

ISSUE 76

UNDER CONSTRUCTION

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**You roll out your
local plans**



**WE'LL ROLL UP
OUR SLEEVES AND
GET STUCK IN**

PlaceMakers[®]

FOUNDATION 

See page 36

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New Zealand

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FOREWORD VIEW FROM THE GM OPERATIONS

CHANGE IS THE ONLY CONSTANT



Whether you're somebody who embraces change or resists it, you now have a vital opportunity to influence the next chapter in the evolution of our building laws.

In what amounts to the most significant regulatory reform since the current Building Act was introduced in 2004, MBIE has invited everyone in our industry to have their say on its future. If it's something you've been putting off because you're too busy, don't forget that the window for submissions closes on 16 June.

On page 7, we look at the scope of the Government's proposed reforms and the motivation behind them – from building products and methods, to the LBP scheme, risk and liability, and penalties for misconduct.

As always, Under Construction will endeavour to keep you up to speed with the latest news and developments – both in print and online.

Reflecting the widescale changes currently taking place across the industry, this issue also takes an in-depth look at another avenue of reform – vocational training – and sets out the compliance timeframe for the Healthy Homes Guarantee Act Regulations.

There's further regulatory insight from MBIE, covering labour-only contracts and product compliance – as well as advice on flexible employment arrangements.

Flexibility can be a great asset in any team – having the tactical acumen to switch the gameplan can reap great rewards on the sports field, so why not in business? It may also help combat the worrying levels of mental illness within construction – something that we all need to better understand. See our report on page 20.

Health and wellbeing must remain at the top of our list in business, alongside profit and success.

Another element of a 'healthy' business is community outreach. On this subject, I'm extremely proud of the newly formed PlaceMakers Foundation – combining our charitable giving, the skills of our people and customers, and our resources, to help make a lasting difference. Read how this initiative is already making a positive difference on page 36.

As always, I hope you find this issue informative and enjoyable.

Gary Woodhouse

General Manager Operations

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>PUBLISHER > DCL Corporate Publishing > ENQUIRIES > editor@pmunderconstruction.co.nz; (04) 384 5689

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FEEDBACK

BUILDERS BUSINESS

CHALLENGES OF TRAINING

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 do you find most challenging about taking on a new apprentice?

Firm: Johnny Neil Building
Principal: Johnny Neil
Location: South Taranaki
Staff: 17

Firm: Werder Construction
Principal: Jarrod Werder
Location: North Taranaki
Staff: 12

Firm: M O Brown Builders Limited
Principal: Mike Brown
Location: Christchurch
Staff: 10

I've had some challenges in training apprentices, with the younger personnel coming through not fully prepared to commit. Sometimes it's the lack of necessary knowledge, and other times it can be an absence of enthusiasm for the type of work we do.

For many of the young individuals coming in to the industry, life is moving fast and there is difficulty committing to the culture and hard work required in the construction industry. This sometimes leads to them taking days off to do things that aren't necessarily worthy of missing out on work for.

In saying that, I've had some talented apprentices come through and they've become part of our family and contributed to our dedicated team right from the start.

There is obviously a shortage of skills, and that means many businesses are taking a chance on younger individuals to plug the gaps. I think it places more of an emphasis on making sure employers hire the right personnel to ensure they get a return on their investment.

I can't say we've ever had a bad time with any of our apprentices. We currently have one training with us. We typically take on older apprentices – those in their late twenties – and they tend to bring with them more life skills and a mature attitude.

We haven't had a young person take up an apprenticeship with us, but despite hearing some stories of young individuals creating some issues for other employers, I wouldn't be totally against it.

// We typically take on older apprentices – and they tend to bring with them more life skills and a mature attitude

There are pre-trade courses that prepare younger aspiring workers well enough for the challenges they'd face in an apprenticeship. However, we appreciate how well the older apprentices accept mentorship and commit to our ethos, as it helps us avoid any challenges while we guide them through training.

We only have one apprentice right now. We generally don't experience many challenges, as most apprentices we've taken on have been driven and dedicated to carving out a career in construction.

We're lucky enough to have many of our apprentices stay with us and we see our investment pay off. There have been some young apprentices come through, but most would be 20 or 21 years old.

We believe part of our success is having a good recruitment process. We have networks with the Ara Institute of Canterbury, which helps us identify individuals who have proven they have what it takes. BCITO is always helpful, too.

However, I can understand how some employers might have problems with some kids fresh out of school, as they might not have the work ethic required for this industry.

NOW HAVE YOUR SAY...

HOW DO YOU FEEL ABOUT CHANGES TO THE LBP SCHEME PROPOSED IN MBIE'S BUILDING REFORMS?

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 June 2019. The answers to this question will be published in *Under Construction* August/September 2019.

WIN!



FROM THE GROUND UP

Our new apprentice column provides an opportunity for PAC members to share their views, experiences and ideas, while providing insight for builders who employ them. This month's question is:

Q: What made you change career direction to start working in construction?

Name: Dan
Location: Auckland

2nd
YEAR

Name: Matt
Location: Russell

JUST
FINISHED

Name: Chelsea
Location: Queenstown

1st
YEAR

I had moved back from Australia, where I was driving trucks, and I didn't want to do that in New Zealand, especially being in Auckland with all the traffic, so I started considering my options.

My dad was a builder. I grew up spending school holidays helping out on sites (back in the days when that wasn't an issue), so building was a natural option, but I didn't want to work for someone else at the age of 29 after being my own boss for so long.

I had some money saved, so I started my own company, and asked my dad to come on as co-director and train me up as an apprentice. It's been all go since then, and things are going really well. We've completed nine houses and haven't failed a single inspection, which is apparently a pretty good record, so I'm pretty happy with the direction I chose.

We have three full-time contractors, and I really enjoy the freedom and leadership that comes with owning a business, while also learning so much every day.

I had always wanted to go into trades as a teenager, but my parents convinced me to go to uni and pursue a desk career – which I did for a number of years.

By the time I was 29, I was the director of my own sales and marketing company – but I was still drawn to the trades. I decided to give up my role to start in the building industry on labourer's wages.

While it might seem a bit nuts, it was a great decision for me personally and a worthwhile career move – I've now completed my apprenticeship and taken over the business I was previously working for!

Work is going well for our six-strong team and we have jobs booked for the next few years.

I'd highly recommend others to consider making the change and flex your mind as well as your muscles – there are so many avenues and aspects to explore in building that you'll never get bored!

I've always loved design, and even left school early to start post grad graphic design studies. After two years of studying, two diplomas and five years in the industry in Auckland, my rose-tinted glasses had lifted and I was struggling to get ahead in an underpaid and overpopulated career.

With two brothers and a partner as builders, it was something I'd always been around, so I had some idea what to expect. My partner and I were also keen to buy some land and build our own house, which wasn't going to happen in Auckland, so we decided to move to Queenstown.

I started work for the same company as my brother and partner as a labourer and, after a few months, decided it would make sense to start an apprenticeship. Six months in, I am absolutely loving it, although I have to admit it was pretty exhausting at first. I still love graphic design, and work for a few other clients in the evening to keep it up.

MARCH APPRENTICE OF MONTH



Thorough planning produces a quality outcome

Third-year apprentice Kane Nisbet stepped up to the plate when he was faced with the excavation of footings for two houses, making sure he was always prepared for the next stage.

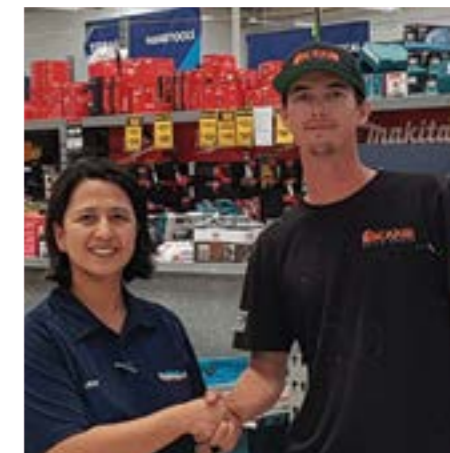
The job included concrete footings and beams, shutters for steps in footings, steel cages and starters, plus having to consider safety and time management.

Kane's preparation involved spending two hours of his Sunday afternoon to create a plan that included helpful strategies. This allowed him to approach the work on Monday with confidence and a strong idea of the appropriate processes.

The planning kept him ahead of the work being done each day while breaking down each task in detail ensured everything was in line with the design.

The careful planning and dedication resulted in Kane passing inspection and receiving high praise from his boss and mentor.

The experience taught Kane that being calm, breaking down tasks, and being a positive team member makes a big difference in finishing a job well. It also showed him the importance of not being afraid to ask questions, which is all part of the learning process and honing your craft.



Planning champ, Kane Nisbet, collecting his prize from PlaceMakers Wairau Park

The judges were impressed by Kane's approach – completing a demanding task by creating a detailed plan to reach a quality standard in his work. ■

APRIL APPRENTICE OF MONTH

Communication and planning key to solving workplace problem

Fourth-year apprentice Patrick Leckie channelled his best problem-solving skills when faced with the situation of having to fit five 380mm wide full rectangle PFCs into an existing home.

The crane with the PFCs could not reach the entry of the house, so Patrick and his colleagues cut some pipe and built plywood ramps to roll them in.

Patrick made sure the floor was protected too, as this was already finished. It took seven of the team to roll them in, with the lightest PFC weighing 550kg! Once they were rolled into the house, they used Genie lifts and strops

off the existing top plates to get them to height.

It took two days to have the PFCs in and braced, and the experience taught Patrick some important lessons.

"Communication is key and taking the time to come up with a thorough plan is vital when there is seven of us involved," said Patrick. "I also learnt the hard way how heavy PFCs are!"

