

ISSUE 75

UNDER CONSTRUCTION

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FOREWORD VIEW FROM THE GM OPERATIONS

POWER OF 'NON-PRODUCTIVE' TIME



As the busy summer season draws to a close, it's worth taking a moment to reflect on what went well and what could have gone better. However, these reflections aren't worth much unless we take the time to note them down and consider ways to improve going forward

In busy times, it seems impossible to make time for this kind of 'non-productive' activity. That's why, aside from contributing to your LBP maintenance, *Under Construction* provides an opportunity to step away from your tools, clients and employees, and consider different approaches.

This month, we share a number of suggestions — from other builders, apprentices and construction-related businesses. Check out Builders' Business on page 3 to find out what incentives other employers offer to keep staff on board. Discover how you can leverage your tax dollars through New Zealand Trade and Enterprise — which offers funding for business mentoring, HR support, marketing and more — on page 7.

Our business coach reveals the power of good presentation and first impressions. While he acknowledges that it may not be fair, that doesn't mean it isn't true, and suggests giving yourself, your vehicle and your sales materials a onceover.

This month also features two very topical items. Following a recent crash in which a tradie's tools went flying through his vehicle windscreen, Site Safe provides a sobering reminder of why it's worthwhile to secure your tools.

With the Mainzeal fallout in focus, Bultin reminds company directors of their duties regarding trading while insolvent and with regards to health and safety.

Want to better understand what your apprentice might be going through? Read our first apprentice feedback column on page 4 to hear from apprentices around the country.

We hope you find this issue useful and worth your time away from the tools!

Gary Woodhouse

General Manager Operations

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FEEDBACK

BUILDERS BUSINESS

PERKS OF THE TRADE?

Builders' Business is a column by builders for builders. Its objective is to provide a forum, particularly for small business operators, in which to share knowledge, experience, tips and ideas

Q: What incentives do you offer employees to keep them on board?

Firm: RNP Homes Ltd
Principal: Richard Preston
Location: Christchurch
Staff: 26

Firm: Deane Fluit Builder
Principal: Deane Fluit
Location: Wanaka
Staff: 9

Firm: G E Construction Ltd
Principal: Grant England
Location: Christchurch
Staff: 12

At RNP, we provide free health insurance for employees after they have worked one year with us. Health is happiness, so I believe it's important to ensure they and their families receive a helping hand from us on that front.

We like to collaborate with our workers where we can, so that we're more than just an employer dishing out money – we're a business looking out for its employees. It's important to us that we're seen as a company that's invested in the people on our team. One of my workers has been with me for over ten years, and he gets five weeks of holidays.

Of course, it's naïve to ignore the fact that the dollar is always in the conversation. People won't just come in because they want to work, so we do our best on that end as well. However, we like to focus on giving rewards beyond just the paycheck.

A lot of people want short-term rewards in the form of money, so that is always included as a form of incentive. However, I strongly believe a quality work environment is worth more than dollars and cents.

I like to offer my team the flexibility to enjoy their life at work as much as they do outside of work, so I let them know that if they want to go skiing on Monday, they can go for it. On top of that, I like to do similar activities as a team, whether it be a ski trip or some fishing.

// If they want to go skiing on Monday, they can go for it

Enjoying our interests and getting involved in other things we like doing together makes the workplace mean more to everyone.

Money is the obvious incentive, but because that's the same with everyone, I think the other things carry more weight in differentiating yourself from the rest of the market.

We like to provide as much opportunity as we can for our workers to upskill and expand their resume, as that will ultimately serve them and us in the long-term.

It's also important to create a strong team morale. There's 12 of us at work, so it's a close team. We enjoy having regular social events, even if it's just unwinding on a Friday with a beer in hand – just having things to do together and being able to share a reward after work is important to us.

Coffee cards are something we do as well, just to keep the team enjoying something little every day. All the small things add up to something meaningful for every individual, and we do our best to include everyone in open communication, so they feel close to the operations and involved in our business.

NOW HAVE YOUR SAY...

WHAT DO YOU FIND MOST CHALLENGING ABOUT TAKING ON A NEW APPRENTICE?

ANSWER THIS QUESTION TO ENTER OUR QUARTERLY PRIZE DRAW

Email your answer with your full name, contact phone number, company name, number of full-time staff and the city or town in which you're based to editor@pmundersconstruction.co.nz. All responses must be submitted by 25 April 2019. The answers to this question will be published in Under Construction June/July 2019.

WIN!

PLACEMAKERS APPRENTICE CREW



FROM THE GROUND UP

Our new apprentice column is all about sharing experiences. It's an opportunity for PAC members to share their news, ideas and experiences as an apprentice, while providing insight for builders who employ them. This month's question is:

Q: What did/do you find was/is the biggest challenge you face as an apprentice?

Name: Joel
Location: Hamilton

3rd
YEAR

Name: Alexander
Location: Queenstown

3rd
YEAR

Name: Sam
Location: Dunedin

2nd
YEAR

At the start, I found it a bit intimidating in general, because you're new and you're coming into an environment where there's heaps of qualified people who are looking to you to perform. I found that there was a fine balance between trying to prove yourself, but not going beyond your skill level.

I'm really grateful to the builders who have trained me over the past few years, and I quickly realised how important it is to respect their time. When someone puts in the time and effort to train you, you need to make sure you turn your ears on. I've found I learn best when someone shows me how to do it a few times, before letting me get stuck in and then reviewing what I've done.

The next challenge is learning how to be efficient – people expect that you'll take longer at first, but to be a valuable part of the team you need to learn how to complete jobs properly and quickly.

When I first started, the biggest learning curve was the terminology – there are so many different types of screws, roofs, rafters, treatments – basically, most of what you're using, you've never come across before. For example, if my boss had asked me in the first few months to go pick up some treated timber from PlaceMakers, I wouldn't have had a clue.

I'd say it took almost a year to get properly up to speed, but the guys at work were super helpful – they would draw me diagrams of the various products and their differences. It also takes a while to get up to speed with the numerous brands of products available, and to learn how they're different even if they're meant to do the same thing.

This also makes learning how to read plans quite challenging – they don't mean much if you don't know the products being referred to!

Now that I've had a few years' experience and am getting more competent, I find the most challenging thing is to speak up when I'm not sure about something. Everyone is really busy, but better to ask and do something correctly then go ahead and have to fix it later. After all, I'm still learning!

There are plenty of challenging moments as an apprentice, especially a new one, but what I found the most nerve-wrecking was being put on the spot – basically being given a job and left to your own devices to do it. It's completely different to watching someone do a job, or reading about how to do it, but it's really the only way to learn. I've been in this situation a number of times and it's intense, but I really enjoy the challenge.

The important thing that I've learned in this instance is that, if you're unsure of something, you need to ask someone more senior. It's a bit intimidating, as everyone is busy and you don't really want to bother them, but it's important – doing an apprenticeship is about learning.

Dealing with clients and other contractors can also be challenging, especially if you don't have that type of experience.

FEBRUARY APPRENTICE OF MONTH

Diligent plan prep helps apprentice spot and remedy small, but important, specification variance

Second-year apprentice Regan Morris didn't miss a beat when he returned from six months off due to injury – he was immediately tasked with ensuring a newly set-out site was ready for the blocklayers.

Plans in hand, he needed to check and change profiles and string lines, straighten/tie steel cages/starters and ensure all footings were up to specifications.

"This is a crucial stage of the build process and it needs to be as close to millimetre perfect as possible," says Regan.

With this in mind, he read the details for the footings, steel and slab dimensions closely and found that some small changes to the specified steel tolerance and string lines needed to be made. He consulted with the LBP who was overseeing his work, the LBP agreed and the changes were made accordingly.

As a result, the site was ready to go when the blocklayers arrived and they were able to complete the job smoothly.

