

ISSUE 78

UNDER CONSTRUCTION

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FOREWORD VIEW FROM THE GM OPERATIONS

REFORM UNDER WAY



As most of you will have read in Under Construction or elsewhere, MBIE recently introduced a proposal for major changes to our building laws. If adopted, these would be the most significant reforms since the current Building Act was introduced in 2004

The submissions, hopefully from some of you, have now been reviewed and a comprehensive summary is available on the MBIE website.

According to MBIE, feedback strongly supports the need for legislative change and shows a high level of support for some of the proposal, such as product definitions, requiring a guarantee or insurance for residential new builds and significant alterations and restricting safety-critical engineering work to name a few.

Areas where there was strong disagreement included establishing a new voluntary certification scheme for engineering, liability settings and reducing the building levy.

With regards to the LBP scheme changes specifically, more than 50% of submitters supported broadening the definition of Restricted Building Work to include more complex, non-residential building work.

There was also strong support for raising competency standards, implementing a code of ethics and improving monitoring and enforcement. However, there was also concern about the scheme's ability to actually manage quality and improve behaviour.

If you didn't manage to provide feedback, don't worry, there will be more opportunities. The next step is for the Minister to take a paper to cabinet to confirm initial policy decisions, then further develop and refine the proposals. At this point, you can again provide feedback to MBIE.

As your supplier, we do our best to keep you up to speed with important reforms such as this through Under Construction. We hope you continue to see the publication as a valuable source of elective learning.

Gary Woodhouse

General Manager Operations

Trade price and bonus offer available exclusively to trade account customers. All prices include GST. Products featured may not be stocked in all stores but can be ordered in at the advertised price. Offer valid from Monday 17 October – Saturday 30 November 2019.

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FEEDBACK

BUILDERS' BUSINESS

HEALTH AND SAFETY ON SITE

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 do to ensure health and safety on your sites?

Firm: Home Trends Builders Ltd
Principal: Peter de Gouw
Location: Christchurch
Staff: 12

Firm: High Country Carpentry Ltd
Principal: Lain Hellmrich
Location: Lake Tekapo
Staff: 10

Firm: Shore Build Ltd
Principal: Ash Hare
Location: Auckland
Staff: 33

We are very prudent with health and safety and run a tight ship, so nothing slips through the cracks. Everyone must be up to date with Site Safe guides and undergo frequent performance meetings to check they're adhering to the correct methods. Focusing on the day-to-day basics is important to ensure we have strong foundations, and then we build from there.

I've got a certificate in health and safety and like to stay proactive on that front, keeping up to date with where the industry is failing in safety and what new methods are being introduced. I think it's important for health and safety to start right at the top, which then allows me to communicate better with the team.

It's also important to us that we discuss topical safety issues with everyone as they come up in the news, as this offers a good chance to learn from what's going on – good and bad. This also acts as a another method of training that doesn't just involve giving out instructions.

We start by emphasising personal responsibility for health and safety in our business. This creates accountability, and everyone must understand that if they create a hazard, they must deal with it. This is done to instill a good habit of being safety conscious and teaching the team that safety starts at the individual, which leads to helping the whole crew.

We understand that it can be tempting for workers to ignore safety measures if they fear it will get in the way of achieving their targets. To combat this way of thinking, we tell our crew that it's okay to take a little longer if it means they're complying with safety standards. This starts by having everyone fill out their hazard forms and identifying hazards before carrying out the work.

It also helps having the likes of HazardCo provide an easy, accessible system for our staff to refer to, if they're unable to ask anyone else or want to learn on their own time, when they aren't sure of something.

We have just had our induction pool to refresh our team on health and safety and get up to speed. WorkSafe and HazardCo do a great job in keeping us up to date – HazardCo has a system that works for everyone, with easy-to-understand documentation.

We implement a health and safety ethos with regular staff breakfast meetings to discuss and coach our team and educate our workers. Our foremen complete regular Site Safe courses and undergo annual updates on their safety knowledge to maintain our standards.

Establishing a robust health and safety culture relies on a consistent approach, as you can't expect workers to hear something once and remember it their whole career. It may take three to four months of repetition, so it's useful to keep educating the crew and nailing the right processes time after time in your daily work.

NOW HAVE YOUR SAY...

WHAT DO YOU DO TO STRENGTHEN YOUR TEAM CULTURE?

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 November 2019. The answers to this question will be published in *Under Construction* December/January 2019.

WIN!



FROM THE GROUND UP

Our 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: *If you could change one thing about the building industry, what would it be?*

Name: Kane
Location: Wairau Park

JUST FINISHED

Name: Tim
Location: Hamilton

3rd YEAR

Name: Matt
Location: Auckland

4th YEAR

I've been involved in the building industry in some way for the past ten years, and started my apprenticeship four years ago, so I've definitely had some time to think about what could be better.

For me, safety on site is pretty important, so that's the area I would focus on. It's definitely come a long way in the past four or five years. Both my dad and stepdad were builders and some of the things they've told me about how safety on site used to be (or not be!) are pretty sketchy.

Our company is really great at promoting safety on site, but it can always be better, especially when it comes to public knowledge of being around work sites. We've been working on apartments recently and it continues to surprise me how fast people drive by signs that tell them people are working nearby.

Overall, I think the better the access to health and safety information, the easier it is to comply and be safe on site.

As a former handyman who came into this apprenticeship as an adult, I think there's probably quite a bit that could be improved, but I do think they've been working at it over the years. I really enjoy the industry in general and am very glad that I decided to make the move from handyman to getting certified – I look forward to being officially qualified and being able to say there's no building job I can't do!

If I could change one thing about the industry, it would be the consent process. Up front, I've found that it's time consuming and very expensive for my clients, which doesn't encourage people to build. The fact that councils have different requirements can also be difficult, especially if you're building transportable homes like our company does.

Overall, there's room for improvement, but it doesn't hinder my enjoyment of it. I find it really satisfying to see the finished product, and even being able to physically see what you've accomplished in a day is so rewarding.

As someone who chose to switch careers at 29, there's not much I would change about the industry – otherwise, I wouldn't have started back at zero after doing a degree and working in sports event management.

If I could make any improvement, it would be to build on one that's already changing in a positive way – the 'she'll be right' attitude. There's no doubt it's getting better, but when it comes to safety requirements that some people view as a bit overboard, and there's no chance of getting caught for not doing them, it seems the temptation is still there. We really need to change the mindset from 'I need to do this because it's the law' to 'I need to do this because it will keep myself and others safe'.

At the same time, people and projects need to make money, so the best-case scenario in my mind is one where people don't feel the margin is so small that they are tempted to cut corners.



JULY APPRENTICE OF THE MONTH

Confidence and careful consideration win the day

Second-year apprentice Chris Johnson had to put his skills to the test when a colleague left without notice.

Coming at a busy time for the crew, the sudden departure left Chris having to take on extra responsibilities and really think for himself while carrying out tasks.

Chris saw the opportunity to show he had what it takes to carry out good work while being left to his own devices, and his confidence and careful consideration carried him through.

His boss was very impressed with the work Chris produced, saying that he

now trusts him to work independently on certain tasks, and will be giving him more responsibility within the company to continue learning and proving himself with bigger jobs.

When asked what he learnt from the experience, Chris said it highlighted the importance of trusting his instincts, and being confident in what decisions he makes, knowing he's put the hard work into learning the processes beforehand.

"The challenge was stressful at first, but it's helped me progress in my building career and has shown me I can trust my abilities," said Chris.