The judges admired Patrick's strategic thinking and approach to communicating with the team to get the job done. ■



THIS MONTH'S PRIZE

STABILIA GREEN CROSS LINE LASER LEVEL WORTH OVER \$600

Patrick walked away with a Stabila line laser level

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

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- MULTIPURPOSE UNIT
- GREAT VALUE FOR MONEY
- MANUFACTURED IN NZ
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- FORMICA 30MM IMPERIAL WHITE BENCHTOP
- HANDLE-LESS SOFT CLOSE DRAWERS & DOORS



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 • Optional depth
 • Sink bowl not included

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 • Appliance space right hand
 • Sink bowl included

- 15 YEAR WARRANTY ON CABINETRY
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*Offer exclusive to PlaceMakers trade account holders only. Purchases of either the PlaceMakers launderette or kitchenette must be placed on a current PlaceMakers trade account between 1st June to 31st July 2019. Free tap is 3601751 Caroma Husk dual spray tap mixer valued at \$299^{incl GST}. Offer available to first 30 customers, while stocks last. Tap will be delivered with unit. Please refer to your local branch for delivery time frames.

MBIE BUILDING SYSTEM LEGISLATIVE REFORM

HAVE YOUR SAY ON NZ BUILDING LAWS!

MBIE is proposing major changes to our building laws to improve the quality of building work – these are the most significant reforms since the current Building Act was introduced in 2004

An efficient building regulatory system isn't the sole responsibility of government. Everyone in the sector must work together to lift the level of quality, so things go right the first time – and, if they do go wrong, there are fairer outcomes.

WHY REFORMS ARE NEEDED

The building sector faces a number of long-standing problems. These problems range from low productivity and inefficient practices and processes, to skills and labour shortages, to poor health and safety. We've talked to people across the sector about problems with how the regulatory system functions. Our conversations revealed three common themes:

- Roles and responsibilities are not clear.
- Information isn't available when it's needed.
- It's difficult to hold people to account for the quality of their work.

WHAT'S IN THE REFORM PACKAGE?

These are the most significant reforms since the current Building Act was introduced in 2004. They affect people, products and practices across the sector. The proposals are summarised below. There are more details about these proposals in the full discussion paper and summaries of each part.

BUILDING PRODUCTS AND METHODS

- Clarify roles and responsibilities for building products and methods.
- Require manufacturers and suppliers to provide information about building products.
- Strengthen the framework for product certification.
- Make consenting easier for modern methods of construction including off-site manufacturing.

OCCUPATIONAL REGULATION

- Change the licensed building practitioners scheme:
 - Introduce a tiered licensing system for LBPs to establish a progression pathway, including a specific licence for supervision.
 - Simplify the licence class categories.
 - Introduce behavioural competence requirements for LBPs.

- Raise the competence standards and broaden the definition of Restricted Building Work.
- Introduce a new licensing scheme for engineers and restrict who can carry out safety-critical engineering work.
- Remove exemptions that allow

unlicensed people to carry out plumbing, gasfitting and drainlaying work.

RISK AND LIABILITY

- Require a guarantee and insurance product for residential new builds and significant alterations, and allow homeowners to actively opt out of it.
- Leave the liability settings for building consent authorities unchanged.

BUILDING LEVY

- Reduce the building levy from \$2.01 including GST to \$1.50 including GST (per \$1,000).
- Standardise the building levy threshold at \$20,444 including GST.
- Allow MBIE to spend funds raised by the building levy on broader stewardship of the building sector.

OFFENCES, PENALTIES AND PUBLIC NOTIFICATION

- Increase the maximum financial penalties.
- Set different maximum penalties for individuals and organisations.
- Extend the time enforcement agencies can lay a charge from six months to 12 months.
- Modify the definition of 'publicly notify' in section 7 of the Building Act. ■

HAVE YOUR SAY! SUBMISSIONS CLOSE ON 16 JUNE 2019

MBIE will use the information from the submissions to refine its proposals. The Minister for Building and Construction will then decide what changes to recommend to Cabinet.

LABOUR-ONLY CONTRACTS



The Board has acknowledged that a power imbalance may exist between an employer and employee; however, as an LBP, you are still responsible for your own conduct

MBIE discusses liability versus accountability when it comes to labour-only contracts

In the first of a two-part series highlighting common misunderstandings about the responsibilities of a Licensed Building Practitioner (LBP) under a labour-only contract, we discuss liability as opposed to accountability and building consents.

There has been an increase in complaints made to the Building Practitioners Board about LBPs not fulfilling their obligations under labour-only contracts.

LBPS HAVE RESPONSIBILITIES AND OBLIGATIONS

There is a myth that LBPs' responsibilities are lessened in labour-only contracts.

This is not true. You cannot contract out of your responsibilities and obligations as an LBP – they are set regardless of

the type of contract you are working under.

The Board has acknowledged that a power imbalance may exist between an employer and employee; however, as an LBP, you are still responsible for your own conduct.

This means that, even if your employer has instructed you to do something, you are personally accountable to the Board for your actions as an LBP. Your licence could be put at risk if you act dishonestly to benefit your employer.

LIABILITY VS ACCOUNTABILITY

When a homeowner signs a contract with a contractor, there will be a contractual liability between the two parties. This means the contractor must provide the goods and services

as agreed, and the client must pay for them. Failure by either party could lead to court action, where the party in breach may be found liable for their role in the contract.

You might not have a contractual arrangement with the client, but rather with another contractor while under a labour-only contract. In this situation, you are probably only liable to the contractor who engaged you for the work you do for them.

However, as an LBP, you are always accountable to the Board for your conduct. If you fail to maintain standards, the homeowner can lay a complaint to the Board.

The Board can then discipline you, regardless of who you are contracted to.

This is because the Board does not deal with payment or contractual disputes and instead determines whether the LBP has met their obligations specified in the Act.

As an LBP, you are always accountable to the Board for your conduct

COMPLY WITH BUILDING CONSENTS

In many cases, as an LBP on a labour-only contract, you will not be directly responsible for managing the building consent application. All LBPs, however, have a responsibility to ensure that a building consent is obtained (if one is required) before commencing work and to build to the agreed consent. The Board expects LBPs to understand the building consent process and to hold themselves to a high standard throughout the compliance process.

COMPLAINTS SHOW MAIN PROBLEMS

The Board's *Annual Report 2018* noted numerous complaints relating to LBPs not complying with the consenting processes. The complaints highlighted the following failures:

- Carrying out building work without

first checking that a building consent has been issued.

- Deviating from the building consent.
- Failing to obtain confirmation for a minor variation or amendment before continuing work.

If something isn't right with the building consent, alert the homeowner and refrain from starting or continuing work until the issue is resolved. While it may not be your responsibility to obtain the building consent, you will be responsible if you do any building work that does not comply with a building consent, if one is required.

YOU ARE THE EXPERT SO USE YOUR JUDGEMENT

Homeowners are not experts in the building process and may sometimes fail to fully understand their obligations regarding building consents. LBPs are in a better position to identify a lack of adherence to the consenting process.

Use your own judgement, rather than trusting that the homeowner has it right or that you won't be held accountable for any non-compliant work.

In the next issue, we will look at your responsibility to produce quality work and an accurate Record of Work. ■



Even if you want to make a minor variation or amendment, you must obtain confirmation from the homeowner and designer before doing so

CODEWORDS QUIZ ISSUE 89



- 1 There is a dispute between the client and your main contractor over the quality of the build. You were working under a labour-only contract. Which of the following is true?
 - a) You are liable, no matter what.
 - b) You will be liable but only if you completed a ROW for the work.
 - c) You are accountable to the Building Practitioners Board for your work.
- 2 There is no building consent for a piece of work you are about to undertake, and the work is not exempt under Schedule 1 of the Building Act 2004. What should you do?
 - a) Start work, as the main contractor assures you the consent is on its way.
 - b) Don't worry about it – it is the responsibility of the homeowner.
 - c) Refuse to start work until you have seen the consent.
- 3 True or false – homeowners should have all the required knowledge for a build, so you can just follow orders.
 - a) True, nothing to worry about as they'll face the consequences.
 - b) False, you are the expert and need to make sure you meet your responsibilities.



PRODUCT COMPLIANCE CONCERNS



If you have a complaint about a building product, or are concerned that a building product doesn't comply with the Building Code, get in touch with MBIE

The ever-growing range of building products on the market comes with concern that not all are what they claim to be or even meet New Zealand Building Code requirements. What is MBIE doing to address this issue?

MMBIE has a mandate to monitor the building product market and investigate complaints when products don't comply with the Building Code.

- Guidance issued to the industry.
- More education provided to those involved in manufacturing, supplying, specifying or installing building products.

MBIE MONITORS AND INVESTIGATES

Monitoring the market can establish whether there is a widespread problem with a product that could affect a significant number of buildings, should it continue to be supplied and used in building work.

An investigation by MBIE might result in:

- A formal warning or ban issued on the use of the product.

TELL US IF YOU HAVE CONCERNS

If you have a complaint about a building product, or are concerned that a building product doesn't comply with the Building Code, you can get in touch with MBIE.

If the complaint is about false or misleading information or unsubstantiated claims, MBIE may refer the complaint to the Commerce Commission if it falls within its jurisdiction.

The MBIE products team works alongside other teams within MBIE, such as Trading Standards, which ensures safe products, accurate measurement and quality fuel, and other government organisations and licensing boards such as WorkSafe, the Ministry of Health and the Plumbers, Gasfitters and Drainlayers Board.

SUPPLY INFORMATION AND EVIDENCE

Often product complaints lack enough specific detail or evidence, which makes it difficult for MBIE to get a clear picture of the problem or take further action.

For MBIE to investigate a complaint, the following information is required:

- The name of the building product.

- Where it was purchased or who it was supplied by, if this is known.
- Compliance information available for the product from the manufacturer or supplier, such as test reports, assessments or calculations, claims of compliance and technical information.
- The reasons why you believe the product does not comply with the Building Code.
- Evidence of failure, such as photographs or locations where the product was used.
- Information you think supports an investigation.

Please send the information and the complaint to:

products@mbie.govt.nz

Or post to:

**Building System Assurance – Products
Ministry of Business, Innovation and Employment
PO Box 1473
Wellington 6011**



An MBIE investigation raised concerns that some importers were supplying plumbing fittings without documentation to support code compliance

All information received by MBIE is public information and, if requested, the details of your complaint may have to be released to other individuals or organisations under the Official

Information Act 1982.

To find out more, visit **www.building.govt.nz** and search for 'product assurance'.