The judges were impressed at Regan's diligence in reviewing the plans, and his knowledge, which helped him spot the variance. ■

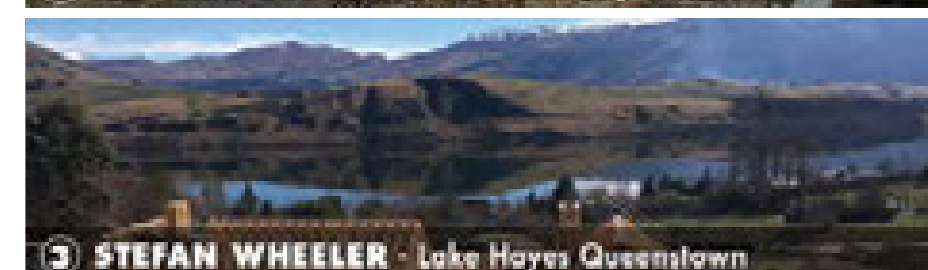
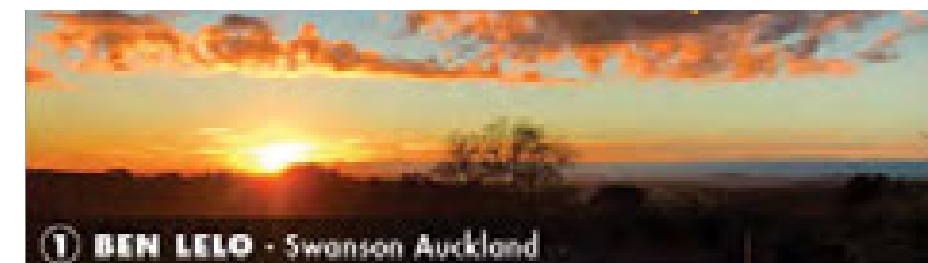


VIEW FROM THE OFFICE

PAC members get behind the lens to compete for 'best site view'

In the summer months, some builders' work backdrops would put any office art to shame. To celebrate this, PAC arranged a competition for members to decide who was enjoying the best view from their workplace.

Over a week in February, PAC members sent in their best shots. The PAC team picked their three favourites, and then the voting went public! It was a close call, but Ben Lelo's shot in Swanson, Auckland saw him walk away with the top prize – a \$250 PlaceMakers voucher. Check out the three finalists. ■



PAC CASH TRADE DISCOUNTS

Don't forget that all current PAC members have access to cash trade discounts on safety gear and hand tools plus other product ranges (some exclusions apply) at all PlaceMakers branches. Visit the PAC hub for more details - pac.placemakers.co.nz





STAYING UP TO SPEED



PlaceMakers regularly hosts trade events with informative speakers, who discuss legislation, business tips and industry news

Quantity surveying practices go hand-in-hand with estimating, quoting and tendering for work. These business practices are essential to operating a construction company, and getting it right is more important than ever during a period of high industry activity

As an LBP, keeping up to date with the latest information is paramount to running a successful business. We are lucky in New Zealand, as there are lots of opportunities and tools to learn and grow your business, as long as you know where to look! This article is the third and final article tying quantity surveying to being an LBP.

We often hear that LBPs are unsure where to start learning about business practices. Here are some tools and tricks for small to medium sized-enterprise (SME) builders from a quantity surveying perspective.

Business practices are relevant to your skills maintenance. Contractors have a range of regulatory obligations alongside LBP obligations, so knowledge in this area is relevant to being able to contract with consumers and participate in our building industry.

TRADE EVENTS

Get along to as many trade events as you can. Hearing from a range of informative speakers, alongside the general camaraderie these events encourage, is something you can't put a dollar value on. Trade events are often held by different institutions, as well as merchants or other trade suppliers.

Another great place to meet and share your knowledge and listen to a range of speakers is your local Chamber of Commerce. They will generally cover more than just trade information and also give out free information for those interested in HR, business acumen, accounting, and all those other things SME builders need to understand to run their businesses profitably and efficiently.

NZTE – REGIONAL PARTNERSHIP NETWORKS

New Zealand Trade and Enterprise offers learning opportunities and funding to SMEs across New Zealand, and in many cases this includes our

local trades. They can offer business mentoring, financial acumen, human resources support and training and marketing. Support is offered by way of courses around the country and one-on-one consulting and training with regional partners.

You can apply for funding for this assistance if you go to the website and become part of the network – it is definitely worth checking out. Suppliers to the NZTE have to be thoroughly vetted to ensure they are going to give value and help businesses, so it is a great place to find real value and help with funding.

You can find information on the NZTE Regional Partnership Networks on the New Zealand Trade and Enterprise website.

ESTIMATING TOOLS

There are lots of online tools – some free and others by subscription – which provide data-based industry averages across the regions for labour constants, built-up rates, and cost-planning information. Quantity surveyors use this information for estimating purposes, but it can also be useful for builders looking for estimating guidance, as it is a fantastic wealth of information.

You can also find old-fashioned paperback books that hold a wealth

of information about quantity surveying. These are a common tool quantity surveyors use, alongside online services, to obtain information about labour constants. You'll often find one within easy reach of a quantity surveyor's desk.

Using resources to make the process quicker and easier is an added bonus. The information in these resources has been gathered through years of data analysis, and is a good basis to use when completing your own pricing work. A very handy tool to have in the office! ■



PlaceMakers supports builders at trade events

CODEWORDS QUIZ ISSUE 88



- 1 Learning about contracting with consumers and complying with your obligations can be relevant for:

 - a) LBP skills maintenance.
 - b) Running a competitive and resilient business.
 - c) Winning contracts and staying profitable.
 - d) All of the above
- 2 True or false: If you're operating a small business, you won't need to know anything about recruiting staff, human resources or accounting – just turn up and do the work!

 - a) False.
 - b) True.
- 3 Where is one good place to get started on learning business skills and getting support to grow your company?

 - a) A quantity surveyor.
 - b) NZTE Regional Partnership Networks.
 - c) You'll just have to learn it yourself.



SUSPENSIONS – THEY'RE IN YOUR HANDS



There are three types of LBP licensing suspensions: voluntary, relicensing, or disciplinary. Voluntary suspensions are by choice, but relicensing or disciplinary suspension happens as a result of your actions as an LBP

All suspensions appear on your public register page, including the reason for the suspension and whether it was for disciplinary or relicensing reasons. Clients might steer away from you if you have a disciplinary or relicensing suspension history, so maintaining your current licence status can be very important to your reputation and future business.

VOLUNTARY SUSPENSION

You may choose to have your licence (or a class of licence) suspended for up to two years by completing the 'Voluntary suspension of licence form'. You can end your voluntarily suspension at any time by completing the 'Ending voluntary suspension of

licence form'. You need to continue to maintain your skills while on a voluntary suspension.

These two forms can be found on the LBP website under 'Suspend or cancel your licence'.

Voluntary suspensions are shown on the public register, but are described as 'at the request of the practitioner', to differentiate them from suspensions placed on your licence by the Registrar or Building Practitioners Board.

RELICENSING SUSPENSION

Every year, the Registrar will make contact with you about a month prior to your licence ID card expiring to ensure

that you wish to remain licensed.

You can renew your licence online, or contact the LBP licensing team. Your licence will be suspended if:

- You do not respond
- You don't pay your yearly licensing fee
- You do not complete your skills maintenance (required every two years).

It is important to make contact with the LBP team and renew your licence (which can be done online), because, if your licence is suspended, you will be considered 'non-licensed'. When you

are 'non-licensed', you are not able to carry out Restricted Building Work (RBW) unless you're supervised by a LBP, and you can't supervise RBW. You also can't tell people that you are an LBP.

Your suspension is required by law to be shown on the public register for three years. You cannot request to have your suspension history removed.

A suspension can impact on your ability to get jobs as consumers check the public register regularly.

DISCIPLINARY SUSPENSION

The Building Practitioners Board can suspend an LBP's licence if an LBP commits a disciplinary offence under section 317 of the Building Act 2004.

A disciplinary suspension means you are 'non-licensed' and not able to carry out RBW unless you are supervised by an LBP. If your licence is suspended by the board, you can't supervise RBW and you can't tell people you are an LBP. Your suspension will also be shown on the public register for three years and may impact on your ability to get work. ■

NEW LBP REGISTRAR

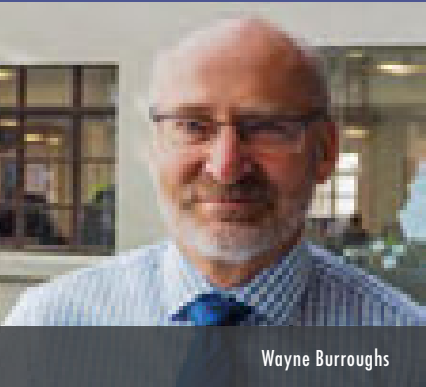
Change is in the air for the Licensed Building Practitioner scheme, starting with a new Registrar

After four and half years as the Registrar Building Practitioner Licensing, Paul Hobbs is handing the tool belt over to Wayne Burroughs. During Paul's time as Registrar, there have been many successes and improvements, including the Scheme celebrating the 30,000th LBP, rolling out a new skills maintenance framework and Paul having been a judge for the Registered Master Builders Apprentice of the Year competition several years in a row.