Judges were impressed by his willingness to step out of his comfort zone and admired his composed decision-making under stress. ■



Chris receives his Swandri merchandise prize from PlaceMakers account manager David Harrington

AUGUST APPRENTICE OF THE MONTH

Second-year apprentice takes on management challenge

Hans, a second-year carpentry apprentice from Auckland, was recently faced with a test run in managing a crew and, despite a few small hiccups, came out the other side feeling satisfied.

With guidance from a senior carpenter, Hans was asked to manage a group of four to frame up a very large wall of approximately 2000m².

Not one to back down from a learning opportunity, Hans got to work organising the job. There were a few issues to resolve, as some of the window heights were wrong, but the team caught them early, so it was much easier

to fix than if they'd just ploughed on ahead.

"All in all, it came out really well and on time," says Hans. "I was really proud of the team for accomplishing such a mammoth task."

He attributed the smooth process to good communication.

"It's vital everyone is on the same page, not just the guys you are working with but also the subbies. Everyone is there to accomplish a single goal, so communication is key!"

The judges were impressed by Hans'



Hans accepts his prize, a Fitbit Versa, from Melwin Pereira at PlaceMakers New Lynn

desire to complete the challenge and identify the best approach to managing the team. ■



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

WHAT'S ON

PLACEMAKERS PRODUCT PICKS

LAMINATA SYSTEMS



Laminata

Laminata Systems, used for stylish fencing, are designed using a small format cross-laminated timber plank. Manufactured at the Laminata facility in the Bay of Islands, these planks incorporate innovative machining and gluing processes. The functional design gives the finished fence various advantages, including:

- The same tongue and groove look on both sides.
- Global GREENTAG certification and MicroPro treatment.
- An acoustic performance of 15.2 KG P/SQM.
- Being F4 and F9 Compliant with a non-climbable surface.
- The choice of either timber or steel post and rails.



MILWAUKEE SLIDE MITRE SAW

Milwaukee



Available at PlaceMakers, Milwaukee M18FMS305-0 18V Fuel 305mm Slide Mitre Saw is part of the Milwaukee Fuel range with the latest brushless technology. High-output 18V technology and power maximises onsite productivity for a wide range of applications, with a Shadow Cut Line for maximum accuracy and a 48° bevel left and right.

Offering all with the convenience of the next-generation POWERSTATE™ brushless motor, REDLINK PLUS™ electronics and the REDLITHIUM-ION™ HIGH OUTPUT™ 12.0 Ah battery pack delivers superior performance, durability and run time in high demand applications.

CRETE CONCRETE TILES



The latest in multi-layer flooring offers the look of coloured concrete without compromising on comfort. Crete, a 600mm square tile has the softness and sound deadening features of vinyl but with an award winning ISOCORE Technology™ core it is waterproof and floating, for ease of installation.

The Heavy Commercial Class 33 product meets 19dB impact sound resistance, making it suitable for multi-level buildings. Also a star performer in slip resistance, Crete delivers on safety and comfort. Available in six colours with a revolutionary Droplock 400 locking system, the tiles can be laid corner to corner as well as in brick patterns.

GEMINTEL
CEMENT INTELLIGENCE

Exclusive to PlaceMakers, the Territory cladding range responds to customer preference for prefinished, lightweight and low-maintenance materials, which enhance the environment we live in.

Territory is a composite cladding range, which comes in prefinished panels that simulate materials such as stone, timber, concrete and tiles, providing your customers the mixed cladding appearance through one seamless system. With exterior and interiors applications, Territory is a reinterpretation of traditional cladding.

GEMINTEL TERRITORY CLADDING RANGE



AIRBOW CONCRETE

PlaceMakers is pleased to stock a new generation of concrete nail guns, powered only by air. NZ-designed and made, Airbow® Concrete delivers nail-driving power into all hard concrete and steel, safely. The gun is untethered and perfectly weighted to absorb impact and minimise recoil, reducing the risk of injury and associated downtime. It also self-adjusts to the power required for the type of concrete.

Powered by safe, clean energy with no explosives, electronics, cords or batteries, Airbow® Concrete is untethered and has the power required to drive long drive pins home, using only pure, compressed air.

AIRBOW® CONCRETE

Raymor

Raymor Dawson's complete shower tapware range, delivers affordable quality and great showering experience, is available at your nearest PlaceMakers branch.

The popular needle jet-water stream feature is standard on all selections and, for three-function showers, the range includes an easy-to-use shower piece, allowing you to select from a variety of shower modes.

PlaceMakers has options for all bathroom builds and renovations. Raymor Dawson products are solidly built, packed with features and stylish. They are available in chrome or matte black options.



RAYMOR DAWSON SHOWER TAPWARE



PlaceMakers is pleased to offer SafetyLink's new temporary roof anchor, Templink 3000. Designed for use where an anchor is required for a temporary period of time, in a location that does not need to be revisited, Templink 3000 is a patented multi-directional fall device designed to absorb energy when a fall is arrested.

- 316 stainless steel.
- Lightweight compact unit, enabling easy manoeuvring to desired location.
- Easy to secure tabs.
- Single-person temporary roof anchor.
- Rated at 15kN.
- Complies with AS/NZS 1891.4.



TEMPLINK 3000

COMMUNITY NEWS

HOUSE OF THE YEAR

REGISTERED MASTER BUILDERS
HOUSE OF THE YEAR 2019

Congratulations to all of our PlaceMakers customers, who have won House of the Year regional awards! We wish them all the best at the National Awards in November. They are:

COMPANY	REGION
PITCH CONSTRUCTION LIMITED	Auckland
BROSWICK BUILDERS LIMITED	Auckland
SHEA LIMITED	Auckland
LITE-HOUSE LIMITED	Auckland
HAMR HOME BUILDING CONTRACTORS	Auckland
DANDB CONSTRUCTION LIMITED	Bay of Plenty & Central Plateau
SMBC LIMITED	Canterbury
TMT CONSTRUCTION LIMITED	Canterbury
JIM THE BUILDER LIMITED	Canterbury
A J SCOTT CONSTRUCTION LIMITED	Canterbury
B & D CONSTRUCTION LIMITED	Canterbury
AVENUE HOMES DESIGN BUILD LIMITED	Canterbury
GEAREY HOMES LIMITED	East Coast
HIGH COUNTRY CARPENTRY LIMITED	Mid & South Canterbury
BUILD MACK (2016) LIMITED	Mid & South Canterbury
DIMENSION BUILDING LIMITED	Mid & South Canterbury
CONTEMPORARY HOMES 2010 LIMITED	Nelson - Marlborough & West Coast
GEE JAY CEE ENTERPRISES LIMITED	Southland - Otago - Central Otago & Gore
DUNLOP BUILDERS LIMITED	Southland - Otago - Central Otago & Gore
CROMWELL BUILDERS LIMITED	Southland - Otago - Central Otago & Gore
SUMMERHILL CONSTRUCTION LIMITED	Southland - Otago - Central Otago & Gore
B & R AKEROYD LIMITED	Southland - Otago - Central Otago & Gore
TURNKEY HOMES LIMITED	Southland - Otago - Central Otago & Gore
BUILD TARANAKI LIMITED	Taranaki
LIFESTYLE BUILDING & CONSTRUCTION COMPANY LIMITED	Taranaki
8 GREAT HOMES LIMITED	Waikato
BRIGHT BUILD LIMITED	Wellington & Wairarapa
WILLIE DAVIS LIMITED	Wellington & Wairarapa
SLC BUILDERS LIMITED	Wellington & Wairarapa
DAVID REID HOMES (KAPITI) LIMITED	Wellington & Wairarapa
DAYMA CONSTRUCTION LIMITED	Wellington & Wairarapa

Your houses could be put to the ultimate test.