CODEWORDS QUIZ ISSUE 89



- | | | |
|---|---|--|
| <p>4 MBIE's job in relation to new building products is to:</p> <p>a) You are liable, no matter what.</p> <p>b) Assess every new building product on the market to see if it complies with the Building Code.</p> <p>c) Investigate misleading advertising of building products.</p> | <p>5 If a complaint to MBIE does not have a lot of detail or evidence:</p> <p>a) It will be difficult for MBIE to take action on the complaint and it may not be investigated further.</p> <p>b) An investigator can fill in missing details and evidence.</p> <p>c) It doesn't matter, the burden of proof is on the supplier to provide evidence that the complaint is wrong.</p> | <p>6 As the result of a complaint regarding a building product, MBIE can:</p> <p>a) Order the supplier to refund everyone who has bought the product.</p> <p>b) Ban the product to protect other people from using it.</p> <p>c) Fine the supplier for false advertising.</p> |
| <p>7 Who can make a complaint to MBIE about a building product?</p> <p>a) Only someone who has purchased the product themselves.</p> <p>b) LBPs who are experts on that type of building product.</p> <p>c) Anyone.</p> | <p>8 If you lay a complaint with MBIE about a building product, who can see the details of the complaint?</p> <p>a) Only MBIE staff.</p> <p>b) Complaints sent to MBIE fall within the definition of official information and, if requested, MBIE may have to release details about the complaint to other individuals or organisations where appropriate under the Official Information Act 1982.</p> | <p>c) All complaints automatically go on the MBIE website for anyone to see.</p> |

GOOD RIDDANCE TO RUN-OFF



Keep New Zealand waterways clear! Bare soil and loose materials on site can be swept up by heavy rain; where this runs down stormwater drains, it will flow straight into local streams or the sea and can be seriously harmful

Uncontrolled run-off from building sites that may contain chemicals or toxins can enter and clog waterways, drains and the stormwater system, killing plants and wildlife. It may also be carried onto nearby properties, upsetting neighbours. There are many practical ways to stop it

Bare soil and loose materials on site can be swept up by heavy rain (or water from any other source) to become run-off. Where this runs down stormwater drains, it will flow straight into local streams or the sea. This can be seriously harmful, especially if the run-off carries concrete waste, paints or chemicals.

It's not just bad news for nature – under the Resource Management Act, those responsible could be fined up to \$600,000 or face two years in prison.

Ways to prevent run-off include:

- Scheduling earthworks for dry weather.

- Using tarpaulins or shotcrete to protect exposed soil.
- Removing the minimum amount of vegetation possible.
- Having just one stabilised accessway onto the site and putting down gap 65 aggregate to stop drivers tracking dirt onto the road.
- Diverting water (other than rain) away from earthworks and onto stable ground (grass, gravel or permeable paving).
- Keeping as much existing grass coverage on site as possible and stabilising bare soil as soon as possible with mulch, gravel,

planting or new grass.

- Controlling the flow of water with channels or contour drains.

SEDIMENT CONTROL

Control sediment run-off with:

- Vegetation.
- Silt fences on the downhill side of sloping sites to capture sediment run-off (figure 1).
- Hay or straw bales to trap sediment.
- Sediment ponds.

Keep silt control devices clear and ensure that cleared material cannot

run into waterways or drains.

CONCRETE, ASPHALT AND BITUMEN WASTE

Concrete wash water, cement slurry, asphalt and bitumen can join run-off when the materials are laid, equipment is washed or concrete is waterblasted to expose aggregate. Concrete and cement products can change the pH levels of streams, killing wildlife. One bucket of concrete wastewater in a stormwater drain can kill hundreds of fish and eels. It takes 100,000 litres of freshwater to dilute just 1 litre of concrete slurry to safe levels.



It's not just bad news for nature – under the Resource Management Act, those responsible could be fined up to \$600,000 or face two years in prison

Contain run-off from concrete, asphalt and bitumen on site by:

- Dewatering pile holes and footing

trenches before pouring concrete to stop slurry spilling out and into drains.

- Diverting it onto on-site grass or soil for later clean-up.
- Containing it in an appropriate storage tank if possible.

Talk to subbies and delivery drivers to make sure they wash concrete equipment on unsealed ground on site, such as gravel or grass, and they don't let washing water or concrete slurry run into stormwater drains. ■

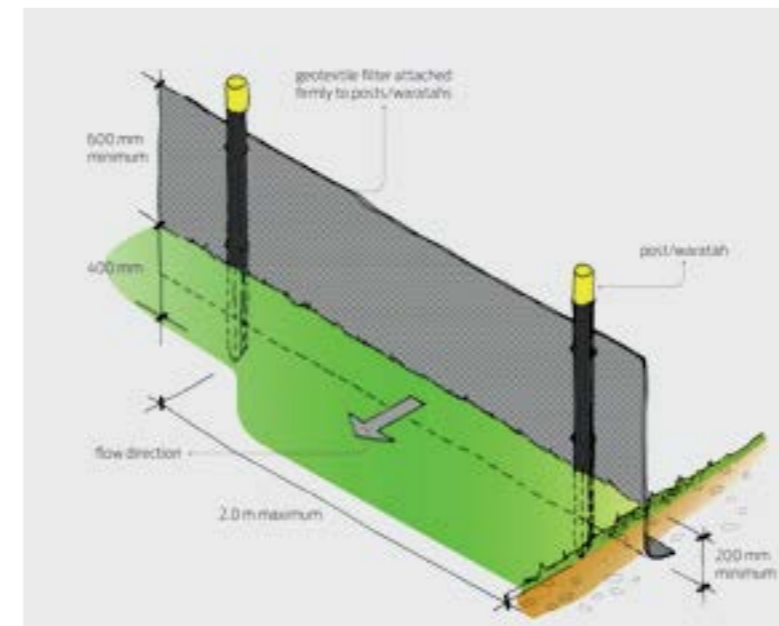


Figure 1



A silt fence reduces sediment run-off on sloping sites

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) Which of the following is NOT a listed way to prevent run-off?</p> <p>a) Using tarpaulins or shotcrete to protect exposed soil.</p> <p>b) Removing the minimum amount of vegetation possible.</p> <p>c) Diverting water (other than rain) away from stable ground (grass, gravel or permeable paving) and onto earthworks.</p> | <p>2) What impact can concrete and cement products have on streams?</p> <p>a) They can change the pH levels, killing wildlife.</p> <p>b) They can slow the flow of the river.</p> <p>c) It has almost no impact – it only takes 10 litres of freshwater to dilute 1 litre of concrete slurry to safe levels.</p> | <p>3) Why should builders ensure they stop uncontrolled run-off?</p> <p>a) It can damage the environment.</p> <p>b) Those responsible can be fined up to \$600,000 or face two years in prison.</p> <p>c) Both of the above.</p> |
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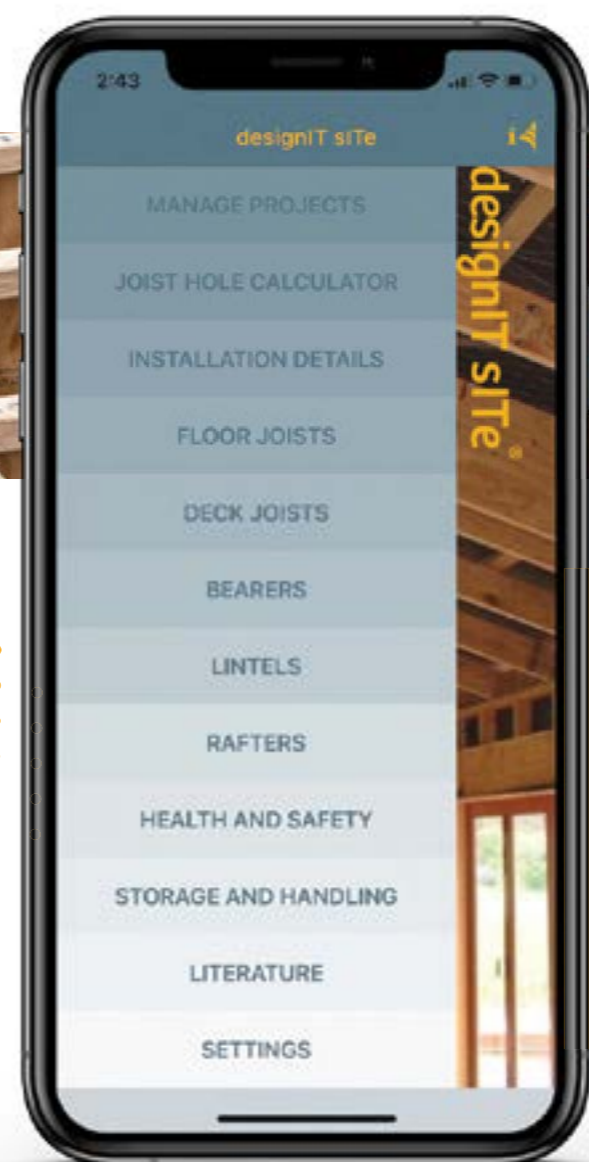
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BCITO RESPONDS TO EDUCATIONAL REFORMS



Gaining strategic powers but retaining the ability to work with employers and workers is the ideal outcome, says BCITO

The Government proposal to centralise tertiary vocational training under one body has received various responses from industry stakeholders. In its official response, BCITO has outlined what it sees to be the positives and negatives of the proposed shake-up

In its submission, BCITO said there are positives in the establishment of a fairer funding system, better strategic investment in Vocational Education Training (VET) and sector coverage issues, possible improvements to off-job provision, and potential benefits for learners.

Considering these comments, it also believes the benefits aren't enough to substitute the value of what is being left behind, with ITOs losing their training role.

BCITO's submission listed elements of a working Vocational Education and Training system that must be incorporated, such as:

- Workplace learning remaining a major component.
- Industry maintaining direct ownership and control of training arrangements.