Paul will remain focussed on the

building regulatory system, continuing as the Manager of the Building Systems Assurance team.

Wayne brings a wealth of regulatory experience to the role. For the past three years, he has been the General Manager of MBIE's Integrated Regulatory Compliance Branch. In this role, he became familiar with the issues facing LBPs and the broader building industry through the compliance operations run in the Auckland building industry.



Wayne takes on the Registrar role in an interim capacity (having started 21 January 2019) until mid-May 2019, and the first thing on his radar is policy and legislative change following the feedback received from consultation last year.

CODEWORDS QUIZ ISSUE 88



- 4 How long can you voluntarily suspend your licence (or class of licence) for?

 - a) Up to six months.
 - b) Up to two years.
 - c) As long as a piece of string.
- 5 When can you uplift your voluntary suspension on your licence (or class of licence)?

 - a) When the suspension period you selected has ended.
 - b) Two years after your voluntary suspension started.
 - c) Anytime, but you can only voluntarily suspend your licence for two years.
- 6 If your licence is suspended because you did not complete relicensing, what are you able to do?

 - a) Only carry out RBW under the supervision of an LBP.
 - b) Supervise RBW as long as you're not the person carrying it out.
 - c) Tell people that you're an LBP.
- 7 How long will a suspension stay on your public register profile?

 - a) Until you request to have it removed.
 - b) Three years.
 - c) One year.

TREATING A CUT THE RIGHT WAY



BRANZ recommends applying two coats of sealer to cut ends

We're not talking plasters or bandages – this article looks at how to achieve the best finish on cut timber

The end grain of cut timber is a vulnerable spot, where water can be more readily absorbed and rot can start if the timber remains wet. When you're on site and making cuts to painted or stained timber that will be exposed to moisture – such as weatherboards, bargeboards and fascias – treating the cut the right way is crucial.

Under the New Zealand Building Code, claddings must be durable for at least 15 years with normal maintenance. Homeowners will naturally expect much longer than that.

NZS 3602:2003 Timber and wood-based products for use in building requires radiata pine weatherboards,

external fascias and trims to be treated to hazard class H3.1 as a minimum, and protected with three coats of alkyd or acrylic paint.

These H3.1 treated timber products usually arrive on site pre-primed on all surfaces. After they are cut to length, cut ends must always be reprimed, preferably with two coating applications because of the greater porosity of timber end grain. Repriming after cutting is a requirement of NZS 3602:2003 (and also Acceptable Solution E2/AS1). Notches and holes cut in the timber should also be fully sealed.

Because primers have a short life, primed weatherboards not immediately

installed may need repriming – check the supplier's installation instructions for the maximum time primed surfaces can be exposed to the weather.

While sealing cut ends is especially important for H3.1 timber weatherboards and trims, it also applies to weatherboards made from H3.2 treated timber or cedar that are painted or stained, fibre-cement, compressed hardwood fibres and some other materials. Check the manufacturer's requirements – they typically require cut ends to be sealed with an acrylic sealer. Some proprietary products (including H3.1 radiata pine products) require a proprietary sealant to be used on cut ends.

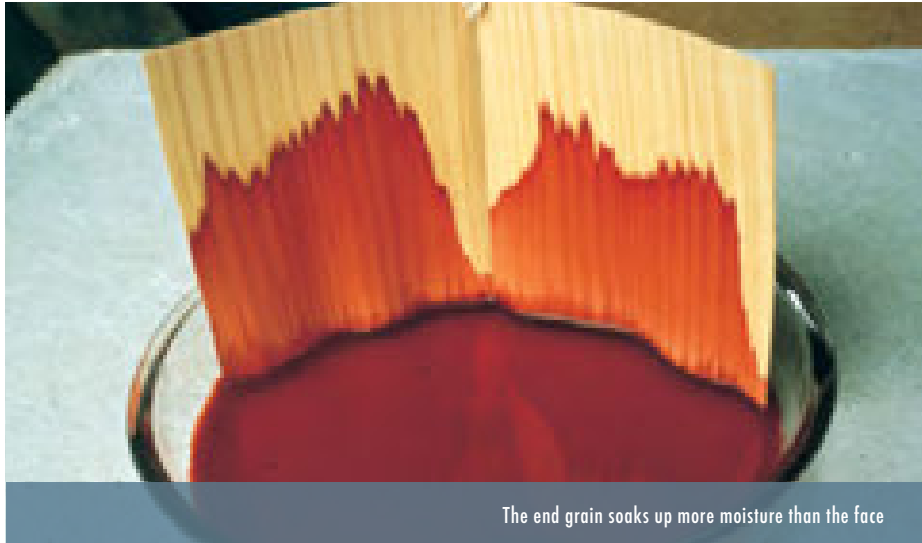
- There are also treatment requirements for other types of cladding cut on site. For example, E2/AS1 requires that:
- Where fibre-cement sheet claddings are cut on site, cut edges are sealed with paint including 100mm across the back face from each edge.
 - Where plywood sheet claddings are cut after treatment, the cut edges are brushed with a solution of 12.5% copper naphthenate in white spirits or mineral turpentine.

H5 TREATED TIMBER PILES

Timber piles must be durable for at least 50 years under the Building Code. Where piles are cut on site, whether cutting to length or notching and rebating, the cut ends must always be treated. The cut surface should be dry to the touch and then have a liberal application of timber treatment brushed on. Manufacturers will recommend treatment in their documentation, but it will usually be something like zinc naphthenate, TBTO or TBTN.

The cut ends of piles must not be placed in the ground. Some manufacturers go further and specify that cut ends should not be closer than 150mm or 300mm to the ground.

Product warranties may no longer apply if the requirements around treating cut ends are not followed. ■



The end grain soaks up more moisture than the face



The end grain of cut timber is a vulnerable spot that must be treated carefully to avoid water penetration

Words and images supplied by ©BRANZ

PROVE YOUR KNOWLEDGE

Tick the correct answers below and record what you've learnt in the record of learning on the back page!

- | | | |
|--|--|---|
| <p>1) NZS 3602:2003 requires radiata pine weatherboards, external fascias and trims to be treated how?</p> <p>a) To hazard class H3.1 as a minimum.</p> <p>b) With three coats of alkyd or acrylic paint.</p> <p>c) Both of the above.</p> | <p>2) Why should pre-primed H3.1 treated timber products be reprimed with two coating applications after they are cut to length?</p> <p>a) Because timber end grain has greater porosity than the rest of the timber.</p> <p>b) In case the first one doesn't work.</p> <p>c) Because it's a requirement of NZS 3602:2003.</p> | <p>3) Why is it important to check the supplier's installation instructions on primed weatherboards?</p> <p>a) Because primers have a short life and may need re-priming.</p> <p>b) Because they are all different.</p> <p>c) Because they are not meant to be exposed to weather at all.</p> |
|--|--|---|

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THINKING BIGGER



Warmer homes typically use thicker insulation, and this requires bigger wall framing. While R2.8 insulation is the highest practicable insulation value that can be used with 90mm framing, R4.2 insulation can be used in 140mm framing

There are slightly different rules around 140mm wall framing in NZS 3604:2011 Timber-framed buildings:

- Stud heights can be increased over 90mm framing at the same centres.
- 140mm studs can be installed at wider spaces. For example, with loadbearing walls in extra high wind zones, a 140 x 45mm stud up to 3.0m length (height) can be used at a maximum spacing of 600mm – twice the stud spacing of a 90mm wide stud (see NZS 3604:2011 Table 8.2)
- The maximum size of a hole or notch is 38mm compared to 25mm for 90mm framing. (In each case, the measurement is 27% of the timber depth. The actual 38mm figure doesn't appear in NZS 3604:2011 – it is derived from that.)
- 140 mm trimming studs can be made with a built-up thickness of 2/70mm or 6/35mm.