So Fletcher Reinforcing do the same to their steel.

At Fletcher Reinforcing, all the stock bar and ductile mesh we supply you is tested in dedicated laboratories to ensure it can be certified to the AS/NZS 4671 Standard - you can be sure its been put to the ultimate test.

Fletcher Reinforcing
 STRUCTURED FOR STRENGTH



HEALTH AND SAFETY BY DESIGN



Designers are in a prime position to make buildings, and working on buildings, healthy and safe from the start of the design process

Your building designs can affect the health and safety of workers constructing, maintaining and demolishing buildings

This is recognised in the Health and Safety at Work Act (HSWA), which was introduced in 2015. It sets out the principles, duties and rights in relation to work health and safety. Although the HSWA focuses on the design of workplaces rather than domestic dwellings, it is important legislation to keep in mind when designing any type of building.

WHAT IS HEALTH AND SAFETY BY DESIGN?

Health and safety by design is the process of using design to manage health and safety risks throughout the life cycle of a structure, plant, substance

or other product. In the context of designing a building, this means considering the health and safety risks throughout the construction, lifetime use, maintenance, and demolition and disposal of a building.

YOUR POWER TO INFLUENCE SAFETY

Designers are in a prime position to make buildings, and working on buildings, healthy and safe from the start of the design process. Your decisions will influence the health and safety aspects of a building for its entire lifespan. Making changes at the concept and design phase to improve

safety is not only more effective, it can also reduce construction and maintenance costs.



Making changes at the concept and design phase to improve safety is not only more effective, it can also reduce construction and maintenance costs

CONSIDER THE WHOLE LIFE CYCLE

For each phase of a building's life, there will be different hazards for people to consider. It helps to break down the different phases and ask yourself how your design will affect health and safety, and if there are any improvements you can reasonably make, for example:

Can builders construct your design safely?

Work sites already contain a range of health and safety hazards, and site- or design-specific details can introduce new or unexpected hazards. Consider talking to the building contractor, if possible, about how they plan to

construct the building and any hazards they anticipate. You may spot things in your design you didn't see before, and have the opportunity to make improvements.

Will the home be safe and healthy to live in?

The Building Code has many features that improve the health and safety of buildings for occupants, such as insulation requirements and barriers on balconies. However, the minimum standards of the Building Code are just that – minimum standards. Are there further improvements you could make?

Can the building be safely maintained?

For example, are there lightbulbs or other features that require a ladder to access, introducing the hazard of falling from height? Is there another way you could design features to reduce hazards?

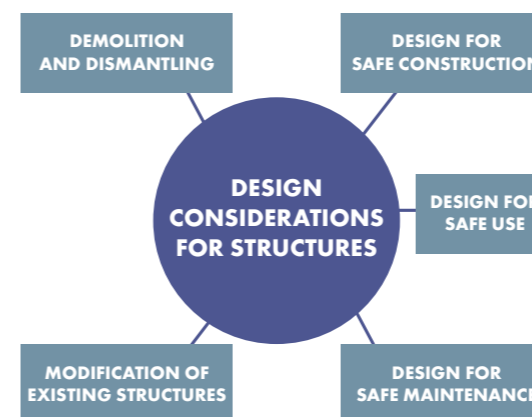
Can the building be safely demolished?

For example, we have stopped using asbestos due to the

unacceptable health risk to workers, especially when asbestos is cut, removed or destroyed.

WHERE TO FIND MORE GUIDANCE

WorkSafe has developed a 'Health and Safety by Design' good practice guideline. It includes information on how the HSWA applies to designers, as well as guidance on the principles and considerations of designing with health and safety in mind. The case studies provided mainly focus on infrastructure, however the key principles are transferable to any type of design and can add value to your practice. The guideline can be downloaded for free from worksafe.govt.nz.



This article is an excerpt from Codewords Issue 91. Reading Codewords articles that are relevant to your licence class is a mandatory requirement for Licensed Building Practitioners. These questions can be answered through the LBP portal, online at underconstruction.placemakers.co.nz or recorded on the magazine, then provided at the time of renewal.