- Minimal disruption to business and productivity of employers that are involved in supporting training.
- Workplace learning involving a close face-to-face relationship between a training advisor and the business, and between a training advisor and the apprentice.
- Customisable training approaches to reflect the needs of particular sectors, individual firms, and specific apprentices.
- The ability for the industry to promote career opportunities and attract new people into relevant trades.
- Ensuring the training needs of smaller and specialist trades don't get left behind by the system.

The submission expressed doubt that these elements could be upheld by the

proposed Reform of Vocational Training (RoVE). It stated:

"Our model emphasises flexibility and adapting to the specific situation of a given business and learner, as well as to the needs of specific sectors within building and construction as a whole.

"Our industry does not believe that [education] providers are capable of maintaining such a model and is concerned that RoVE risks significant disengagement by employers from formal VET."

The BCITO provided three proposals for the Government to consider, explaining ways it thinks learners can transition efficiently from ITOs to providers.

1. CLARIFYING DIFFERENT ROLES WITHIN VET

The first proposal said that Industry Skills Bodies (ISB) must have "genuine power within the TEC's investment

structures and over programme development".

It also said that current ITO recognition criteria as being a good basis for establishing ISBs, with changes being made to "reflect both the stronger strategic role of the bodies and the need to ensure they maintain close connections to their industries".

The criteria would require that the organisation demonstrates strong performance, sustainable coverage, evidence of industry backing, capability to identify and respond to industry skill needs, and capability in programme design and assessment.

2. SUGGESTIONS FOR THE NEW ZEALAND INSTITUTE OF SKILLS AND TECHNOLOGY

BCITO suggested that a collegiate model would have bigger benefits in the future, but said that whatever the model ends up being, that a different culture is established than what currently exists "in much of the ITP sector". It also mentioned that the Institute's governing Council and Regional Leadership Groups must include business representatives.

3. CHANGING THE FUNDING SYSTEM

The third proposal supported the concept of an integrated system for volumetric student-based funding. It said that the funding system should have three tiers:

- A flat rate for all on-job learning set higher than the current Standard Training Measures (STM) rate.
- A flat rate for all off-job learning set lower than current Equivalent Full-time Student (EFTS) rates.
- A higher rate for apprenticeships and integrated learning.

GOING FORWARD

BCITO said that the ideal outcome would be for ITOs "to gain the increased strategic powers proposed in the new model but retain the ability to work with individual employers and workers". It also said that focus must stay on encouraging cultural and behavioural change, more so than structural.

Minister of Education, Chris Hipkins, said that BCITO has been constructive

in communicating feedback on the proposal, expressing its agreement and disagreement with different areas.

"Those who have engaged constructively with the process will have more impact on the end result," said Hipkins.

Submissions and public consultation have concluded, with the Government aiming to roll out the decided changes in 2020. ■

WHAT'S BEING PROPOSED?

- That the country's 16 major polytechnics fall under the remit of a single national body called the NZ Institute of Skills and Technology.
- ITOs be replaced with Industry Skill Bodies (ISBs).
- Education providers take on the responsibility for approx. 140,000 trainees and apprentices.
- A funding system that supports more work-integrated learning that resemble apprenticeships.

CONSENTS TAKE FIRST DIP FOR 2019

A total of 3,180 new dwellings were consented in March — a seasonally adjusted 6.9% decrease, following 1.7% and 13.6% increases in the previous two months.

The March figure comprised of 1,949 stand-alone houses, 455 apartments, 174 retirement village units, and 602 townhouses, flats, and units.

In the year ended March 2019, the total number of new dwellings consented was 34,516 — up 10% from the year ended March 2018.

IN THE REGIONS

Eight of the 17 regions consented more dwellings in March 2019 compared to March 2018, led by Otago (up 215 to 339; +173%), Nelson (up 97 to 109;

+808%), Waikato (up 53 to 380; +16%), and Canterbury (up 51 to 486; +11%). Auckland, Gisborne, Hawke's Bay, and Marlborough were other regions to consent more dwellings month-on-month.

Eight regions saw a decrease in consented dwellings in March 2019 compared to March 2018, led by Wellington (down 55 to 231; -19%), Manawatu-Wanganui (down 47 to 90; -34%), and Bay of Plenty (down 41 to 152; -21%). Northland, Taranaki, Southland, and Tasman also experienced decreases.

NON-RESIDENTIAL BUILDING CONSENTS

In the year ended March 2019, non-residential building consents totalled \$7.1bn, up 7.6% from the March 2018 year. The building types with the highest value were:

- Shops, restaurants, and bars — \$1.1bn (up 34%)
- Education buildings — \$1.1bn (up 4.8%)
- Storage buildings — \$968 million (up 20%) ■

HEALTHY HOMES DEADLINE NEAR



The Act will introduce a requirement for fixed heating devices of at least 18°C to be placed in the living room of every house

To support tenants' living conditions in New Zealand, government passed the Healthy Homes Guarantee Act Regulations 2017, which introduced standards that look to make rental homes warmer and drier

Nearly 600,000 households rent in NZ, and 22% of those have no fixed heating, with many more having unaffordable or unhealthy heating. To tackle this issue, the Healthy Homes Act sets minimum requirements to ensure warmer homes for renters through an amendment to the Residential Tenancies Act.

The requirements relate to heating, insulation, ventilation, moisture ingress and drainage, as well as draught stopping. The Act also provides a timeframe for landlords to comply with these standards.

PROVIDING THE MEANS TO STAY WARM

The Act will introduce a requirement for fixed heating devices of at least 18°C to be placed in the living room

of every house. Most rooms are capable of being heated by a relatively inexpensive portable heater, and the living room is typically the largest room in which most tenants spend most of their time.

INSIDE THE WALLS

As of 1 July this year, landlords will be required to provide tenants with underfloor and ceiling insulation that meets the 2008 Building Code, or (for existing ceiling insulation) a minimum thickness of 120mm.

This move aligns with research from Otago University, which showed topping up insulation to 120mm results in noticeable health benefits.

AIR QUALITY

BRANZ conducted a study which

shows that rental homes in NZ have a greater level of visible mould compared to owner-occupied homes.

Mould is a big contributor to poor health outcomes, such as respiratory illnesses and asthma. It also poses a threat to tenants' possessions.

The Healthy Homes Act states that ventilation must include openable windows in the living room, dining room, kitchen and bedrooms. Extractor fans must be placed in rooms including a bath, shower, or indoor cooktop.

CONTROLLING MOISTURE

Landlords must ensure efficient drainage and guttering, downpipes and drains. A rental property with an enclosed subfloor must have a ground moisture barrier whenever possible.

The standard also requires efficient drainage and guttering as instructed by the Housing Improvement Regulations.

KEEPING IT SEALED

All unnecessary gaps or holes in the walls, ceilings, windows, floors, and doors must be covered and blocked to avoid draughts. This includes chimneys and fireplaces.

COMPLIANCE TIMEFRAMES

1 July, 2019 - Landlords will be required to provide tenants with underfloor and ceiling insulation that meet the 2008 Building Code, or (for existing ceiling insulation) a minimum thickness of 120mm.

1 July, 2021 - From this date, private landlords must ensure that their rental properties comply with healthy homes standards within 90 days of any new tenancy.

1 July, 2021 - All boarding houses must comply with the healthy homes standards.

1 July, 2023 - All Housing New Zealand and registered Community Housing Provider's houses must comply with the healthy homes standards.

1 July, 2024 - All rental homes must comply with the healthy homes standards.

PENALTIES

MBIE's Tenancy Services Compliance and Investigation team will be able to inspect properties to ensure compliance with the standards. Failure to comply with the 1 July deadline this year could attract a penalty of \$4,000. ■

PlaceMakers provides a range of products to meet these standards. If you want to know more, talk to your PlaceMakers sales representative, ask in branch or visit placemakers.co.nz for more information.

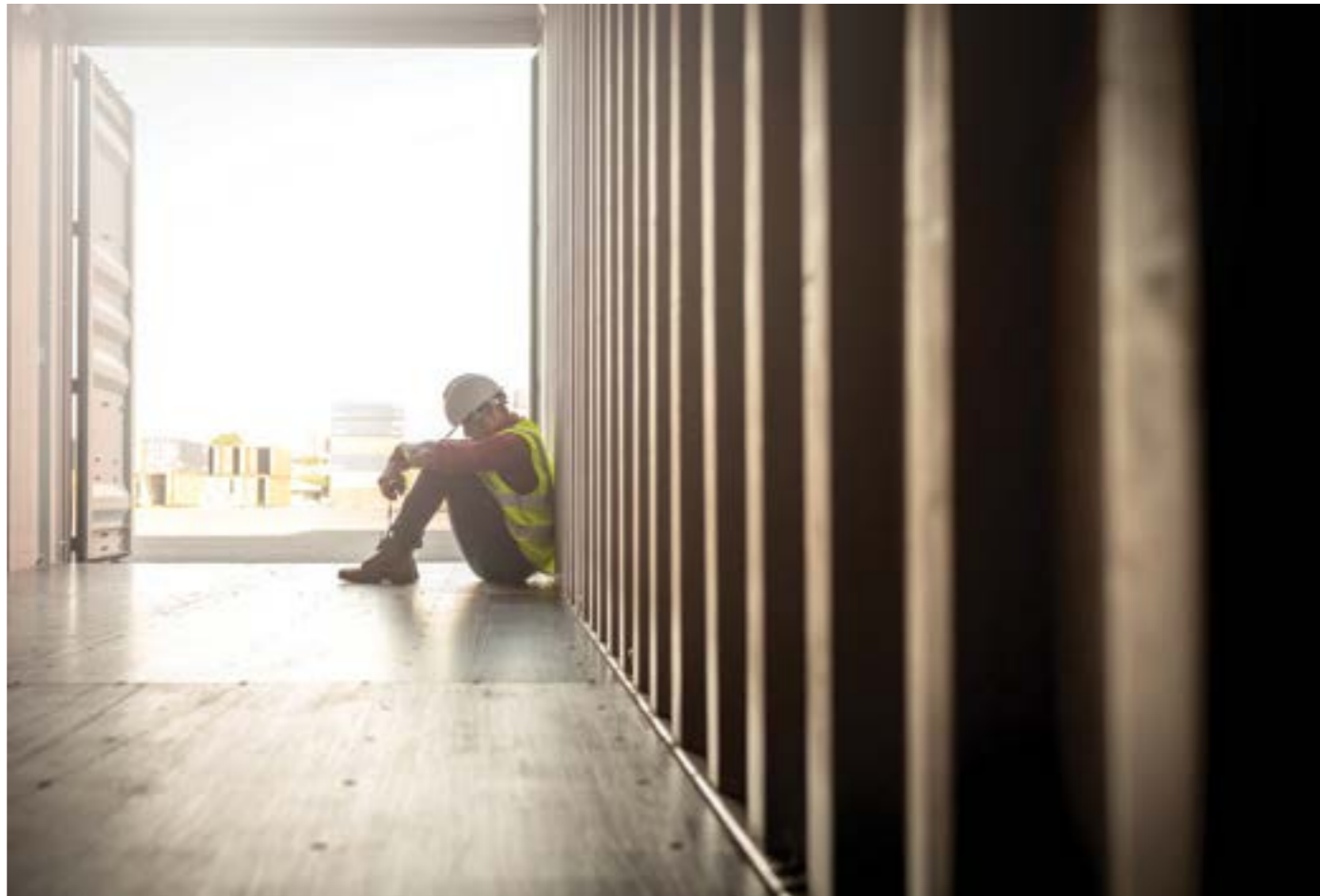
PlaceMakers offer the following solutions, with installation available:

- Insulation
- Heat pumps
- Gas fires
- Wood fires
- Ventilation systems
- Heat transfer systems
- Central heating systems



Heat pumps can keep a large room warm relatively efficiently

SPOTLIGHT ON MENTAL HEALTH



Workplace culture, as well as the pressures of the industry, both have an impact on mental wellness in the field of construction

A recent study conducted by BRANZ has shed light on mental health issues within the construction industry, offering some important insights to help tackle the issue

At 6.9%, the proportion of suicides in the New Zealand construction industry stands as the highest across all other sectors in the country.

Despite a mixed reaction from interviewees being surprised or not surprised at the rate of suicides, nearly all were unaware that the construction sector had the highest percentage of all industries.

WHAT'S FUELLING THE NUMBERS?

Workplace culture, boom and bust trends, and communication issues were just some of the areas construction

workers reported as causing mental distress, as reported by industry workers.

A culture that stigmatises mental illness and promotes a 'harden up' attitude were also common themes raised by respondents.

A staunch workplace culture was attributed to making it difficult for workmates to have a conversation about sensitive topics such as mental health, therefore making it harder to suggest places to get help.

Another workplace culture concern

frequently mentioned by interviewees was bullying. However, there was a common understanding that there were improvements being made in that area, with tolerance for such behaviour decreasing.

The boom and bust nature of the industry was also said to be causing distress for employers and employees alike. Interestingly, the boom period was said by some to be the more mentally distressing period, due to an abundance of work opportunities and insufficient labourers resulting in long hours, fatigue and a poor work/life balance.

Intergenerational differences in communication was also a source of tension, with some describing how older workers would harass apprentices as part of a ritualised initiation.

On the other end, older workers believed younger workers were more sensitive and required a supportive approach when giving feedback. They said such a disconnect between generations can lead to interpersonal conflicts and additional stress at work.

Other factors believed to create mental distress in the construction sector were drug and alcohol use, pressures created by better-informed customers, intolerance of diversity, and high-risk individuals in the industry.

THE IMPACT ON THE INDUSTRY

Interviewees agreed that mental distress in the workplace had a negative impact on health and safety in general, with the phenomenon of 'presenteeism' inviting more risks. Presenteeism involves workers turning up mentally or physically unwell, so distractions and lethargy that accompany mental distress are more likely to contribute to an accident or near miss in the workplace.

These effects on a worker's ability to perform at their best results in lower productivity and increasing costs, reinforcing a vicious cycle of pressure and stress.

CALLING ON MATES

Facing the same problem in its own construction industry, Australia has developed a wellness programme called MATES in Construction, which encourages and facilitates help-seeking behaviour.

Set up as an industry-owned charity, the programme looks to increase help-seeking behaviour by educating workers on site and training volunteers to act as 'connectors', who are able to offer suicide first aid.

MATES and Scentre Group are looking to work with the New Zealand construction industry and WorkSafe to



Survey respondents said the boom periods in construction could be more distressing than bust periods, due to an abundance of work opportunities and labour shortage resulting in long hours

bring the programme across the ditch.

WorkSafe has expressed strong interest in supporting the pilot of MATES in Construction in New Zealand, with the need to evaluate its efficacy.

Evaluation of the programme will require more statistics on mental health in the industry in order to track its progress. Evaluating the programme will also allow it to best serve its target demographic.

When asked who should drive the research into the performance of the wellness programme, most respondents supported a partnership approach between the industry and a research organisation such as BRANZ. There were some respondents who also suggested the health sector be involved in future research.

OUTLINING THE PROBLEM BEFORE OFFERING HELP

Many interviewees in the BRANZ research were from organisations that were already addressing mental health in the industry through a wellness approach. Each example provided by interviewees where wellness programmes were offered showed that there had been no uptake from members of industry organisations.

At events discussing the importance of wellness, industry audiences responded

saying they didn't see a need for such programmes. This reflects a big contrast to the sentiment of interviewees during the BRANZ study, which suggested that one reason for the lack of reception to wellness programmes is that there is no understanding that there is a problem to begin with.

As a result, the BRANZ research suggests presenting the problem first and highlighting the financial and social costs of mental distress may justify the need for industry members to invest in wellness programmes

IF YOU NEED HELP

If you or somebody close to you are worried about their health, we recommend seeing your GP or local mental health provider. If you or someone else is in danger or endangering others, please contact:

Lifeline:
0800 543 354 (24/7)

Suicide Crisis Helpline:
0508 828 865 (24/7)

Youth Services:
(06) 355 5906

Depression Helpline:
0800 111 757 (24/7)

Lifeline:
0800 726 666 (24/7) ■

INDUSTRY FOCUS

TAURANGA CITY COUNCIL'S FAILINGS REVEALED



An aerial shot of the Bella Vista subdivision, taken in August 2016

An MBIE investigation into the Bella Vista saga has revealed that Tauranga City Council failed to meet its own building control processes

After reaching a settlement on purchasing the Bella Vista development from homeowners in November 2018, Tauranga City Council is now in the process of repairing, relocating, salvaging, demolishing or remediating the houses.

The situation is the result of a failure in the Council's building control system, which led MBIE to conduct a review to assess why the failure occurred and identify methods to avoid similar failures going forward.

The review concluded that there were multiple reasons for the failure:

- Management intervened in and subverted normal council processes, which was in part due to inappropriate pressure from the developer.
- The Bella Vista development only had a single point of contact at the council, meaning the escalation of concerns did not occur as they should.
- The Council did not enter conditions on building consents, or follow through on the need for third-party verification of compliance.

- The Council did not manage any delineations from the building consents in accordance with correct procedure once work was under way.
- The Council allowed building work to go ahead after earlier failed inspections had not been fully resolved, as well as not stopping building work when critical documents such as 'producer statements' for third-party inspections were not supplied.
- The Council did not utilise its enforcement powers to stop non-compliant building work when it was identified.
- The Council failed to maintain proper records of its decisions and reasons for coming to those decisions.

MBIE specified actions for the Council to undertake to combat these issues, including:

- Revising its policies and procedures, including its enforcement strategy and critical document process.
- Ensuring that staff can carry out their obligations in accepting

consent applications and understand the distinction between minor variations and amendments to building consents, inspections and enforcement.

- Submission of updated policies and procedures to MBIE within two months of receipt of this report.

MBIE will check in on the Council within six months and ask it to provide an update on progress within 12 months. Other councils and industry associations will be made aware of the review findings.

LOOKING BEYOND BELLA VISTA

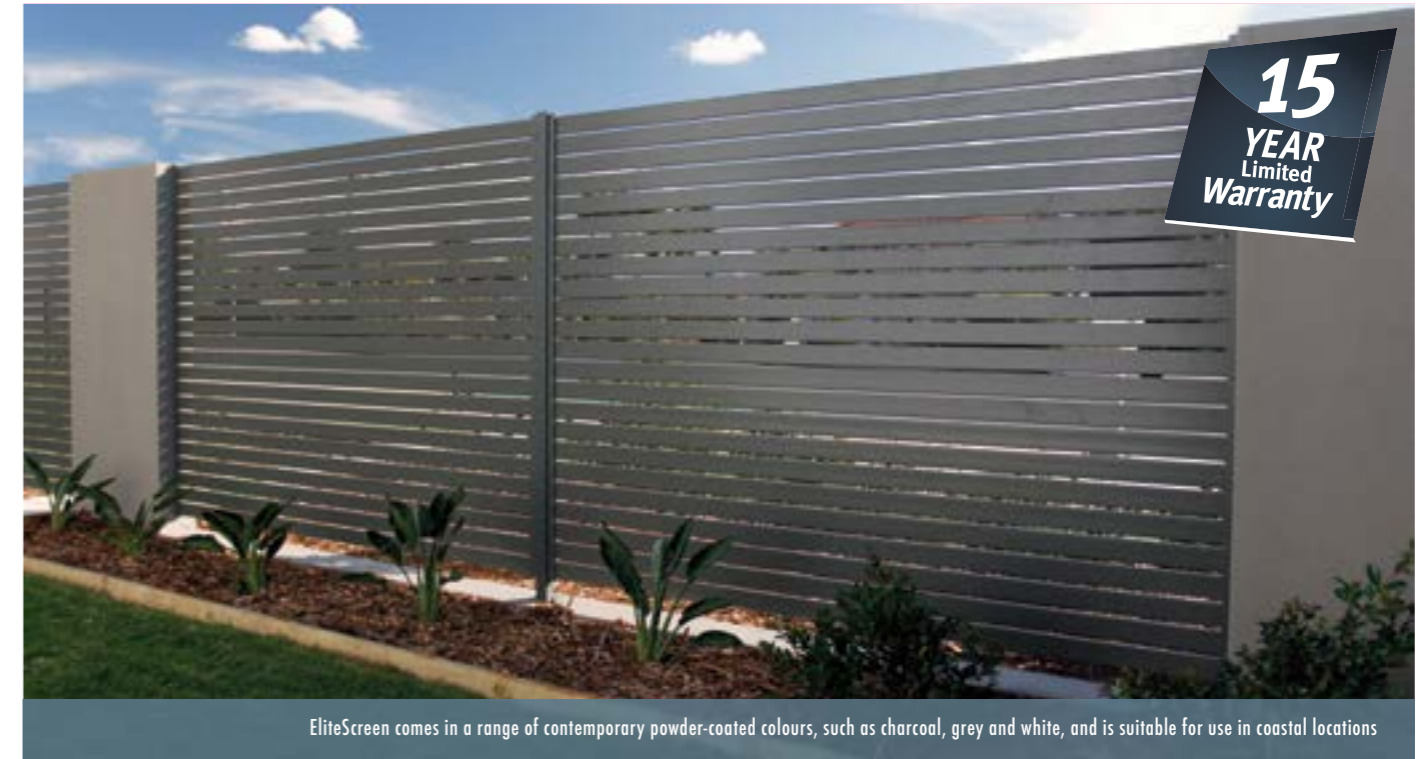
As part of its review, MBIE also looked at other Tauranga sites under construction or developed at a similar time to Bella Vista.