- Where there is built-up framing with up to six framing members nailed together, for framing 140mm or more, there must be at least two rows of nails across the member width.

Apart from allowing thicker insulation, 140mm wall framing offers designers more flexibility around the size and position of plumbing and electrical services.

The 140mm framing and R4.2 insulation comes at a cost. One researcher looking at actual houses being built calculated additional costs of \$6,200–8,700 per house above the typical construction of 90mm framing/R2.8 insulation. That would help achieve an 8-Homestar rating, however, which is considerably higher than most houses built today (see BRANZ Study Report SR391). ■



R2.8 insulation is the highest practicable insulation value that can be used with 90 mm framing

Words and images supplied by ©BRANZ

PROVE YOUR KNOWLEDGE

Tick the correct answers below and record what you've learnt in the record of learning on the back page!



- | | | |
|--|---|---|
| <p>4) What is the highest practicable insulation value that can be used with 90 mm framing?</p> <p>a) R4.2 insulation</p> <p>b) R2.8 insulation</p> <p>c) H2.3 framing</p> | <p>5) How big does framing need to be to use R4.2 insulation?</p> <p>a) 100mm framing</p> <p>b) 150mm framing</p> <p>c) 140mm framing</p> | <p>6) Apart from allowing thicker insulation, what does 140mm wall framing offer designers?</p> <p>a) Nothing.</p> <p>b) More flexibility around the size and position of plumbing and electrical services.</p> <p>c) Cost savings.</p> |
|--|---|---|

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SUPPORTING A LANDSCAPE OF TALENT

PlaceMakers has long been a committed sponsor of the Young Landscaper of the Year Awards, recognising the best young talent entering the industry. At a local level, in a move which reflects the brand's community connections, PlaceMakers Dunedin has added its support to Otago Polytech's own student landscaper awards

PlaceMakers Dunedin has sponsored Otago Polytech's Landscaping Student of the Year award for the past two years, with students and employers reaping the benefits.

The award is a strong endorsement for a student who has stood out among their peers by showing promise, skills and knowledge in Otago Polytech's Landscape Construction course. For employers, it's a great way to identify the best young talent entering the industry.

For 2017 winner, Rikki Tubman, the fundamentals from the course alongside some previous experience in horticulture set the scene for securing his ideal role.

"I've been able to land my dream job," said Rikki, who was approached by Paul Ashford Landscapes to work in his spare time outside of the course. His work ethic, and award win, ensured full-time employment after the course's completion.

Company owner Paul Ashford said that from an employers' perspective, "seeing they've come out of Polytech, especially as Student of the Year, shows an encouraging level of commitment, and we know they're equipped with fundamental knowledge".

"Rikki's horticulture experience has served him well, and he has a level of keenness we like having around," says Paul.

Even if Rikki hadn't been offered work with Paul Ashford, he would have gained valuable work experience through the course, as it included a placement.

"I was able to learn a lot about the job through the work experience provided in the course, and it made it easier going into the industry full-time understanding important concepts, theory, executing the correct angles, and much more."

The 2018 winner, Scott McMillan, appreciates having the award on his resume and sees it as a testament to his motivation and hard work.

"The course wasn't a run in the park, there were some challenging parts which I had to overcome. Achieving the Student of the Year award, which reflected the work I put in, made it all the better," says Scott, who works for Action Building and Landscaping.

Scott says the course has a good reputation among local employers, which helps graduates land jobs – in Scott's case, even before he graduated.

"I was approached by Action Building and Landscaping while I was still studying, so it was great having that opportunity," says Scott.

PlaceMakers Dunedin and Mosgiel JV operator Justin Macready says PlaceMakers is proud to be contributing to young landscaping excellence and enjoys hearing of the success previous Student of the Year winners are experiencing.

"It's great to see the graduates we've supported doing well in their career, and we're proud to do our bit to support the industry we are so passionate about." ■



2017 Landscaping Student of the Year
Rikki Tubman

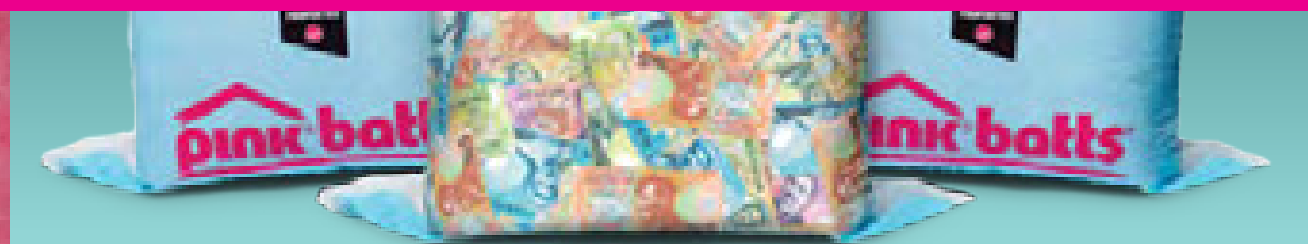


2018 Landscaping Student of the Year
Scott McMillan

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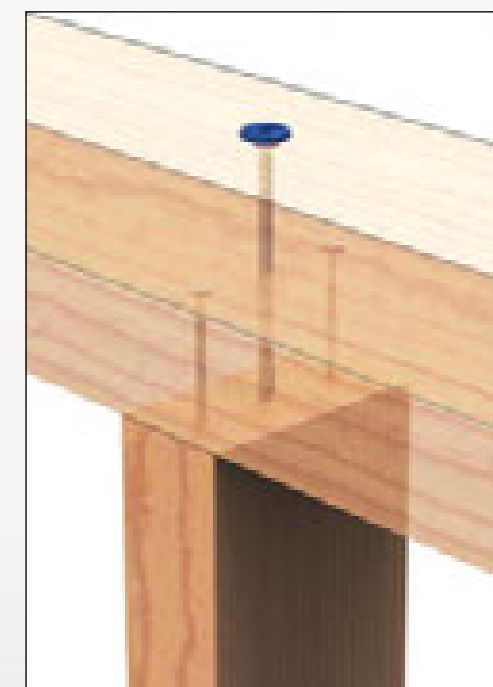
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New Zealand

INDUSTRY FEATURE

QUALIFICATION FRAMEWORK SHAKE-UP

The Government has released a proposal that would see the country's 16 major polytechnics fall under the remit of a single national body – the 'NZ Institute of Skills and Technology' – rather than the 11 industry training organisations (ITOs) that currently oversee vocational education

The proposal – currently in its consultation period – suggests that ITOs be replaced with "industry skill bodies" led by employers, with the responsibility of checking that trainees are appropriately skilled. ITOs would no longer manage training.

One of the government's aims is to provide polytechnics with an incentive to place students into work-based training and apprenticeships as soon as they are ready. The proposal states that the funding system should support more work-integrated learning that resembles apprenticeships.

Education providers will be tasked with the challenge of taking on the responsibility for approximately 140,000 trainees and apprentices, having to support work-based learners.

ITOS REACTION

Soon after the proposal was announced, BCITO chief executive Warwick Quinn acknowledged the suggested changes were "significant" and urged caution.

"There is no doubt that the Vocational Education Training System (VET) has experienced issues for a long time, which need addressing. We also believe there are some parts which are working very well. The key is to protect what works, while updating the areas which are failing to deliver," said Quinn.

"We must be careful to not throw the baby out with the bathwater, and ensure we protect what is working well, particularly for high-need sectors such as building and construction.

"We believe there is an opportunity to reposition vocational-based qualifications as high-quality career pathways," said Quinn.

Fi Kingsford, chief executive of Competenz, another prominent ITO, expressed concern in response to the proposal.

"In a time of critical skill shortages, the last thing we want is a reform that risks undermining workplace training and apprenticeship programmes.

"The role of ITOs is crucial and, with our direct line to thousands of employers, we understand the demand for trades better than anyone else," said Kingsford.

SECTOR REJECTS REFORMS AT SUMMIT

On 5 March, BCITO held a sector summit to discuss the proposal with other stakeholders. It was revealed that two-thirds of attendees did not support the Government's proposed reforms.