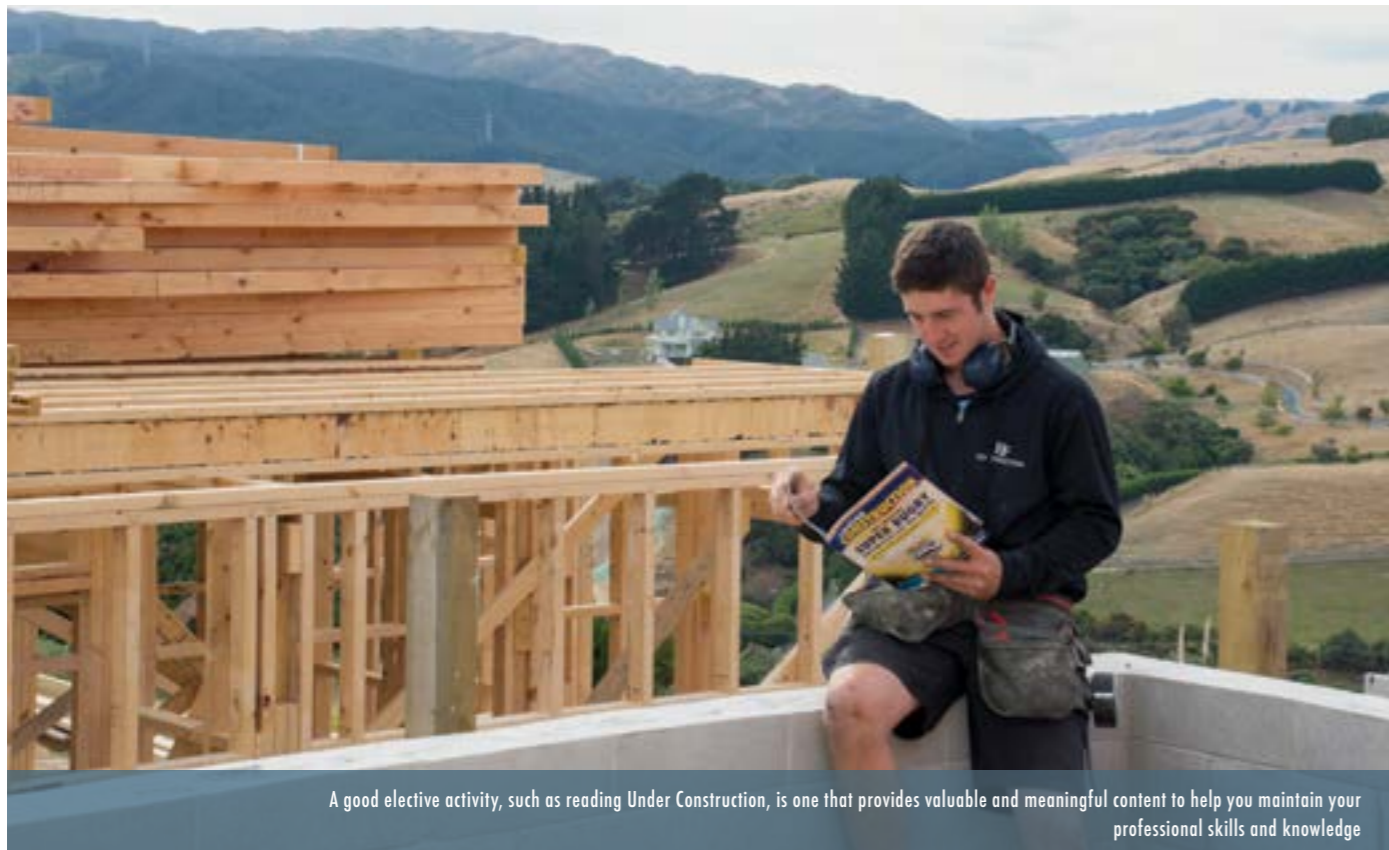
CODEWORDS QUIZ ISSUE 91



- Why is it important for designers to consider health and safety?
 - It is in the LBP rules.
 - Their design decisions will impact the health and safety of other workers and building inhabitants.
 - It isn't important – it is up to builders to keep themselves safe.
- Why might you benefit from discussing the design with a building contractor?
 - There is no benefit – they do not have design expertise.
 - You can tell them how to build the design.
 - You might get a new perspective on the design and come up with improvements.
- If you design to the Building Code, your building will be safe and you don't need to worry about health and safety. True or false?
 - True. If you design to the Building Code, the building will be safe.
 - False. The Building Code is a good start, but it won't catch every hazard.



ELECTIVE SKILLS MAINTENANCE



A good elective activity, such as reading Under Construction, is one that provides valuable and meaningful content to help you maintain your professional skills and knowledge

Elective learning has been a part of the LBP skills maintenance programme since it was introduced. Learning and retaining skills and knowledge; however, has always been integral to building – even before the LBP scheme began

Some LBPs find the formal process of meeting criteria and submitting a skills maintenance record a daunting task at first, but it's generally a natural learning process that just needs to be recorded. In this article, we offer tips for maximising the benefit to your professional development.

START EARLY

Your skills maintenance record is due every two years; however, there is no reason why you can't start early! Giving yourself time to complete your elective skills maintenance allows you to pick which activities will best suit your needs. Some elective activities are one-off events, have limited numbers, or are run infrequently, so keeping an eye out can be worthwhile.

CORE COMPETENCIES

A good elective activity is one that provides valuable and meaningful content to help you maintain your professional skills and knowledge. When choosing elective activities, consider how they will help you build on your core competencies as an LBP. These competencies include:

Regulatory knowledge – knowledge about the Building Act, the Building Code, and other related regulations.

Technical knowledge and skills – knowledge about relevant construction methods and practice; understanding of Acceptable Solutions and other compliance pathways.

Health and safety – applying safe working practices and managing of hazardous substances and environmental issues on site.

Continued practice – developing skills relevant to your licence class or work.

Professional skills – knowledge of construction management, contract administration and good communication practices; understanding of relevant business training, quality assurance procedures and supervision of staff.

TYPES OF ACTIVITIES

The range of suitable elective learning activities is deliberately broad to give you the flexibility to choose what will be of most value to you. The most important

thing is the value of the learning, not necessarily how it is achieved. Types of activities may be:

- Presentations and tutorials.
- Reading a trade magazine or other relevant publication.
- Courses and other formal studies.
- Lecturing and teaching.
- Publishing professional articles or research.
- Performing a service to the industry.
- Learning about workplace safety.
- Mentoring.

CHOOSING A TRAINING PROVIDER

An elective skills maintenance activity doesn't have to be run by an accredited training provider or polytechnic. Some providers may advertise that their offering will be worth a certain number of skills maintenance hours. This can be helpful as a guide; however, the Ministry of Business, Innovation and Employment (MBIE) does not accredit courses as part of the LBP scheme, so

it is not an endorsement or guaranteed learning outcome.

It comes down to your judgement whether you think you achieved quality professional development, and how many hours were relevant to your LBP competencies. This will vary from person to person, as some LBPs will have more or less experience in certain areas. It may pay to shop around for elective activities that will deliver the best learning outcomes for you personally, before investing your valuable time and money.

RECORD AS YOU GO

Recording your elective skills maintenance as you complete it is easier in the long run than racing to collate it when it's due. You are also more likely to remember to add impromptu learning that might occur. Luckily, there are tools to help you do this, such as the online portal on the LBP website.

If you log in to the LBP portal, you can add your skills maintenance activities as you do them. The information is stored directly with MBIE, so it is all there when you are ready to renew your licence.

You may prefer to keep a diary of your skills maintenance activities elsewhere

online. This could be on another website or in an app. If so, you can upload an exported PDF or JPEG copy of your completed skills maintenance record to the LBP portal when you wish to renew your licence. You can also scan a paper version of your skills maintenance record and upload it this way. ■



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CODEWORDS QUIZ ISSUE 91



- 4 Starting your elective skills maintenance well before the due date has which benefits?
- Reduces stress when it comes to renewal time.
 - Lets you be more picky about which learning opportunities you invest in.
 - Allows you to accumulate extra hours for future skills maintenance rounds.
 - Both a. and b.
- 5 If a course is advertised as being worth six skills maintenance hours, what does this mean?
- It is a guideline from the course provider, that six hours of the course will be relevant to LBP competencies.
 - MBIE has assessed the course and found it is worth six skills maintenance hours.
 - You will learn six new things.
 - The course will be six hours long.
- 6 For an activity to be a valid form of elective skills maintenance, it must:
- Be led by a course provider.
 - Be relevant to improving your competency as an LBP.
 - Last longer than two hours.
 - Involve reading.

MIND YOUR WALL CLADDINGS – PART 2



Plank metal claddings are becoming more popular in New Zealand

Proper on-site management of wall cladding is critical to delivering quality buildings. This article is the last instalment of a series talking about specific storage requirements for cladding types

Wall claddings are what we see when we approach a building, and any defects from poor handling, storage or installation may be visible. They can also affect the durability of the cladding.

PREFINISHED PROFILED OR PLANK METAL CLADDINGS

There is risk of damage to the prefinished surface and denting of the materials. Once installed, they must be protected from cement splashes that can mar the surface.

Store under a water-resistant cover, clear of the ground to provide airflow around the bundle.

If the material has become wet during transportation or in storage, wipe it

down to remove moisture and then fillet or cross stack it to ensure air circulation between the sheets.

If sheeting has been wet in storage for more than three days, it should not be used because of the permanent surface staining that may have occurred.

When handling and storing:

- Evenly position the materials on untreated, evenly spaced dunnage to prevent deformation – packs should be no greater than 1000 mm high and on a slight incline to allow water run-off.

- Store the material in the order it will be installed.

- Peel and lift the sheets off the bundle – do not slide or drag sheets or planks across each other or over rough surfaces.

- Sheets or planks longer than 3m should be handled by two people and carried on their edge to avoid buckling.

- Keep material clear of any substances that may cause damage.

- Tie down stored material and accessories, as they are susceptible to wind damage.

- Strippable protective film must not be exposed to sunlight or UV during storage – remove the film immediately after installation.

ZINC CLADDINGS

Transport and store zinc claddings under dry, ventilated conditions, so white rust does not form. Avoid any contact between wet sheeting or tarpaulins and the surface of the metal during storage.

For good transportation and storage of zinc, ensure:

- Good air movement around stored materials.
- It is stored on dry, covered pallets on a dry floor.
- It is tightly stacked to prevent chafing.
- Sheets are protected from abrasion.
- Material can sit unopened for several days to allow for acclimation to the storage area's temperature and humidity.