This was undertaken to understand whether the contributing factors evident in the Bella Vista development were present elsewhere and reflected systematic issues within the Council.

MBIE did not find any such evidence at the other sites. As a result, MBIE considered the extent to which the Council had failed to perform "to be an isolated incident". ■

PRODUCT NEWS

FENCING MADE SIMPLE



EliteScreen comes in a range of contemporary powder-coated colours, such as charcoal, grey and white, and is suitable for use in coastal locations

Save time and money with PlaceMakers new EliteScreen innovation – a simple aluminium screening kit with a patented, no-weld system that your customers will love

While building a beautiful, liveable home is the top priority for most builders, the landscaping that follows is equally important in presenting a finished product.

If you've reached this stage and the homeowners are looking for a simple, elegant and cost-effective solution, EliteScreen could be the answer.

EliteScreen is a simple clip-in aluminum screening kit with a patented no-weld system that is exclusive to PlaceMakers. This new, easy-to-construct lightweight product is quick to install and, with no welding or screwing required, it provides a flawless look.

The package includes all the slats, side frames, screws and spacer blocks required to make a top-quality slat screen in one flat packed box and is

available in two sizes: 1800mm (wide) x 1200mm (high) and 2400mm (w) x 1800mm (high).

Slats can be easily adjusted with the 9mm, 15mm and 20mm spacing blocks included in the kit. Louvre brackets are available to provide a unique look and desired widths and heights can also be easily cut on site. Matching gate kits at 1000mm (wide) x 1800mm (high), posts and hardware are also available, providing a complete solution.

EliteScreen comes in a range of contemporary powder-coated colours, such as charcoal, grey and white, and is suitable for use in coastal locations. It also comes with a 15-year durability warranty and 10-year coating warranty, giving your customer peace of mind.

For a limited time, a free gate kit will

be provided with every order*.

Intrigued? Visit: www.elitescreen.co.nz or your nearest PlaceMakers store for more information. ■

*Terms and conditions apply.



EliteScreen produces a flawless, contemporary look

THE SUCCESSFUL BUILDER

WHY YOU NEED NUMBERS



Careful dashboarding can help point out areas in your business where you are weak, or where you have a particular pressure point. If you know this, then you can focus on the things your business needs now

Have you run your business “by the seat of your pants” and managed? Well done. However, today’s challenges may require you to make better decisions in order to keep up with the play. Also, you want to be confident that your decisions are based on facts right for your business

With this in mind, it could be useful to start “dashboarding.”

What is dashboarding? It is simply keeping a monthly record of the key numbers in your business – numbers that you can use to plan your future with a degree of confidence.

If your business doesn’t have a dashboard, then you are likely reliant on your gut feel, or on copying what others are doing. Moreover, your accountant’s end of financial year results, while accurate, are not very helpful for making day-to-day decisions. Have you ever met a builder who consults annual accounts on a daily basis?

Below are five reasons why it’s worth the effort to become proficient at dashboarding.

1. OBJECTIVE VIEW

The old proverb “you can’t see the wood for the trees” tells us that, when we get really involved in the detail of a situation, we easily lose sight of the bigger picture. Without that bigger

picture, we may be governed by our own opinions and feelings – opinions and feelings that we may believe are the only truth. This can be dangerous!

The good news is that we can overcome this danger by dashboarding. It gives us the actual facts about our business performance. Armed with these, we can go to work and make much better decisions about future actions.

2. MEASURE TRENDS

Whether you like it or not, you live in the moment – it’s the only time you have. Sometimes the emotions of that moment colour the interpretation of everything else, pushing you to make a wrong conclusion or a poor decision.

For example, a builder I know was facing some immediate pressures which led him to contemplate quitting the business altogether. Right at that moment, a job he was running wasn’t going well and he seemed to be making no headway at all.

However, after a careful comparison of the key business indicators, in the

current quarter against the same quarter last year, we discovered that his turnover had actually more than doubled and the net profit had increased seven times!

Overall, the business was moving in the right direction. Admittedly, it was from a low start but the trends were clear. Everything he had been doing was now beginning to bear fruit – it just needed a little more time to become obvious, in spite of some ups and downs.

The thing is, when you keep records, you’re able to track small movements of important ratios and numbers over longer periods (say three months). Reading these trends gives you assurance that you are on the right track, or not.

3. GET EARLY FEEDBACK

You need to know if a new initiative is working as soon as possible. You want to know that it is working for you, rather than against you.

For example, if you trialled a scheduling process on a job and it worked well

and the team liked it, you might be tempted to run it out on all your jobs. But if careful analysis of the results showed that the job ran a little behind schedule and a little over budget, you would probably want to test another process, or at least trial it again. If you did go ahead and roll out the process just based on a feeling, without knowing the impact or without amending it, your business would gradually lose profit and might eventually fail.

Dashboarding can give you that specific information early – that way, you can quit or amend your processes before it’s too late, or implement them with confidence.

4. IDENTIFY INTERVENTION

There are plenty of people who are very happy to tell you what you need to make your business fly – “Market more! Sell more! Buy my system! Use my tools!” The list goes on. While this may be great general information and useful at the right time and in the right place, it’s highly unlikely that it’s all relevant at the same time.

Imagine if every time you put your truck in for a service, your well-meaning mechanic overhauled the engine, replaced the gearbox and

fitted new tyres, just because new ones are great to have. Well meaning, but inappropriate.

Careful dashboarding can help point out areas in your business where you are weak, or where you have a particular pressure point. If you know this, then you are able to cut through all the advice and focus on the things your business needs now.

For example, a builder having trouble paying her bills, starts dashboarding and discovers that everything is fine – except that her gross margin is 10%, just a little less than her overheads at 11%. She doesn’t need more clients or sales, she just needs to price better, and/or get her team working more efficiently. Focusing on more sales could just make the loss even bigger.

Never prescribe without diagnosis!

5. COMPEL RESPONSIBILITY

Building businesses can put large amounts of cash through the bank. The numbers can be eye-watering, but a bank account does not paint a true picture of the actual state of the business. To make matters worse, when there is cash in the account, it can be tempting to splash out on new

equipment, vehicles and toys – only to discover it is not sustainable. Everyone knows stories where this has happened.

When you get into the habit of checking your dashboard regularly (at least monthly), rather than just the bank account, you are informed of the actual performance of your business – not your imagined performance. You will be able to better anticipate tax payments, future staff requirements, cash flow pressures, and be better prepared to act now for better stability in the future.

Careful dashboarding can help point out areas in your business where you are weak, or where you have a particular pressure point

TAKEAWAY

If you now feel compelled to dashboard, but you are not sure where to begin, search “dashboard” on the *Under Construction* website for the article, *Stay On Track With a Dashboard*. Or get in touch. ■

*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**

PROVE YOUR KNOWLEDGE

- | | | |
|---|---|---|
| <p>4) What is dashboarding?</p> <p>a) Keeping Post-It notes on the dashboard of your vehicle.</p> <p>b) Keeping a record on a month-to-month basis of the key numbers in your business.</p> <p>c) Keeping a record on a yearly basis of the key numbers in your business.</p> | <p>5) Which of the following is NOT a reason to start dashboarding?</p> <p>a) To gain an objective view of how the business is performing.</p> <p>b) To continue running a business by the seat of your pants.</p> <p>c) To determine which areas of your business are weakest.</p> | <p>6) How can checking your dashboard regularly improve your finances?</p> <p>a) It shows you the actual performance of your business, not just the amount of money in your account.</p> <p>b) It helps you anticipate tax payments, future staff requirements, etc.</p> <p>c) Both of the above.</p> |
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NB: The questions and answers in this section have been produced by the publisher and do not necessarily reflect views or opinions of the contributing organisation.

SITE SAFE

WEATHERING WINTER



Follow the steps outlined below to ensure that winter does not slow you down and everyone stays productive, happy and keen

With temperatures dropping, it's time to think about protecting yourself and your team from the cold

Winter weather can lead to more injuries, as colder temperatures can affect decision-making. For example, workers may take shortcuts to finish a job quicker so they can get out of the elements. These shortcuts may lead to people getting hurt, as well as damage being done to plant and equipment.

Site Safe Christchurch Safety Advisor Trudy Hodge knows all about working in chilly conditions. Canterbury can have some tough, frosty mornings and Trudy says warming up before getting into any hard yakka is always useful in avoiding cold-start injuries.

"Stretching and moving the body's mechanical workings before digging and lifting is always a good idea."

She adds that starting with one of the easier jobs of the day is a

productive way to warm up.

Even moderately cold temperatures can increase the risk of workplace incidents as the cold reduces manual dexterity, fingertip sensitivity and muscle strength.

People working outside should try to eliminate, or at best minimise, cold hazards.

The following areas are key to weathering winter well.

