these antics, but bosses have also been known to drink too much as well, so keep your own number of drinks to a low limit.

Sending inappropriate texts and photos to a staff member can result in waking up not only highly embarrassed but also facing the reality of a job loss.

Someone needs to be the responsible one, and if you are the boss or manager then you need to own that title.

Everyone has had an extremely challenging year, and for a lot of our people there's a sense that people are “zoomed out”.

Having a Christmas party is something people are wanting to have, and to be able to appreciate the opportunity to get together face to face.

Remember, this celebration is not about the budget, it's about creating the right atmosphere and making it about your people — celebrate them, thank them and do something that reflects that.

You want your work Christmas party to be remembered for all the right reasons!

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. My very best wishes for your safe and happy Christmas party and holidays.

• This article is not intended to be a replacement for legal advice.



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# Building Consents Information

For All Authorisations, October 2020

Dwellings	\$1,521,731,000
Domestic Outbuildings	\$17,972,000
<b>Total Residential</b>	<b>\$1,539,702,000</b>
Non-residential	\$509,504,000
<b>Total All Buildings</b>	<b>\$2,049,207,000</b>
Non-building Construction	\$70,255,000
<b>Total Authorisations</b>	<b>\$2,119,462,000</b>

## Number of new dwellings consented

	Oct 2020	Sep 2020	Oct 2019		Oct 2020	Sep 2020	Oct 2019
Far North District	23	36	22	Horowhenua District	27	13	28
Whangarei District	34	42	50	Kapiti Coast District	19	21	33
Kaipara District	18	17	18	Porirua City	28	9	32
Rodney District	120	126	88	Upper Hutt City	13	29	16
North Shore/Albany Wards	339	423	322	Lower Hutt City	51	67	83
Waitakere Ward	196	146	286	Wellington City	180	68	105
Auckland Wards	358	464	308	Masterton District	14	15	13
Manukau/Howick Wards	285	333	144	Carterton District	11	10	14
Manurewa-Papakura Ward	190	171	148	South Wairarapa District	6	13	15
Franklin Ward	76	71	65	Tasman District	62	81	51
Thames-Coromandel District	23	19	21	Nelson City	16	21	32
Hauraki District	13	9	8	Marlborough District	16	23	20
Waikato District	101	93	90	Kaikoura District	4	2	3
Matamata-Piako District	34	11	32	Buller District	1	3	4
Hamilton City	143	135	150	Grey District	9	5	7
Waipa District	52	62	62	Westland District	3	2	2
Otorohanga District	5	5	6	Hurunui District	17	5	15
South Waikato District	7	7	6	Waimakariri District	51	53	60
Waitomo District	0	4	3	Christchurch City	320	183	216
Taupo District	23	34	23	Selwyn District	127	162	130
Western Bay of Plenty District	48	49	44	Ashburton District	20	11	15
Tauranga City	128	98	127	Timaru District	24	12	17
Rotorua District	19	19	14	Mackenzie District	9	5	13
Whakatane District	5	9	8	Waimate District	3	2	0
Kawerau District	0	2	0	Chatham Islands Territory	0	0	0
Opotiki District	0	3	2	Waitaki District	12	8	8
Gisborne District	14	5	10	Central Otago District	33	16	25
Wairoa District	4	2	1	Queenstown-Lakes District	93	61	116
Hastings District	27	53	34	Dunedin City	36	32	46
Napier City	16	70	20	Clutha District	9	6	6
Central Hawke's Bay District	8	6	5	Southland District	7	13	16
New Plymouth District	56	39	44	Gore District	0	6	1
Stratford District	3	2	1	Invercargill City	10	11	20
South Taranaki District	7	8	5	Area Outside TA	0	0	0
Ruapehu District	3	3	6				
Whanganui District	11	12	12	<b>Total</b>	<b>3659</b>	<b>3605</b>	<b>3412</b>
Rangitikei District	4	1	4				
Manawatu District	5	10	19				
Palmerston North City	26	34	41				
Taranua District	4	4	1				

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

Source: Statistics New Zealand

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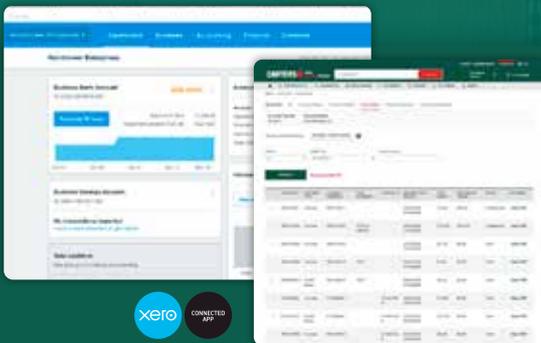
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Your **Building** Partner

# CARTERS TRADE PORTAL NOW CONNECTS DIRECTLY TO XERO



CARTERS Trade Portal is designed to make the business of building easier for you, that's why we've partnered with Xero to help save you time online, so you can spend more time out on site.



## TIME

Saves you time keying orders from your CARTERS invoice into Xero, as it inputs them automatically by line item or full order.



## ACCURACY

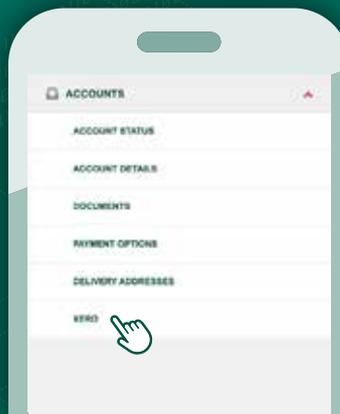
Ensures your invoicing is accurate as it is direct from our system to yours, meaning less invoicing queries, which in-turn means you should get paid on time.

## CONNECT IN 3 EASY STEPS:

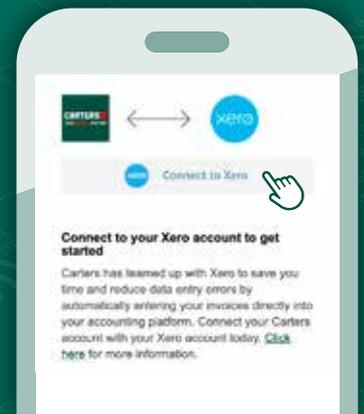
1



2



3



If you are not currently a Trade Portal customer go to [www.carters.co.nz/trade-portal](http://www.carters.co.nz/trade-portal) to register for an account.



You can also trial Xero for FREE for 30 days if you head to [www.carters.co.nz/get-xero](http://www.carters.co.nz/get-xero) so you can check it out for yourself.