It is also important to rotate stored stock such as cement, primer, sealants and adhesives to ensure material is within its use-by date

- Acidic perspiration and fingerprints are immediately removed – wear clean gloves when handling material during transportation, fabrication and installation.
- All strippable film (PVC) is removed as soon as possible after installation – partial removal may give an uneven patina. Avoid shop-applied protective films as these may trap air and moisture leading to formation of zinc hydroxide stains.

GLASS AS A CLADDING

Glass used as a curtain wall cladding material is arguably the most fragile

material covered here and, when used with some other claddings, the most susceptible to damage. Handling and storage requirements for glass include:

- Leaving the glass within any protective crating until use.
- Storing individual sheets of glass on edge supported by dunnage with an isolating layer between sheets.
- Storing and handling away from metal and other brittle materials and operations such as placing concrete.
- Keeping the glass dry.
- Using the correct lifting apparatus to prevent edge or surface damage.
- Securing the glass back to a rigid structure to prevent overturning.

METAL-FACED PANELS

Metal-faced panels with aluminium, steel or magnesium oxide board come in various options, including thin-stressed, prefinished aluminium or steel skin panels with a polystyrene or polyurethane foam core in several thicknesses.

While more commonly used on commercial buildings, both panel types are utilised as wall cladding systems on residential buildings.

Ideally, panels should be delivered and lifted into their final position. If they need to be stored:

- Stack clear of the ground on evenly spaced bearers.
- Leave the protective film in place until panels are installed.
- Fully cover to keep them dry.

EXTERIOR INSULATION AND FINISH SYSTEMS

Specific material storage and handling requirements for exterior insulation and finish systems (EIFS) – polystyrene overcoated with acrylic or polymer

modified cement plaster – include:

- Storing polystyrene sheets under cover on a level platform protected from UV.
- Providing a dry storage area for the powdered components of the plaster.
- Minimising exposure of the polystyrene to UV once erected – any yellowing of the surface from UV must be removed before plastering commences.

PRECAST CONCRETE

Precast concrete component deliveries should be planned so the panels can be lifted directly into position and braced. Where panels must be stored, they must be placed on strong and level supports positioned so precast components are not subject to excessive stress.

Recommended quality control checks include:

- Structural defects – cracks.
- Dimensional tolerances are within the limits specified.
- Surface finish quality is as specified.
- Physical damage – chipping or staining.
- Shrinkage cracking.

LIGHTWEIGHT AERATED CONCRETE

Lightweight aerated concrete is supplied as panels or blocks that are then plastered. Storage requirements include:

- Providing dry storage for panels and blocks and components of the plaster system.
- Avoiding sagging or damage to ends, edges and surfaces.
- Storing uPVC accessories flat and protected from direct sunlight.

MIND YOUR WALL CLADDINGS – PART 2



- A maximum stack height of two panel bundles.
- Stacking panels on edge on dunnage.

When handling lightweight aerated concrete:

- Utilise supplier-developed handling systems such as hoists, lifters and trolleys — some suppliers require the use of approved lifting devices for unloading and moving materials.
- Keep manual handling to a minimum for larger items.
- Ensure appropriate bracing is installed to packs prior to removal of strapping to prevent panels from falling.
- Packs should be unloaded and stored as close as possible to the intended installation area.

CLADDING SYSTEM COMPONENTS AND ACCESSORIES

Some cladding systems require the application of plasters or use of mortars

to complete the installation. Store dry components such as:

- Cement and finishing plasters in a dry, protected area.
- Sand covered to protect from contamination such as dirt and cat faeces.
- Fibreglass mesh protected from sun.
- Flexible wall underlays under cover to protect from damage, water and UV.

- Bright steel nails in dry conditions.

Liquid or flexible components must be stored in frost-free conditions. There are also recommended temperatures that should not be exceeded. Silicone rubber stored at 27°C, for example, will have a shelf life of about six months. Material stored at 38°C will have a shelf life of about two months.

It is also important to rotate stored stock such as cement, primer, sealants and adhesives to ensure material is within its use-by date. ■



It's important to handle, store and install cladding carefully to avoid any defects that may be visible or affect the durability of the cladding

This article was first published in BRANZ's Build 172 magazine. www.buildmagazine.co.nz. Words 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) What method is best for storing glass claddings?</p> <p>a) Storing individual sheets of glass on edge supported by dunnage with an isolating layer between sheets.</p> <p>b) Storing and handling away from metal and other brittle materials and operations such as placing concrete.</p> <p>c) Both of the answers provided.</p> | <p>2) If prefinished cladding sheets have been wet in storage for over three days, what must you do before using?</p> <p>a) Ensure it has a day to dry before use.</p> <p>b) It should not be used because of the permanent surface staining that may have occurred.</p> <p>c) Expose to direct sunlight to reverse any staining effects that may have occurred.</p> | <p>3) What is NOT a recommended storage/handling requirement for external insulation systems and finish systems?</p> <p>a) Storing polystyrene sheets under cover on a level platform protected from UV.</p> <p>b) Providing a dry storage area for the powdered components of the plaster.</p> <p>c) Plastering over any yellowing of a polystyrene surface.</p> |
|--|--|---|

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.

LAUDING LANDSCAPING EXCELLENCE

PlaceMakers plants itself behind landscapers of today and tomorrow

Reflecting its commitment to the trade landscape market, PlaceMakers continues to invest in the leaders of today and tomorrow through its Registered Master Landscapers sponsorship.

Again this year, PlaceMakers sponsored the Young Landscaper of the Year Award and the Landscape Construction of Distinction Award at the recent Registered Master Landscapers Gala Dinner, held at the Stanford Plaza in Auckland.

“Our goal is to be the undisputed leader in the trade landscape market, so supporting the work of the organisation that brings the industry together and recognises and rewards excellence makes sense,” says Andrew Shirley, the Outdoor and Finishing Timbers Category Manager at PlaceMakers.

Andrew was one of three judges for the speech portion of the Young Landscaper of the Year Award, which also included a practical component and attracted the biggest crowd yet.

Supporters, sponsors and representatives from the industry gathered to cheer on the nine young

landscapers at Luitjen’s Landscaping yard in Drury. Having come from all over New Zealand, the competitors had to complete a number of different tasks, including laying pavers, painting, operating a digger, plant identification and the three-minute speech.

Andrew was impressed with the extremely high standard of content and the presentation skills of the competitors.

“The quality of the speeches given by these young entrants show that the future of the landscape industry is in very good hands.”

While competition was close across the board, George Tower from Goom Landscapes in Christchurch took the win.

According to Registered Master Landscapers, the high standard and number of projects submitted to the Gala Awards was also excellent this year, with entrants from both large and small companies.

Goom Landscapes again rose above the pack, winning the PlaceMakers Landscape Construction Supreme Award, among others.



George Tower from Goom Landscapes is awarded Young Landscaper of the Year

The overall Supreme Award went to Natural Habitats, New Zealand’s largest and leading integrated landscape company, for its design of Smales Farm outdoor area. ■



Young Landscaper of the Year finalist Ben Dyson from Natural Habitats concentrates on his task during one of the practical components



Young Landscaper of the Year winner George Tower is judged as he completes brickwork during the competition

NEW CATALOGUE OUT NOW

LANDSCAPING

Your complete guide to outstanding outdoor areas



PlaceMakers

Together we're building
New Zealand

ENGINEERED PINE DECKING

New Zealand grown Radiata pine is one of the most versatile timbers in the world. It is naturally green and is easily modified. A number of processes have been developed to enhance the look and durability of pine and transform it into an exceptional decking material.