PERSONAL PROTECTIVE EQUIPMENT

- Clothing should be worn in multiple layers. The bottom layer can be a range of materials including polypropylene, polyester or wool.
- The outer layer should be hi-vis, rain and wind-proof and allow for easy opening and removal.

Trudy says that with layering, it is vital to get the base layer next to the skin.

"Good thermals that draw the sweat away from the body are a godsend. There are many brands on the market, but remember, you get what you pay for!

"If you can afford it, merino is excellent for warmth and keeping the skin dry."

It has the bonus, for the extra hard-working people, of being low on the odour scale, which is never a bad thing in the smoko room.

FOOD, SHELTER AND WELLBEING

- Food and liquid intake are essential to maintain body heat and prevent dehydration, particularly as the body is working harder in cold conditions.

- WorkSafe says if continuous work is carried out in temperatures below 0°C, heated shelters such as cabins or smoko rooms should be available.
- A strict timetable for breaks should be put in place to allow employees to warm up and change clothes if needed.
- Always have a hot brew on hand. Tea, coffee, Milo, or a herbal tea will keep that core temperature up.

TRAINING

- Employees should be informed about appropriate PPE, safe work practices and emergency procedures in case of injury. While working in the cold, a buddy system should be used to look out for one another.
- Workers and supervisors should be trained to recognise the symptoms of cold exposure, such as hypothermia. Having a trained first aid person is also highly recommended.

Site Safe Wellington Safety Advisor Jenni Maxwell says early indications of workers being affected by the cold include slower reaction times and

being slower at doing their work.

"When the body is exposed to cold temperatures, effects can include dehydration, numbness, shivering and - in very cold weather - possibly frostbite."

Exposed areas such as the head, hands and feet are just as important as the body. Gloves are an obvious option; however, these can become bulky and affect a worker's manual handling, so a better option may be to provide warm air blowers or insulated handles on tools.

Buy footwear that is well padded, insulated and made from a breathable material such as leather. A great deal of heat is also lost through the head; a problem compounded by the fact that hard hats do not provide protection against the cold.

If a hard hat is necessary, wear a tightly fitted beanie made of polypropylene or merino underneath.

EQUIPMENT

- The risk of cold injury can be minimised by equipment choice and design. Plant, equipment and tools should be designed so that they can be operated without having to remove items of PPE.

- The more complex or fiddly the activity, the greater the likelihood that PPE will be discarded during the process, which leads to increased risk.



PLAN

- To avoid harsh winter conditions, plan work that is appropriate to the weather. Check weather reports before planning your jobs, so that outside tasks can be done on the best possible day.
- If you cannot be adequately protected from the effects of the cold, then work must be suspended or rescheduled to remove the risk of harm.

Following these steps will ensure that winter does not slow you down and everyone stays productive, happy and keen. ■

Site Safe is a not-for-profit, membership-based organisation that supports a culture of health and safety in New Zealand construction. For more information go to: www.sitesafe.org.nz

PROVE YOUR KNOWLEDGE

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

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| <p>7) How can even moderately cold temperatures increase the risk of workplace accidents?</p> <p>a) More hot drinks increase the risk of burns.</p> <p>b) The cold reduces manual dexterity, fingertip sensitivity and muscle strength.</p> <p>c) The cold makes people more short-tempered.</p> | <p>8) According to WorkSafe, what must be provided if continuous work is being carried out in temperatures below 0°C?</p> <p>a) Good thermal base layers for all employees.</p> <p>b) Heated shelters such as cabins or smoko rooms should be available.</p> <p>c) Unlimited hot tea.</p> | <p>9) Which of the following is not listed as an early indication of a worker being affected by the cold?</p> <p>a) Slower reaction times.</p> <p>b) Someone working more slowly.</p> <p>c) Someone who needs to use the toilet frequently.</p> |
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FLEXIBILITY FACTORS



Workforce flexibility is becoming an important consideration for workers, so it's worth considering whether it could work for your business

Following on from our Builders Business column, which highlighted the perks employers offer to keep good quality employees, we decided to look at different requests employees might make. This issue, we focus on flexible working arrangements.

This information comes from a toolkit provided by Employment New Zealand, which is designed to help small-to-medium-sized business owners understand and manage flexible work with practical tips and tools.

WHY FLEXIBILITY IS IMPORTANT

If you are a typical New Zealand business, you will know that finding the right workers with the right skills and keeping them in your business for the long term is very important.

For most of you as business owners, this

is what will help you to grow and ensure that your customers get the service they deserve.

In New Zealand, the workforce is still growing, although at a slower rate than 20 years ago. This growth is being driven by a number of factors, including the large numbers of migrants who bring key skills into the country.

In all industries, whether you are employing younger workers entering the workforce for the first time, migrants who are new to New Zealand, women

or older workers, workforce flexibility is an important consideration for workers across the spectrum, as they seek to juggle work/life priorities.

Some of the other factors driving the increasing demand for flexibility include:

- The increase in the number of women entering the workforce (who are also primary caregivers).
- Fathers in New Zealand becoming increasingly involved in the care of

their children while still working.

- The increase in one-parent families, three quarters of which are headed by women.
- The growing number of dual-career couples, creating greater need to balance the home life efficiently.
- The growth of caring responsibilities, which may include caring for children, the elderly, relatives in poor health or people with disabilities.
- Our ageing population, which means an increasing number of older workers are choosing to remain in the workforce, but are looking for flexible options.
- Financial considerations post Global Financial Crisis, which means that people are choosing to stay in the workforce for longer.
- Advanced technology platforms, which allow greater numbers of employees to effectively work remotely.

Although many workers are attracted to workplace flexibility for different reasons, the common theme is that your business will need to respond to the growing demand for work/life balance if you would like to attract and keep the best workers.

Another factor driving the increase in requests for flexible work is a legislation change. The introduction of Flexible provisions of the Employment Relations Amendment Act 2014 provides workers with the right to a flexible work application process. The rights and obligations of employers are outlined below.

Flexible work is not a gender issue – it applies to all workers in all industries and organisations, whether large or small. Currently in New Zealand, more than one third of workers are in non-standard work (self-employed, part-time or temporary) and, of those in

permanent work, over 50% of workers have some sort of flexibility.



Flexible work is not a gender issue – it applies to all workers in all industries and organisations, whether large and small

DIFFERENT TYPES OF FLEXIBILITY

Flexibility doesn't just mean finishing early to pick up the kids. There are many options for flexible work and these usually include changes in where, how and when an employee conducts their work.

The most common options are listed below, but keep in mind that you can offer any one of these or a combination of several arrangements:

WORKING FROM HOME

We will not elaborate on this one, as it's rarely an option in the construction industry; however, if you are able to apply this, ensure that you apply these policies consistently across your workforce to ensure fairness. (See Appendix C Working from home guidelines).

FLEXI-TIME

This form of flexibility allows an employee to work a set number of hours per week or fortnight, which may be varied by agreement from week to week. Once again, the needs of the business must be considered and the arrangements should be documented in writing, so that there is no confusion about the details.

PART-TIME

Refers to an arrangement where an employee can work a set number of days and/or hours per month on a part-time basis, depending on their personal needs and requirements. The benefit of part-time work is that it is usually predictable and consistent, and this

gives your other employees and your customers an opportunity to work in more effectively with the arrangement.

CONDENSED HOURS

This refers to an arrangement by which an employee can compress their set hours of work into a shorter work week, e.g. a 37.5-hour week could be averaged over four days at 9.38 hours per day. This arrangement may also be referred to as a compressed work week. Although less common, this form of flexibility ensures that your business has the same productivity from your employee, even though the hours are spread over a shorter time period to accommodate the worker's personal requirements.

JOB SHARE

This form of flexibility is less popular as it is more difficult to manage. In certain circumstances, however, it can result in excellent outcomes for the employer as well as the workers who are job sharing. It refers to a form of part-time work, where two or more employees work part-time and share the responsibilities for one full-time role between them.

RIGHTS AND OBLIGATIONS

As an employer, you have a legal obligation under the Employment Relations Amendment Act (2014) (The Act) to provide a process for any employee to request a flexible working arrangement. This applies to any permanent full or part-time employee at any stage of their employment lifecycle and for any reason.

The Act gives you and your employees a process, which you can follow to consider the application and come to a decision. In considering the application, you should do so in good faith and genuinely think about how you might make the arrangement work for both you as the business owner and your employees.

This may require you to have a number of discussions with your employee. You may also need to involve other members of the team to come up with a suitable arrangement.

MBIE

FLEXIBILITY FACTORS CONTINUED



Offering team members flexibility to allow them to enjoy life outside work has worked well for some employers, who believe it is a strong incentive to stay with a company

An employee has the right to apply for flexible work. It is important to understand that although The Act gives employees a process, it does not prescribe the outcome of an application. The key consideration in reviewing an application for flexible work is the impact the proposed arrangement will have on your business.

If through further discussion and negotiation with your employee, you are unable to come to a satisfactory arrangement, there are a number of grounds that you as a business owner can rely on to decline an application, such as:

- It is not practical to distribute work

among current employees.

- You are unable to recruit additional employees (e.g. in the case of job share).
- The arrangement may have a detrimental impact on quality or performance.

As an employer, you have a legal obligation under the Employment Relations Amendment Act (2014) (The Act) to provide a process for any employee to request a flexible working arrangement

- An insufficiency of work during the period the employee wishes to work.
- Future plans for structural changes.
- Additional burden or cost for the organisation.
- The arrangement cannot easily be accommodated.
- A potential detrimental effect on the ability to meet customer demands.
- A potential detrimental effect on the ability to meet team demands.

All flexible work applications should be completed by the employee in writing and outline details about the request being made. Email is an acceptable way to apply and respond.

As an employer, you are required to respond to a flexible work application in writing within one month of receiving the application.