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

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

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

Quinn also said there was a shared concern that smaller trades will fall

through the cracks of a single, large institution. The sector was also worried that advocacy work carried out by ITOs will be lost, causing a struggle to attract people into the sector.

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

"The overarching question we will be asking ministers is how they can mitigate the risks identified in any sector reform," says Quinn. "This is too important to get wrong."

A recent finding by a global quantity surveyor showed that the New Zealand construction sector needs an extra 57,600 people to fuel demand over the next few years. The study also showed that only around 13,000 people are entering the industry annually, and within a workforce that is ageing rapidly.

WHY THE CHANGE?

The Cabinet paper detailing the proposal referred to unclear and overlapping organisational roles being identified as issues in the current scheme, and that education providers and ITOs were not sufficiently working with each other to deliver what trainees and employers need.

It also stated that the lack of a single vocational education funding system left providers and ITOs to compete against one another rather than collaborate, which "undermines efforts to deliver the mix of on-and off-job training most learners need". ■

CONSENTS AT THEIR HIGHEST SINCE 1975



The unseasonal increase in January was driven largely by big multi-unit projects such as apartments, particularly in Auckland

A total of 33,576 new homes were consented in the year ended January 2019, the highest number of new homes consented in a year since early 1975

At the peak of the 1970s, approximately 13 new homes were consented per 1,000 New Zealanders compared with seven per 1,000 in the year ended January 2019, Stats NZ reported.

The growth in the year ended January 2019 was fuelled by townhouses, flats, and units, which were up 33% from the year ended January 2018.

NO QUIET JANUARY

The number of new homes consented rose a seasonally adjusted 17% in January 2019, driven largely by big multi-unit projects such as apartments, particularly in Auckland. Because January is typically a quiet month, the increased activity in consents contributed to the sharp rise.

The 2,496 new dwellings consented

in January 2019 included 1,525 stand-alone houses, 341 apartments, 212 retirement villages, and 418 townhouses, flats, and units.

IN THE REGIONS

Ten of the 16 regions consented more dwellings in January 2019 compared to January 2018, led by Auckland (increase of 410 to 1,128; +57%), Bay of Plenty (increase of 107 to 230; +87%), and Waikato (increase of 39 to 232; +20%). Northland, Gisborne, Manawatu-Wanganui, Wellington, West Coast, Canterbury, and Tasman were the other regions to consent more dwellings month-on-month.

Six of the 16 saw a decrease in consented dwellings in January 2019 compared to January 2018, led by Otago (decrease of 22 to 122; -15%), Hawke's Bay (decrease of 14 to 28;

-33%), and Nelson (decrease of 8 to 6; -57%). Taranaki, Southland, and Marlborough also recorded decreases compared to January 2019.

NON-RESIDENTIAL BUILDING CONSENTS

In the year ended January 2019, non-residential building consents totalled \$7.1bn, up 7% from the January 2019 year. The building types with the highest value were:

- Shops, restaurants, and bars — \$1.2bn (up 43%).
- Education buildings — \$997m (down 7.3%).
- Offices, administration, and public transport buildings — \$912m (up 20%). ■

INDUSTRY FEATURE

ASBESTOS CASES CONTINUE

Two cases of incorrect handling of asbestos have already been put in front of the Tenancy Tribunal in 2019, indicating an alarming absence of knowledge and lack of caution operating around the toxic substance

Despite New Zealand being home to thousands of asbestos building materials, recent cases suggest there remains a disconcerting lack of caution from builders and homeowners alike when dealing with the dangerous material.

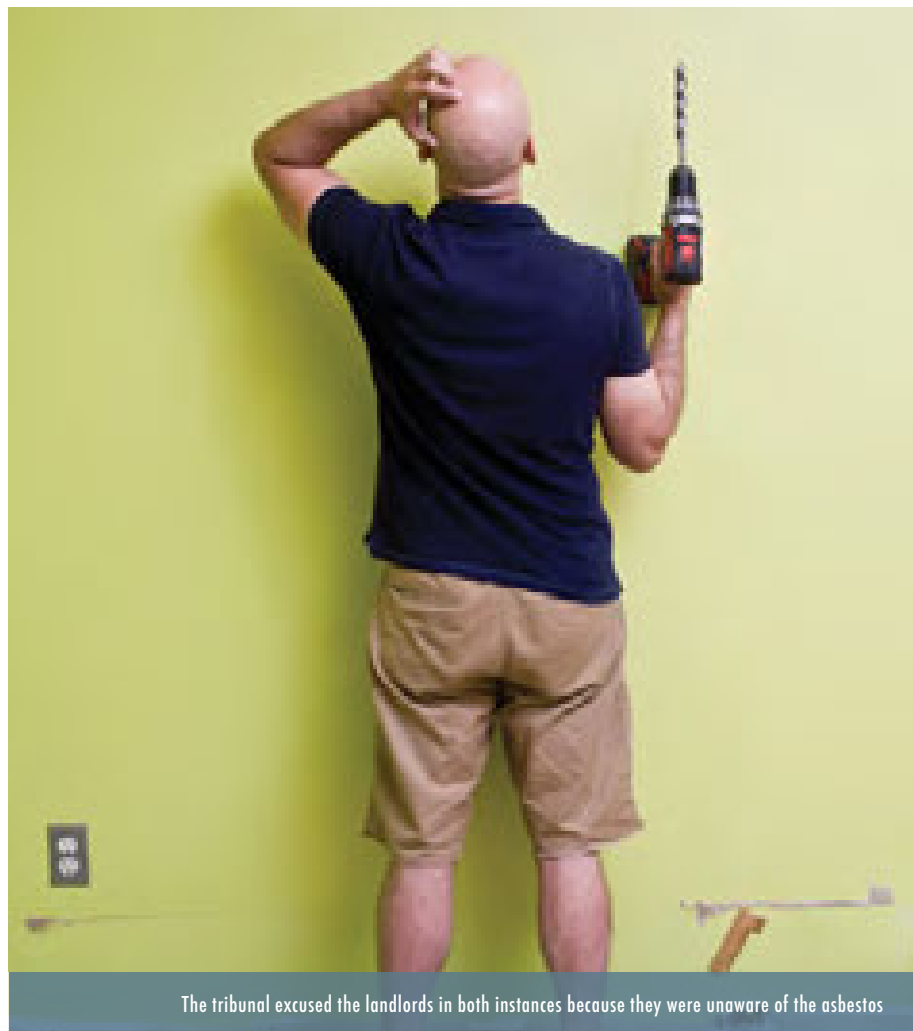
The first case saw a landlord have work done on a garage that stored many of the tenants' possessions. The tenants expressed their concern and suspicion that the garage wall and ceiling panels contained asbestos, but they were dismissed by both the landlord and the builder hired for the job.

At the tribunal hearing, the builder claimed he had been trained for asbestos, and that he believed the materials "looked different" from usual materials containing asbestos. However, the test paid for by the tenants revealed that asbestos was present.

The second case involved asbestos contamination as a result of DIY, where a landlord drilled multiple holes into the stippled ceilings, which the tribunal ruled to be "common ground that they contain asbestos".

The drilled holes released asbestos fibres, contaminating the premises and the tenants' belongings. In addition, the landlord ordered the carpet to be removed, which had a paper backing that contained asbestos as well.

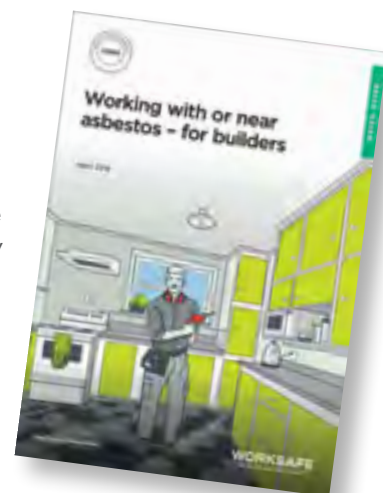
Despite the tribunal excusing the landlord because he was unaware of the asbestos in both instances, it displays an example of inadequate knowledge and handling of materials containing the chemical, and the dangers they are created as a result.



The tribunal excused the landlords in both instances because they were unaware of the asbestos

Over 170 New Zealanders die each year from diseases related to asbestos, and tradespeople are the most at risk.