KEY DECK

Made from NZ grown Radiata pine, Key Deck is a quality engineered decking product. It is made from the timber, more stable and less likely to warp. To add to the premium look and performance, Key Deck is pre-stained. Key Deck is treated for durability with MCA (Microbial Control Agent) M.C.J. treatment which is beneficial to the environment. Key Deck is available in a range of finishes.

- Available in Natural, Ashlar & Antique Grey finishes
- Available in 142 x 27mm & 90 x 27mm finished sizes

VULCAN THERMALLY MODIFIED TIMBER (TMT)

Vulcan decking is made from NZ grown Radiata pine that has been thermally modified and treated with an organic preservative that includes a water repellent. The resulting product means that the decking is more stable, less likely to warp, and comes in a rich brown colour.

- Custom grip and profile
- Available in 142 x 27mm finished size

ACCoya® DECKING

ACCoya® decking is made from Accoya® treated pine that has been treated to a molecular process that turns it into an exceptionally stable material. The stability and durability of Accoya® decking is proven for 50 years. ACCoya® decking is available in a range of finishes.

- Available in 142 x 27mm finished size

GOOD DESIGN IS OBVIOUS GREAT DESIGN IS TRANSPARENT



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180 DAY EXPOSURE
Withstand up to 180 days exposure without warping or shrinking



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Non-combustible material



COMPLIANCE
BRANZ Appraised
15 year product warranty



EASY TO INSTALL
Quick installation, gun nail and eliminate top plate strap



RESISTANT TO DAMAGE FROM MOISTURE
Built-in water repellent barrier

Building a great home, one that's built to last, is the result of good building practice and the very best building products. Products that are specifically designed to perform at a higher level to traditional building paper.

RAB Board not only has resistance to damage from moisture and fire, it's also quick and easy to install and allows early close in.

RAB Board won't shrink or warp, so it results in a flatter more professional finish.

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POLYTECHNICS SHAKE-UP CONFIRMED



Eleven existing ITOs will be replaced by four to seven Workforce Development Councils

The Government has announced it will merge the country's 16 polytechnics into a single institute in 2020, and replace Industry Training Organisations (ITOs) with Workforce Development Councils over the next three years

Education Minister Chris Hipkins confirmed that the new institute, provisionally known as the New Zealand Institute of Skills and Technology, will provide both on and off-the-job learning.

Eleven existing ITOs will be replaced by four to seven Workforce Development Councils, which will advise on the vocational education and training programmes.

Hipkins said the changes are being made to address what he believes

is a system that hasn't kept up with industry needs.

"The plain truth is that while there are some bright spots, the current system is not set up to produce skilled people at the scale we need."

"Vocational education, trades training and on-the-job training have been allowed to drift for too long. These are long-term challenges that this government is committed to fixing."

"The comprehensive changes we are

making will address the widespread skills shortages across most industry sectors. These shortages highlight the limitations of the current vocational educational system," Hipkins said.

INDUSTRY RESPONSE

One of NZ's biggest ITOs, Building and Construction Industry Training Organisation (BCITO), was disappointed at the decision to remove industry control of on-the-job learning.

BCITO chief executive Warwick Quinn said "our enrolments have steadily

increased over the past five years to where we now have nearly 13,000 construction apprentices learning on the job. The sector was very clear in its view that the status quo was performing well and should be maintained.

"[The sector is] concerned the reforms have the potential to undermine the confidence of construction employers and apprentices at a time when construction is booming, and skills are more critical than ever."

Quinn was, however, pleased to see BCITO's recommendation on minimising risk when transitioning to the new model.

"We are not going to rush the implementation of the changes. To ensure continuity for learners and

employers and to allow time to build new capacity, the transition will take three to four years to get fully under way," Hipkins said.

BCITO also had its advice on the Workforce Development Councils (WDCs) taken into consideration. Previously, there was no limit in how many WDCs could be established, but now the Government has signalled there will be four to seven council's based on the six vocational pathways, as suggested by BCITO.

BCITO was also successful in having its advice heard on the creation of interim agencies to allow the NZIST time to get fully operational. The ITO said it was important these agencies ensure stability in the system until apprentices

are transitioned into the NZIST.

"Our focus now is on supporting our staff, apprentices and employers through these changes. We must ensure employers and apprentices encounter no disruption, and the only thing they notice is a change of the branding on the shirt from the person coming to visit them," said Quinn.

"We are looking forward to working proactively with the Government to ensure a smooth transition. It is essential that employers and apprentices understand it is business as usual, and they should not hold off entering into an apprenticeship for fear of not completing it, or what the changes might mean.

"We need just as many skills in construction today as we did yesterday and we will continue to do everything we can to address the shortfall," says Quinn.



We need just as many skills in construction today as we did yesterday and we will continue to do everything we can to address the shortfall

OTHER KEY CHANGES ROLLING OUT WITH THE REFORM

- A Regional Skills Leadership Group will be set up to represent regional interests and will work across education, immigration and welfare systems to identify skills needs.
- The dual funding system will be unified and simplified to encourage integrated on and off-the-job learning.
- Centres of Vocational Excellence (CoVEs) will be established at regional campuses to drive innovation and expertise, while providing a network between education, industry, and research. ■



BCITO wants to ensure employers and apprentices encounter no disruption

GROSS PROFIT MARGINS INCREASE IN 2019



According to the BDO report, subcontractors need higher margins than head contractors due to lower turnover and higher overheads

BDO's 2019 Construction Survey Report has revealed some of the challenges facing the construction sector and, over the next few issues, Under Construction will look at the emerging themes more closely. This issue, we focus on the gross profit margin increase for head and subcontractors

After surveying 216 construction businesses, accounting and advisory firm BDO suggests the key theme from the survey is that the sector is becoming increasingly divided "between the good operators with strong financial and operational attributes, and those with significant fragility". Gross profit margin can be used as an indicator of which side of the divide a business occupies.

"Gross margins have slightly improved

[from 2018] but are still inadequate to maintain a healthy sector," said BDO construction specialist Nick Innes-Jones. "Due to intense competition and a focus on providing services at the lowest cost, many subcontractors' margins remain too small for long-term viability.

"Head contractors greatly need these subcontractors to undertake available projects – the survival of both depends on it. The industry therefore needs to focus its attention on the survival of

capable subcontractors."

HEAD CONTRACTOR RESULTS IMPROVING

The survey asked: 'When competing for new projects, at what margin are you missing out on winning contracts?'

For head contractors, the median increased to 7% in 2019, up from 5-6% last year. The number of respondents who missed out on projects on margins over 8% almost doubled,

increasing from 28% to 42% year-on-year.

The number of respondents missing out on projects with margin of less than 3% decreased by half, from 8% in 2018 to 4% in 2019.

While this improvement seems to be a step in the right direction, and indicates more businesses may be prioritising long-term sustainability, BDO says there are still too many companies pricing low to secure work when they shouldn't.

While their motivation may be altruistic – possibly to ensure there is a steady flow of work – BDO says that in most cases, this approach leads to operating on low-margin projects and incurring cost overruns.

According to the report, industry participants need to be more selective with the projects they choose to work on and not take on work for the sake of staying busy.

The report also suggested that businesses missing out on winning work at 4% or lower is most likely unrelated to their contract price, and due to other reasons.

Including responses from head contractors who didn't miss out on projects, gross margins from the past

financial year revealed an average of 7% to 9%, which aligns with the trends identified.

CHANGING CLIENT PERCEPTIONS

The BDO report notes that client behavioural change could be influencing the move towards higher margins, as a result of high-profile insolvencies in the construction industry over the past 12 months.