For more information on how this could benefit your company, and how to put it into practice, find the 'Publications' section on the employment.govt.nz website. ■

PROVE YOUR KNOWLEDGE

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



- | | | |
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| <p>10) Which of the following is NOT a factor listed as driving the increasing demand for flexibility?</p> <p>a) An increase in the number of people having babies.</p> <p>b) An increase in one-parent families.</p> <p>c) An increase in the number of dual-career couples.</p> | <p>11) Do employers need to consider an employee's request for a flexible working arrangement?</p> <p>a) Only if they have more than 20 employees.</p> <p>b) Yes, employers have a legal obligation under the Employment Relations Amendment Act (2014) (The Act) to provide a process for this.</p> <p>c) Only if the employee has children.</p> | <p>12) On what grounds can a business owner decline an application for flexible working arrangements?</p> <p>a) If they would have a detrimental impact on quality or performance.</p> <p>b) When there are future plans for structural changes.</p> <p>c) Both of the above.</p> |
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TOP 12 CONTRACT WORKS QUERIES 

Contract works insurance should be arranged before you start a job, because accidental loss or damage can strike at any time

Builtin shares its 12 most common contract works insurance questions

Whether you're building new or doing an alteration, extension or renovation, your contract will require that contract works insurance is arranged. Even if you don't have a contract – for example, if you're doing a spec build, building your own house, or if the job is just a small one – you need to ensure this cover is in place.

1. WHAT DOES IT COVER?

The policy covers sudden and accidental loss or damage to the works, including from:

- Fire.
- Theft.

- Vandalism.
- Construction collapse.
- Storm and flood damage.
- Natural disaster – earthquake, landslip, tsunami.
- Other accidental damage to the contract works.

2. WHO SHOULD TAKE IT OUT?

If it's a full contract new build, most contracts will require the builder to arrange the policy. Make sure you include the value of any existing structures that need to be covered, materials supplied by the owner/

principal and, if required, list the sub-contractors that need to be covered too. You should also check that allowances for demolition, professional fees, removal of debris and cost inflation reflect the requirements of your contract.

If it's labour-only, or an alteration, renovation or involves work to an existing structure, it is generally the owner's responsibility to arrange contract works insurance. Most contracts will specify this and it's for their protection as well as yours. Generally, it's advisable for the owner to arrange it with the same company that insures the existing structure. However, sometimes this is not an option, as it could be too expensive or

the existing structure may not be insured in the first place. If that's the case, they can apply for BuiltIn's contract works cover for alterations and renovations.

Even if the customer is arranging the policy, it should still include you and any subcontractors as insured parties.

Make sure you see a copy of the insurance certificate before you start work.

3. WHEN DO I TAKE IT OUT?

All too often, we hear from builders who want to arrange contract works insurance because "we're ready to put the framing up". They did not think they needed insurance for the earthworks or foundations, because "what could happen to these?"

However, significant flooding, landslip, collapse and earthquake are all hazards that could substantially damage earthworks, retaining and foundations, so should be insured during this phase of work.

Secondly, there is no significant saving to be had by arranging the cover later in the job, as the premium is largely based on the total value of the work, not the length of the policy.

It can also be more expensive, more difficult to arrange and can cause banks to delay releasing progress payments if cover is not arranged until after work has started, not to mention being in breach of your contract. So, save yourself the hassle by doing it before the work begins.

4. WHEN DOES THE POLICY END?

The wording of most policies states that they will automatically end on the earlier of:

- Practical completion of the work.
- When the owner starts using the building.
- If it's a spec, when 95% of the budget is spent.
- The end date on the policy.



Sudden and accidental loss or damage to a project you're working on will already be difficult to deal with – make sure you have contract works insurance in place to ease the financial burden

So, cover may automatically end once the owners move in, or even if they begin storing their stuff in completed parts of the building.

There could also be a gap in cover between practical completion and, if the CCC hasn't been issued, when the owners can arrange house insurance.

Extending the contract works insurance won't help your clients if the work has been finished, because there is no cover past practical completion, regardless of the end date on the policy.

5. CAN I EXTEND THE POLICY?

If the project is delayed, you must remember to extend the policy. In general, we recommend adding a month or two on at the start. This is just to be on the safe side, in case there are unforeseen delays. This will cost less compared to having to arrange an extension later, or, worse still, forgetting to do so.

6. WHO PAYS THE EXCESS?

The excess for damage caused by natural hazards has increased substantially since the Christchurch earthquakes and it varies by region. Insurers all calculate it differently and unless your contract says otherwise, you could be responsible for paying the

whole excess.

We recommend you specify who pays the excess (or at least what proportion each party is responsible for) in your contract.

7. DOES IT COVER EXISTING STRUCTURES ON THE SITE?

No, these are not automatically covered. Most contract works policies will only cover the works being built and, in some cases, temporary buildings such as a site office and signage.

Existing structures can be covered, but this cover is generally limited only to structures that will be worked on as part of the contract. So, if there is an existing shed, septic tank, or retaining wall, these will need to be insured separately. The owner of the existing structures is typically responsible for making sure they're covered, but check the contract to be sure.

8. DOES IT COVER FAULTY WORKMANSHIP?

Damage caused by faulty workmanship is not covered by contract works insurance. It may be a liability insurance claim, but that will depend on the wording of your liability policy and whether a third party has suffered a loss.

TOP 12 CONTINUED

BUILTIN INSURANCE

9. DOES IT COVER SCRATCHED GLASS?

Normally yes, if the glass was scratched by a reason listed in question 1. However, if the scratched glass is deemed to be the result of faulty workmanship, the cost of replacement may not be covered. The typical scenario is that 'someone' scratches the glass, perhaps when cleaning off splashes of paint or cement. Some insurers decline claims if NZ standards for glass cleaning aren't followed. You should make sure everyone on site takes extreme care when cleaning or operating around glass.

10. CAN I HAVE AN ANNUAL POLICY?

These can be very convenient and cost-effective if you build new homes that are all in a similar price range. You don't have to apply for cover for every job or remember to extend it if delayed.

They're not recommended, though, if you do mainly alterations and renovations. This is because of potential complications when existing structures are involved.

Annual policies come with a maximum contract value. This means all contracts below this amount are automatically covered. However, any jobs that exceed this amount will have no cover at all. For those you'll need to arrange a separate policy.

Contract works insurance needs to be in place for any building work. If it's your responsibility, make sure you do it

11. ARE MY TOOLS AND EQUIPMENT ON SITE COVERED?

Generally no, unless an extension is applied for to cover these items. Subcontractors' tools are generally not covered.

12. WHAT HAPPENS IF I STOP WORK ON THE JOB BUT IT'S NOT FINISHED?

Most policies exclude cover for any loss or damage caused by or connected

to cessation of work at the site. So, if you're building your own place in stages, or have a bust up with the owner and walk off site, or get injured and can't work, or if any other delay results in you not being able to continue work on site for a period of time, the policy may not cover any damage or loss that occurs as a result.

The interpretation of whether work has ceased, and whether the damage or loss is connected to it or caused by it (directly or indirectly), is down to your insurer. Different insurers have different wording around cessation of work – so if it's likely that your project will be interrupted by periods where no work is going on, speak to your insurer about how it may affect your cover.

IN A NUTSHELL

Contract works insurance needs to be in place for any building work. If it's your responsibility, make sure you do it and that it includes everything that needs to be covered and is for the right amounts and the right length of time. If you're unsure of anything, speak to your insurance adviser. ■

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) Which of the following is NOT covered by contract works insurance?
- a) Vandalism.
b) Scratched glass due to faulty workmanship.
c) Fire.
- 14) When is a builder (as opposed to a homeowner) expected to arrange contract works insurance?
- a) On a labour-only contract.
b) On a renovation.
c) On a full contract new build.
- 15) When should contract works insurance be arranged?
- a) Before you start building.
b) Before you put the framing up.
c) At any point during the build.

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SPONSORSHIP NEWS

PLACEMAKERS FOUNDATION FUNDS DREAM

For nearly 40 years, PlaceMakers has been helping Kiwis build homes with ingenuity and expertise. Through our people, our products and our customers, we have a strong and clear ambition to improve the communities in which we belong

The newly formed PlaceMakers Foundation is the culmination of our heritage. It combines our charitable giving, the skills of our people and customers, and all of our resources, to help make a lasting difference. From a helping hand for local groups to bringing major projects to fruition through our Working Bee programme, we're making a change and, together, building a better New Zealand.

BIG-HEARTED BUILDER

Cromwell-based builder Derek Craig is a man on a mission to help three-year old Harry Finch walk independently. Thanks to a \$25,000 Working Bee grant from the PlaceMakers Foundation, every swing of Derek's hammer will benefit Harry's fund.

Born with cerebral palsy, Dunedin youngster Harry has been accepted for life-changing surgery in the USA at a cost of \$150,000. Moved by Harry's situation, Derek has rallied his community and other tradies to help build two container houses, with profits from their sale donated to the Finch family. An application for a \$25,000 PlaceMakers Working Bee

grant has paid off for Derek, who was selected from four finalists and over 40 submissions by a panel of trustees and PlaceMakers store staff.

Derek was blown away when he heard the news, knowing that he can now donate the full estimated sale amount of \$95,000 for the two container houses.

"I'm just so thrilled that now we can donate every dollar we make to Harry and his family, without having to worry about finding additional money to pay for materials," said Derek. "When I first heard about Harry, I just couldn't get it out of my head and I was determined to put my skills to good use, and this amazing grant helps bring this dream to life."

PlaceMakers stores hold a special place in communities around New Zealand, so the opportunity to provide support to local teams, groups, or organisations looking for a helping hand is very important.

Bruce McEwen, NZ Distribution Chief Executive, said the PlaceMakers Foundation is a true expression of the



Derek Craig (centre) pictured with Rick Mogensen and Ian Gare from PlaceMakers Cromwell

connection that the 2,400 PlaceMakers people have with their communities.

"We think the PlaceMakers Foundation is a great way to contribute to our neighbours, communities and Kiwis from all walks of life, by bringing together our people, products and passion to make a difference within our community," said Bruce. "I think Derek's vision to help the Finch family is fantastic and we are thrilled that our first PlaceMakers Working Bee grant can play a part in this project."

For more information about the PlaceMakers Foundation go to foundation.placemakers.co.nz

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| 2) | 7) | 12) |
| 3) | 8) | 13) |
| 4) | 9) | 14) |
| 5) | 10) | 15) |

JUNE/JULY 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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