For safety tips on working with or near asbestos, WorkSafe NZ has created a guide so builders have the knowledge to keep themselves and their team away from harm. Check out the 'working with asbestos' page on [worksafe.govt.nz](https://www.worksafe.govt.nz) for the guide and more! ■



FIRST RATE FRAME & TRUSS

PlaceMakers Frame and Truss provides value for money and saves builders time on assembly. PlaceMakers promises to deliver your order right first time, on time!

With eight plants based around the country, PlaceMakers is well placed to provide the service required to get the job done. Read on to find out why PlaceMakers builders count on Frame & Truss to provide the service they need.

WHAT WE OFFER

- Frames are clearly marked and stacked in sequence (wherever possible, depending on load efficiency, site requirements and health and safety).
- Colour-coded truss plans matched by truss coding for ease of placement on site.
- All site plans are weatherproof and sent with an iconic PlaceMakers builder's pencil.
- Wall junctions are marked on plates.
- Galvanised nails for any H3.2 CCA walls.
- PlaceMakers can supply and fit the MiTek Bowmac STUD-LOK system at the plant to save you time and money instead of fitting stud- straps on site.
- Ease of interior and exterior lining due to our consistent timber gauge. We only use stress-graded, NZ-grown timber from reputable suppliers. All trusses are supported by producer, design and manufacturing statements as required by NZS3604:11. We can provide technical support in detailing.
- Courtesy cuts (undercut) doorways on bottom plates.
- Experienced site support and site measures.
- The flexibility to meet demand thanks to PlaceMakers position as the

largest producer of Frame and Truss in New Zealand, with a national network of eight plants.

- LBP Maintenance Seminars to help keep you current with your elective skills maintenance points' requirements, available through PlaceMakers branches or PlaceMakers Frame and Truss.
- The opportunity to earn PlaceMakers PLUS Points on all purchases for travel or leisure product rewards.
- The option to incorporate the balance of roof and loose timber within your quote – the benefit of one account.

DELIVERY

- Frames are supplied plastic-covered for moisture protection.
- Calls are made to builders/ reps the day prior to delivery to confirm estimated arrival time.
- Frame and truss is delivered in full and on time to your site.
- A range of trucks and experienced drivers will place frames and trusses where you want them on site, and unload them with minimal hassle or damage.

TECHNOLOGY

- We provide a full detailing service and willingly work with architects, specifiers and engineers to provide a tailored solution for both standard and more complex construction projects.
- Our well-trained, long-serving staff have years of expertise.



Frames are clearly marked and stacked in sequence for ease of assembly

- We can integrate engineered timber products, for example mid floors or garage lintels, where specified.
- We invest in the latest saw technology for accuracy and presentation.
- Fastenings and design are from Mitek, a company with 40 years of supply experience within New Zealand. Galvanised Lumberlok, Gangnail and Bowmac zinc fastenings are used.
- Our branch network, National Estimations Unit and digital tools, such as Build It, mean that location isn't a factor.

SAFETY

- PlaceMakers Frame & Truss Service Promise ensures safety at all stages of the delivery and offloading process.
- Safety is paramount in all phases. ■

THE SUCCESSFUL BUILDER

POWER OF PRESENTATION

Quit losing the sales that you should be getting for the wrong reasons

You're a great builder and you know your stuff, but when it comes to winning jobs, you lose out – to a better looking or better presented company. Yet, their finished product is no better than yours (in some cases it's not as good), and your price is about right. Does this happen to you? If so, read on!

So, why do they win the jobs? Do customers really get taken in by appearances and presentation? Perhaps unfortunately, or unfairly, the answer is often yes. However, this tendency isn't limited to building clients. It's likely something you do as well, either knowingly or subconsciously. For example:

Imagine you are purchasing a truck and choosing between two that are identical in every way except that one is covered in mud and the other is spotlessly clean. Which would you choose? Most likely you would choose the bright and shiny one – even though both have the same performance characteristics and you'll get it dirty anyway.

There is no doubt in marketing – appearances can have a huge impact on purchasing decisions.

The truth is, we believe more of what we see than what we hear!

So, to help you even the odds, here are five things you can do to morph into that "bright and shiny" builder from whom your customers will happily purchase.

1. YOUR VEHICLE

Your vehicle doesn't need to be new to create a good impression (in some areas a new vehicle may even give the



Your sales materials can say a whole lot about what potential clients can expect. So, check out your brochures and forms, and make sure they are assets that you are proud to present

wrong impression). But it does need to be clean, tidy and in good repair.

You see, your vehicle may be the first thing your prospect sees.

So, take a look at it now. Does it show you care? That you pay attention to detail? Or does it indicate indifference? Are bits missing? Are there dents unrepaired? [Now, of course, if your prospect is an off-roading fan, turning up in a dusty, battered and mean 4X4 may be just the thing! It's often about knowing your audience but, if you're not sure, it's best to err on the side of caution and have you vehicle neat and tidy.]

So, make cleaning and checking your vehicles a weekly habit.

2. YOURSELF

If you work mainly on the tools, then you probably think of yourself as a builder. And you are – when you are on the tools.

However, when you are in conversation with your potential client, prior to starting any building work, they need you to be someone else!

At this stage they do not need a builder. What they need is someone who will help them ask the right questions and locate the right solutions. They need an advisor.

Moreover, because you are probably discussing their largest financial asset, they need to know you can be trusted! That you are a professional advisor.

If you talk like an advisor, but you look like a tradesman, they may not believe you. Your appearance could be getting in the way. If the clothing you are wearing gives the wrong impression, it can undo everything you say.

So, how do you present? How does a professional advisor dress? We recommend tidy pants and a button up shirt, or similar.

3. SALES MATERIALS

The only way your potential client can come to believe that you will do a quality job for them then (ie, in the future) is by observing the quality of the experience they have with you now – during your first meetings.

Your sales materials can say a whole lot about what they can expect. Poor quality materials could suggest that you might be happy to accept a lower-quality standard of workmanship. On the other hand, excellent quality materials could suggest a higher-quality standard of workmanship. This is not necessarily true, but the sales process can often be affected by perception.

So, check out your brochures and forms, and make sure they are assets that you are proud to present.

4. QUESTIONS

Some inexperienced building company owners act as though over-talking about their company and its services will convince potential clients to purchase. Experienced building company owners simply ask a series of carefully thought out questions, that lead to a clearly defined problem for which a solution can then be found.

The thing is, good questions unlock imagination, and imagination is best expressed visually.

When you have asked good questions you can produce a visual rendition of some possible solutions. This is much more powerful than simply taking notes and verbalising the solution. Whereas if you do not visualise, then your idea of the solution may be quite different to what your potential client imagined. You may think you have heard them clearly, but until you produce a visual representation, it's unlikely you'll really know.

So, ask and sketch, ask and sketch until you start finding your potential client saying "yes." This will demonstrate that you are a problem solver and help you win the job if you want it.

Once the visual is underway, keep the interaction going with questions like these:

- "Is this what you had in mind?"
- "Can you picture this plan working?"
- "If we could build something along these lines, would that achieve your vision?"

5. PUNCTUALITY

There is nothing that dents your potential client's opinion of you more than having them stare at their watch, waiting for you to turn up. Or having them wait while you finish with someone else, or (worse still) talk on the phone!

In western culture it's courteous to be a couple of minutes late, but it is rude to be much longer.

So, to ensure you start off on the right foot, make sure to show up on time for meetings.

Takeaway: Remember, how you treat your potential customer during the sales process is important, as it forecasts how you will treat them during the build. How you act now shows them how you are likely to act then. ■

Graeme Owen is a builders' business coach at thesuccessfulbuilder.com Since 2006, he has helped builders throughout New Zealand get off the tools, make decent money, and get more time in their lives. Grab a copy of his free book: *The 15 Minute Sales Call Guaranteed To Increase Your Conversion Rate: thesuccessfulbuilder.com/book-15-min-sales-call or join Trademates and connect with builders who are scaling too: www.facebook.com/groups/TradeMates*

PROVE YOUR KNOWLEDGE

Tick the correct answers below and record what you've learnt in the record of learning on the back page!