This may have led customers to place less emphasis on price and more on working with reputable and long-standing companies. Such behaviour plays a part in the widening gap "between long-established and reputable companies and those who seek to compete mainly on price".

SUBCONTRACTOR RESULTS ALARMING

To highlight the difference between trades, subcontractors were also asked: 'When competing for new projects, at what margin are you missing out on winning contracts?'

Close to a quarter of subcontractors said they were missing out on projects between 10-19%. Although the number of respondents missing out by this margin bracket decreased by 25% from last year, BDO said there are still too many subcontractors competing for projects at an unsustainable level.

BDO said it was particularly alarming to see that more than a third of the subcontractors surveyed (35%) are missing out on margins under 10%. The report stated that because subcontractors have a lower turnover and higher overhead proportion compared to head contractors, it's important they "operate with higher margins to recover these expenses and be profitable".

Including responses from subcontractors who didn't miss out on projects, gross margins from the past financial year revealed an average of 16% to 20%, which aligns with the trends identified.

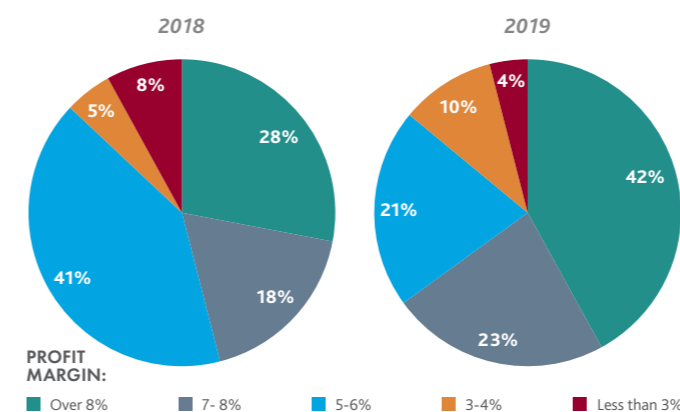
The report stated that the shortage of staff, high compliance requirements and difficulty in controlling costs due to price increases are all likely to have had an impact on subcontractor margins.

PRESSURE ON PRICE

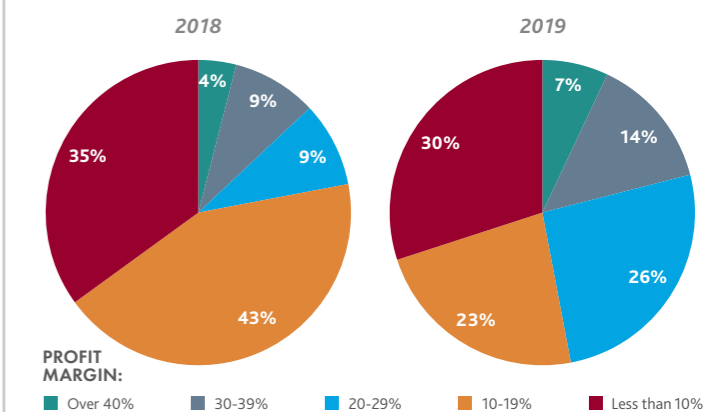
BDO says that, put simply, there is too much emphasis in New Zealand on price. High price competition between head contractors in order to improve their own margins and profitability places similar pressure onto subcontractors. This contributes to the price competition culture amongst subcontractors.

To read more on the survey's findings on gross margins and other areas of discussion, visit BDO.NZ ■

PROPORTION OF HEAD CONTRACTORS FAILING TO WIN CONTRACTS AT SPECIFIED PROFIT MARGINS



PROPORTION OF SUBCONTRACTORS FAILING TO WIN CONTRACTS AT SPECIFIED PROFIT MARGINS



INDUSTRY FOCUS

OVER 120 STANDARDS MADE FREE

The Ministry of Business, Innovation and Employment (MBIE) has funded more than 120 building standards to support building compliance

MBIE hopes free download availability will remove barriers and improve compliance with the Building Code.

This comes as a response to concerns from builders that the cost of standards can be a barrier to applying best practice.

"In December 2017, five important standards and a handbook were funded, and over 15,000 downloads have been made in the past 18 months," said Building and Construction Minister Jenny Salesa.

"Sponsoring another 120 Standards puts New Zealand on the leaderboard as one of the few countries offering free access to building standards.

"These building standards are ones

which directly help demonstrate compliance with the New Zealand Building Code. They ensure our buildings and homes are safe and well-constructed."

Freely available standards include NZS 3604:2011 Timber-framed buildings, NZS 3109:1997 Concrete construction, NZS 3404.1&2:1997

Steel structures standard, and NZS 4229:2013 Concrete masonry buildings not requiring specific engineering design.

The available standards can be accessed through standards.govt.nz, and indirectly through building.govt.nz and codehub.building.govt.nz ■



The commonly used NZS 3604:2011 Timber-framed buildings is now free to download

HIGHEST 12-MONTH PERIOD SINCE 1974

Despite the month of July experiencing a decrease in consents from June, the July year total was the highest recorded over a 12-month period since 1974, reaching 35,472

A total of 3,420 new dwellings were consented in July — a seasonally adjusted 1.3% decrease, following a 4% decrease in June.

The July figure comprised of 2,101 stand-alone houses, 652 townhouses, flats, and units, 154 retirement villages and 513 apartments.

The 35,672 new dwellings consented in the year ended July 2019 is an 8% increase from the July 2018 year.

IN THE REGIONS

14 of the 16 regions consented

more dwellings in July 2019 compared to July 2018, led by Auckland (up 204 to 1,454; +16%), Canterbury (up 122 to 431; +39%), and Waikato (up 99 to 389; +34%). Northland, Bay of Plenty, Gisborne, Hawke's Bay, Taranaki, Wellington, West Coast, Southland, Tasman, Nelson, and Marlborough were other regions to consent more dwellings month-on-month.

Two regions saw a decrease in consented dwellings in July 2019 compared to July 2018, those being Otago (down 69 to 181; -27%), and Manawatu (down 23 to 76; -23%).

NON-RESIDENTIAL BUILDING CONSENTS

In the year ended July 2019, non-residential building consents totalled \$7.6bn, up 11% from the July 2018 year. The building types with the highest value were:

- Social, cultural, and religious buildings – \$1.1bn (up 62%).
- Shops, restaurants, and bars – \$1.0bn (up 2.3%).
- Education buildings – \$1.0bn (down 11%). ■



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THE SUCCESSFUL BUILDER

BUILDING RESILIENCE



Even if someone has great skills, it's equally, if not more, important that they fit into your team's culture

With recession in the headlines, the Successful Builder outlines how your business can buffer itself against the effects of a market downturn

For once, a number of economists are agreed that there is a downturn coming sometime soon. Not that they're telling us precisely when, as that is impossible to predict.

From their perspective, recession is the time in the business cycle when weak and inefficient businesses disappear. These are the companies that pop up in periods of high demand, when they can charge high prices without necessarily delivering quality service. Or, if they do deliver quality service, they can afford to do so inefficiently. It's often during a recession that these lower quality and less efficient businesses struggle or fail. The question is, is that a good thing?

One sure sign that a business is not ready to thrive in recession is the business owner reciting all the reasons his/her business is not doing well – can't get good staff, market is slowing down, anti-business government

decisions, challenging cash flow, unfair competition, customers not buying, etc. Heard any of this lately?

However, the reality is that, during a recession, there are still customers who want to build and renovate houses. The business environment feels different – customers often have more choice, working capital is usually harder to get, and prices likely need to be more competitive. On the other hand, staff are probably easier to come by and subcontractors more able to perform to schedule.