- | | | |
|---|--|---|
| <p>7) Why don't you want to look like a builder when you are having a sales conversation with a potential client?</p> <p>a) Because it's unprofessional.</p> <p>b) Because at this stage you aren't yet their builder, you are acting as an advisor so you should look like one.</p> <p>c) Because people don't trust builders.</p> | <p>8) What might potential clients assume if your sales materials are of poor quality?</p> <p>a) That you're too busy to make new ones, and therefore too busy to do their work.</p> <p>b) That you might be happy to accept a lower-quality standard of workmanship.</p> <p>c) That you don't care about your business.</p> | <p>9) What shouldn't you say once you've sketched out what your client wants?</p> <p>a) Is this what you had in mind?</p> <p>b) Can you picture this plan working?</p> <p>c) This is exactly what you want, you just don't know it.</p> |
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SITE SAFE

TOOL TIPS FOR TRAVELLING



Having a barrier between you and your tools is a good idea in case you have an accident

In a crash, unsecured tools can take the situation from bad to worse – so make sure they are secured or separated

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

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

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

“Upon impact, the contents of the Toyota Hiace (including tools) have

come flying forwards, towards the driver and his passenger.

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

The van driver later told *The New Zealand Herald* that it wasn’t the wood that broke his windscreen, but accepted that some tools had gone rogue. He said four tools – a clamp, a glue gun, hack saw and multi box – flew out the window, but they were the only things that were unsecured in the van.

CREATE A DIVIDE

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

The gravitational force (g-force) on people and objects during collisions that occur around the 50km per hour mark is usually around 20-25 times more than normal. So, for a brief instant, even a 1kg water bottle will have the force of 20-25kg as it flies forward – until it hits the dashboard, the windscreen, or the back of someone’s head.

Otaki St. John ambulance officer Trevor Hunter has dealt with several vehicle accidents involving unsecured items including, tragically, two fatal ones. Another one, he says, was much luckier for the occupants. They were in a head-on crash, which saw a large oxy acetylene cylinder fly out from the back of the van, shooting between them and burying itself in the dashboard.

Another first responder from Otago recalls a call-out where a vehicle had rolled. She says it wasn’t the actual rolling that killed a person in the car, it was a combination of

a loose tool box, a chainsaw, and other heavy items.

Site Safe also recommends that liquids are securely stowed in correct bottle containers and where possible, fuel should be in a separate trailer

There are several ways to minimise the risk from such things happening. Keeping them secure is one, keeping

tools and materials separated from people via a cargo barrier is another. Of the current range of cargo barriers that are available, the range from Australia’s Milford Industries is one of those that meets the NZS 4034 standard for cargo barriers.

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

Site Safe also recommends that liquids are securely stowed in correct bottle containers and where possible, fuel should be in a separate trailer.



Site Safe is a not-for-profit, membership-based organisation that promotes, inspires and supports a culture of health and safety in New Zealand construction.

PROVE YOUR KNOWLEDGE

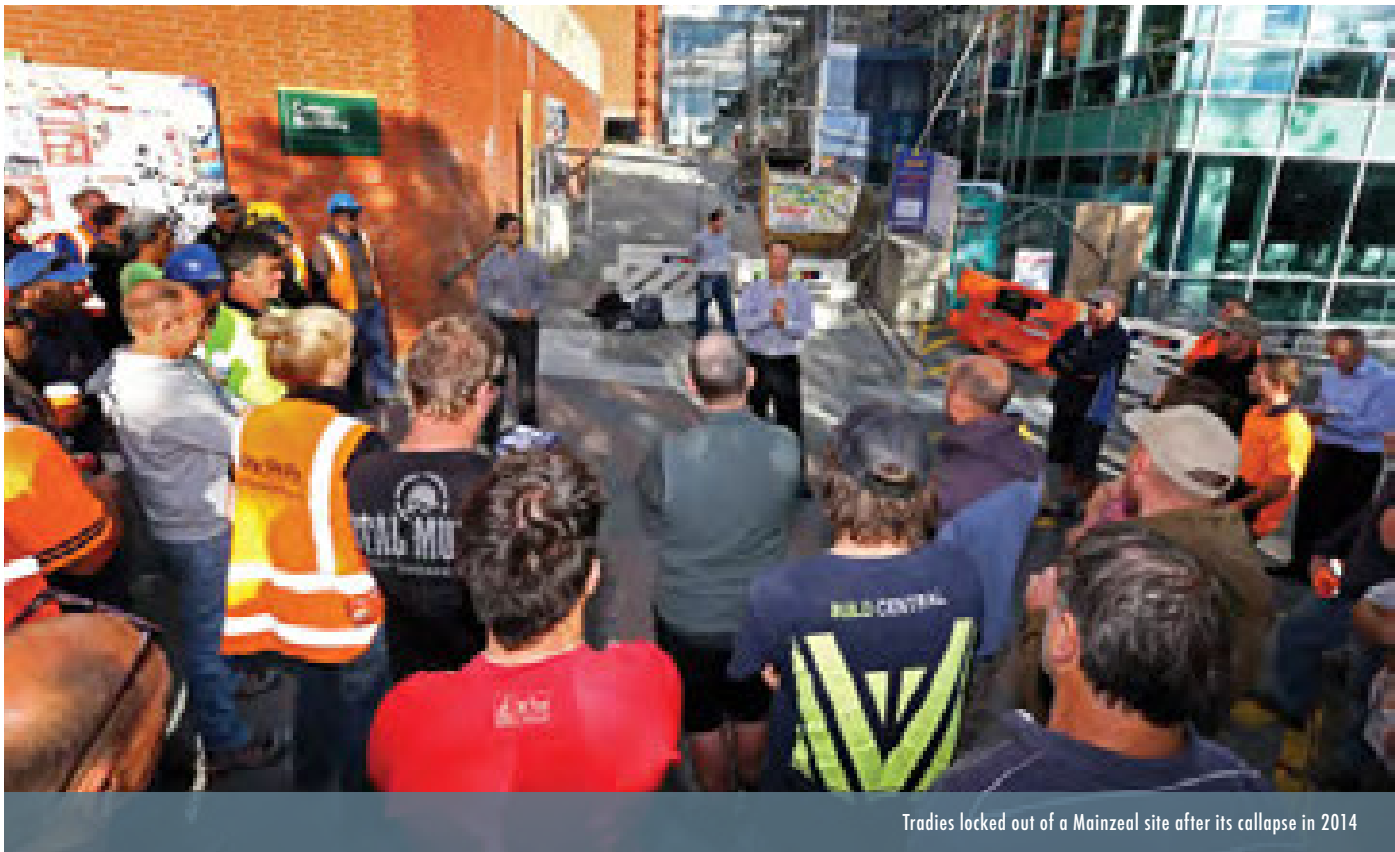
Tick the correct answers below and record what you’ve learnt in the record of learning on the back page!

- | | | |
|---|--|---|
| <p>10) Why should tradies secure their tools in their vehicle when driving?</p> <p>a) To avoid having them fly forward and cause injury or death if a collision occurs.</p> <p>b) Because it’s the law.</p> <p>c) To deter possible tool theft.</p> | <p>11) What happens to people and objects during collisions that occur around the 50km per hour mark?</p> <p>a) The gravitational force (g-force) on them is usually around 10-15 times more than normal.</p> <p>b) The gravitational force (g-force) on them is unaffected.</p> <p>c) The gravitational force (g-force) on them is usually around 20-25 times more than normal.</p> | <p>12) Which of the following is NOT a way to minimise the risk from unsecured tools in case of a collision?</p> <p>a) A barrier.</p> <p>b) Securing tools.</p> <p>c) Wearing a helmet.</p> |
|---|--|---|

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DIRECTOR DUTIES



Tradies locked out of a Mainzeal site after its collapse in 2014

Are you a director of your own limited company? Regardless of the size of your operation, you may have more responsibilities than you realise if you trade while insolvent or don't adhere to health and safety regulations

Whether you're a self-employed contractor or a multi-million-dollar construction business, if you operate a limited liability company, you could be held personally liable for the losses suffered by creditors and for health and safety breaches.

THE COMPANIES ACT

It's important to acknowledge that, as a director, you could be held personally liable if your company fails.

In February this year, the directors of Mainzeal were ordered to pay \$36m for breaching their duties under section 135 of the Companies Act because Mainzeal was trading while balance sheet insolvent before it collapsed in 2013.

Do you know if your company is solvent? If it's insolvent and you continue to trade you could be in breach of the Companies Act. If the company can't pay its bills, creditors could seek recovery from you personally.

The building industry is chocka with small businesses, as well as individual tradesmen operating as contractors through a limited company. Regardless of the size of your operation, as a director you have a responsibility to act in the best interests of the company.

There are two sections of the Companies Act 1993 that are particularly relevant and all company directors should be well aware of them:

135 RECKLESS TRADING

- A director of a company must not –
 - Agree to the business of the company being carried on in a manner likely to create a substantial risk of serious loss to the company's creditors; or
 - Cause or allow the business of the company to be carried on in a manner likely to create a substantial risk of serious loss to the company's creditors.

136 DUTY IN RELATION TO OBLIGATIONS

- A director of a company must not agree to the company incurring an obligation unless the director

believes at that time on reasonable grounds that the company will be able to perform the obligation when it is required to do so.

It may only take one client defaulting on payment, or one adverse adjudication as happened with Arrow International, and the company could be in trouble. If your company is forced into liquidation, it is a good bet the liquidator will want to know if the business had been trading while insolvent. If so, they are very likely to take a close look at the directors, with a view to recovering any debts the company owes from the directors personally.

The old Kiwi attitude of 'she'll be right' won't cut it if you have creditors owed money and a liquidator with the legal authority to pursue you personally

IS YOUR BUSINESS SOLVENT?

Solvency means the company is able to pay its debts as they come due.

- If the value of its assets is less than the value of its liabilities your company is insolvent.
- If your business is not able to pay its creditors when the debts fall due your company is insolvent.

In either case you should not be taking on any new obligations (such as new customers or creditors) and should seek professional advice immediately. We know from experience that many building companies do operate while technically insolvent. And while this may not be a problem for the day-to-day running of the business, it does place liability upon the directors personally if the company gets into trouble.

TOP 10 REASONS CONSTRUCTION FIRMS FAIL

An assessment of the causes of failure in the Australian construction industry in 2013-2014 highlighted the following:

- 1 Inadequate cash flow or high use of cash.
- 2 Poor management of business.
- 3 Poor financial control or poor financial skills.
- 4 Trading losses.
- 5 Poor economic conditions.
- 6 Under capitalisation.
- 7 Poor management of accounts receivable.
- 8 Payments withheld or not received.
- 9 Low margins.
- 10 Fraud.

This shows there are many reasons that could cause your company to fail, some within your control (such as having a good financial understanding and management) and some outside of it (such as poor economic conditions and payments being withheld). Either way, the old Kiwi attitude of 'she'll be right' won't cut it if you have creditors owed money and a liquidator with the legal authority to pursue you personally.

HEALTH AND SAFETY AT WORK ACT

As a company director or officer you could also be personally responsible for health & safety failures.

The Health & Safety at Work Act puts responsibility on company directors and managers to ensure that the company has, and implements, appropriate health and safety processes. Failure

to do so could see the director, or any officer of the company found responsible, face prison time and/or a substantial fine.

HOW CAN YOU PROTECT YOURSELF?

This is a topic in itself and deserves more than a few bullet points. However, recognising that you don't know it all and can't do it all is a good start.

- Ensure you have experienced professionals (who know the building industry) supporting your business, providing you with the right legal, financial, health & safety and insurance structures and advice. Set up a meeting to review your business with each of these advisers.
- Make sure you have a good handle on the financial aspects of your business, so that you can see any potential issues coming. Do some financial literacy training (there are many free courses), make sure you're using a system that provides up-to-date visibility of the company's financial health and get frequent updates from your accountant.
- Don't put your head in the sand when it comes to your health and safety obligations. Get help from an expert to do an audit of your company's policies and procedures.

INSURANCE TO PROTECT COMPANY DIRECTORS

It appears from media reports that a substantial portion of the \$36m ordered to be paid personally by the Mainzeal directors will be covered by insurance. Known as 'directors & officers (D&O) liability insurance', it pays both the legal defence costs and any payment that may be ordered by the court if you are accused of failing in your duties as a director.

WHAT'S COVERED

D&O is a type of liability insurance for losses suffered as a result of the actions of a company's board of directors and executives. Directors and officers owe a duty of care to the company's shareholders, customers, employees

DIRECTOR DUTIES CONTINUED



and creditors. When they breach that duty of care, usually by failing to exercise reasonable care when making decisions, a D&O policy will cover the resulting damages.

D&O policies are payable to either the directors and officers themselves, or directly to the company, to indemnify the insured for the losses. This type of insurance has the potential to cover a wide variety of claims brought against a business for the actions of its directors and officers.

WHO SHOULD HAVE IT

Anyone who is a director of a company is subject to the obligations imposed under the Companies Act and the Health & Safety at Work Act.

If your company does not have its own constitution, the default provisions of the Companies Act 1993 will apply, and these default provisions prohibit the company from arranging insurance for a director or employee of the company. So, make sure your company has a constitution that expressly allows it to arrange this cover.



Directors & officers (D&O) insurance pays both the legal defence costs and any payment that may be ordered by the court if you are accused of failing in your duties as a director

IN A NUTSHELL

As a director, you have a responsibility to make decisions which protect your staff and your creditors. Even if you are not directly carrying out the work, you can be held responsible for the impact

your business has on others. Make sure you understand what your liability is and put measures in place to protect yourself, including taking out directors & officers liability. ■

Builtin New Zealand is a specialist in insurance & guarantees for builders & tradespeople. For more information visit www.builtin.co.nz, email Ben Rickard at ben@builtin.co.nz or call him on **0800 BUILTIN**.

PROVE YOUR KNOWLEDGE

Tick the correct answers below and record what you've learnt in the record of learning on the back page!



- 13) What could happen if your company is insolvent and you, as a director, continue to trade?

 - a) You could be in breach of the Companies Act.
 - b) Creditors could seek recovery from you personally.
 - c) Both of the above.
- 14) What size business do you need to have to be covered by the Companies Act?

 - a) More than 5 staff.
 - b) More than 20 staff.
 - c) The size is regardless – as a director you have a responsibility to act in the best interests of the company.
- 15) To be found guilty of reckless trading, a director would only need to:

 - a) Allow the business of the company to be carried on in a manner likely to create a substantial risk of serious loss to the company's creditors.
 - b) Carry out the behaviour likely to create a substantial risk of serious loss to the company's creditors.
 - c) Have the malicious intention of stealing people's money.

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If you haven't played PlaceMakers Punt for Prizes before, here's a run-down on how it works:

How do I play? It's really easy! Simply sign up at puntforprizes.co.nz and make your game punts each week!

What's new? We have lots of new features, including our new Super Game option, where you pick the final score, plus default away picks for those times you forget to punt, because your boss kept you late on site on a Friday!

What can I win? There are heaps of weekly prizes and, for our tradies, we have a whole heap of trade-only prizes! Check out some of our

trade winners, who picked up Makita Job Site Radios along with Thomas who won an Xbox ONE!

Where can I get some tips? This year we have recruited regional fan captains who were some of our top punters last year. So head to our website and follow the Captains on their Facebook groups for weekly punting tips, along with the chance to pick up more prizes!

How do I wind up the crew? Once you have signed up, create a group and invite your mates to play to stake your claim for bragging rights on site each week! ■

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Riccarton builders Jess Galbraith (top) and Thomas Mulligan (above) receiving their prizes after taking a punt

PROVE YOUR KNOWLEDGE

Tick the correct answers below and record what you've learnt in the record of learning on the back page!

CODEWORDS
ISSUE 88

- | | | | |
|---|--|---|--|
| ① | | ④ | |
| ② | | ⑤ | |
| ③ | | ⑥ | |
| | | ⑦ | |

UNDER
CONSTRUCTION

- | | | | | | |
|----|--|-----|--|-----|--|
| 1) | | 6) | | 11) | |
| 2) | | 7) | | 12) | |
| 3) | | 8) | | 13) | |
| 4) | | 9) | | 14) | |
| 5) | | 10) | | 15) | |

APR/MAY 2019

For ease of record keeping, use this coupon to collate your answers from within this issue of *Under Construction* and then sign and date it as proof of your own learning.

Signature

Date

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