Yet many things stay the same – potential homeowners still contact a builder or a designer to start the process, concepts are discussed and working drawings produced, subcontractors are engaged, and agreements struck.

So, the key to thriving in a recession is

owning a business that is functioning well in all areas – attracting enquiries, pricing competitively and building efficiently. In other words, owning a business that has a culture of doing all its parts well.

POWER OF PERSONNEL

Businesses alone don't function well – people do. Or, as it is often said, "businesses don't win – cultures do."

To ensure you have a business that is functioning well and winning – no matter the market conditions – take a good look at your company culture and how your people behave.

1. Focus on what you can control

When you focus on strengthening the depth of your company's culture, you are paying attention to the things that you can control, influence and change. You are not wasting your energy

complaining about the things that you cannot change, because this results in powerlessness.

Whatever the market might be doing, when you focus on what you can do, your company is likely to grow stronger.

Furthermore, your team members are more likely to follow you when you are positive about your (and their) future, and more likely to join you in facing any challenges that may lie ahead. If you are overly negative about your company and its future, they may leave you to join someone who has more confidence. In fact, your negativity may become self-fulfilling!

So, are you focusing on improving your company's culture?

2. Preserving the core values

It is difficult to build core values into your company without actually highlighting what those core values look like. Things like integrity, excellence, customer care, innovation, responsibility, commitment, etc. need to be defined by real life actions.

This is where a culture statement comes into play. Culture is defined as the ideas,

customs, and behaviour of a particular group of people. Highlighting what these actions are and teaching them to your team is a sure way to get your culture ingrained into your company. This is reinforced when team members' efforts that reflect the statement are celebrated.

Do you have a culture statement that highlights the everyday actions that reflect your core values?

3. People can't be commoditised

While it is possible to purchase equipment and have it operational immediately, people are somewhat different. Each person comes with an individual background that may or may not fit easily into your team. They bring with them ways of behaving that may be different to what your team has been used to.

Their skills may be an excellent addition to the team, but unless they fit into your culture, they may not stay long. In fact, they may weaken your team. A strong team is always great but particularly when you might be facing a recession.

Markets can change rapidly, but building a culture takes time. Make sure that you are routinely and intentionally

shaping your company's culture.

Have you scheduled times and events to ensure this happens?

4. Performance arises from 'who I am' rather than from 'what I do'

Many small businesses recruit on skill-fit alone, with varied results. Careful business owners know that good performance comes from within the person – who that person is – as much as from what they can do. So they take time to ensure that a new recruit will fit into, or be amenable to growing into, the company's culture. This way, the culture is preserved and strengthened.

How do you go about checking out a recruit before handing them a hammer? Could you have them come to smoko with your team to see how they fit in? Or go for a coffee with one or two of your team members?

STRENGTH IN DEPTH

There is no doubt that market conditions will change in the months and years ahead. Having a strong cultural identity will give your company an internal stability that will assist it through these times with success. ■

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>4) If there is a market downturn, what can you control?</p> <p>a) Nothing, it's just part of being in the industry.</p> <p>b) How far it falls.</p> <p>c) The strength of your company.</p> | <p>5) According to the article, why is it important to be positive about your company's future in the face of a downturn?</p> <p>a) Your team members will be more likely to join you in facing any challenges that may lie ahead.</p> <p>b) It's not important.</p> <p>c) It makes it easier to avoid facing the truth.</p> | <p>6) How do you reinforce a culture statement?</p> <p>a) Celebrate team members' efforts that reflect the statement.</p> <p>b) Tell your clients about it.</p> <p>c) Change it every month.</p> |
|--|--|--|

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

DESIGNING WITH SAFETY IN MIND



A project should be designed without risks to the health and safety of any worker involved in the build, as far as reasonably practical

Putting safety at the heart of planning a project can make life easier in all sorts of ways

The concept of safety in design is easy, but it isn't used all the time. For instance, in one NZ city, road signs have been installed above a busy motorway. If they go offline, the way to re-set them is to climb onto the signs, up above the motorway, and carry out whatever technical wizardry is required.

Site Safe has created a free, downloadable *Safety in Design* document to make sure people think about the safety implications of how things go together and consider ways to make it easier to service the building or plant during its lifetime.

The guide focuses strongly on the construction industry and combines practical advice along with a solid theoretical basis for the practice of safe design.

Site Safe chief executive Brett Murray says the concept of safety in design has become important in the past ten years, particularly since the introduction of the

Health and Safety at Work Act 2015.

"There now has to be thought given to those people working in a built-up environment and how people interact with plant and machinery."

Mr Murray previously worked at WorkSafe and says he's seen too many examples where poorly thought-out designs lead directly to injuries or deaths.

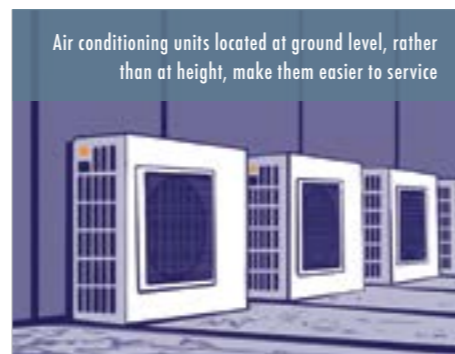
"For instance, many of Wellington's buildings require the use of abseilers to wash windows but the lack of thought in the design of some buildings in terms of safe abseiling anchor points is a problem. This was highlighted a few years ago when an abseiler fell when an anchor screw popped out of the building."

Mr Murray said that by thinking through all the issues of how something is going to be used, and sometimes misused, designers can reduce risk

factors for workers. However, it isn't just life-threatening situations where smart planning and design helps.

"Good design is things such as avoiding installing circuit boards in tight spaces so that when electricians are doing maintenance they're not really difficult to access."

Blake Kyle, a research and technical advisor at Site Safe, says the guide has been developed and reviewed by industry experts to make sure it offers practical advice.



Air conditioning units located at ground level, rather than at height, make them easier to service

"Many risks to construction workers can be eliminated in the design stage of a project," he says.



The guide also takes a philosophical look at where design fits into safety.

"The information now available around safety in design has been broadened to include the concept of Whole Life Project Costs. These include consideration of all costs involved in a project from conception, planning, tendering, construction, maintenance, use and right through to demolition."

Mr Blake says this helps designers meet their legal duties as a Person Conducting a Business or Undertaking (PCBU) to ensure, so far as is reasonably practicable, a project is designed without risks to the health and safety of construction workers, users, maintenance workers etc.

Chartered civil engineer Jeremy Eldridge got involved in the *Safety in Design* project through his links to Constructing Excellence in New Zealand, which aims to enhance the delivery of construction projects.

He has worked in New Zealand, Hong Kong and the UK over several decades and has seen the growing importance of embedding health and safety into the design of projects.

"It incorporates the collected views and comments of many people and I think it is valuable to bring a consistency of approach to safety in design across New Zealand."

The document also received praise from Dunedin architectural designer Reece Warnock, who is a director on the board for Architectural Designers New Zealand (ADNZ), which helped review the publication.

"It has a very handy, step-by-step process as to how we should be doing risk assessment and what we should be doing while designing," Mr Warnock said. "It is a good reminder to everyone in the trade what our responsibilities are."

He says good safety in design is where



Safe access to service areas improves safety for maintenance and servicing personnel



Windows that open inwards rather than outwards make life easier and safer

designers can make the most difference to the outcome over the whole life of a project.

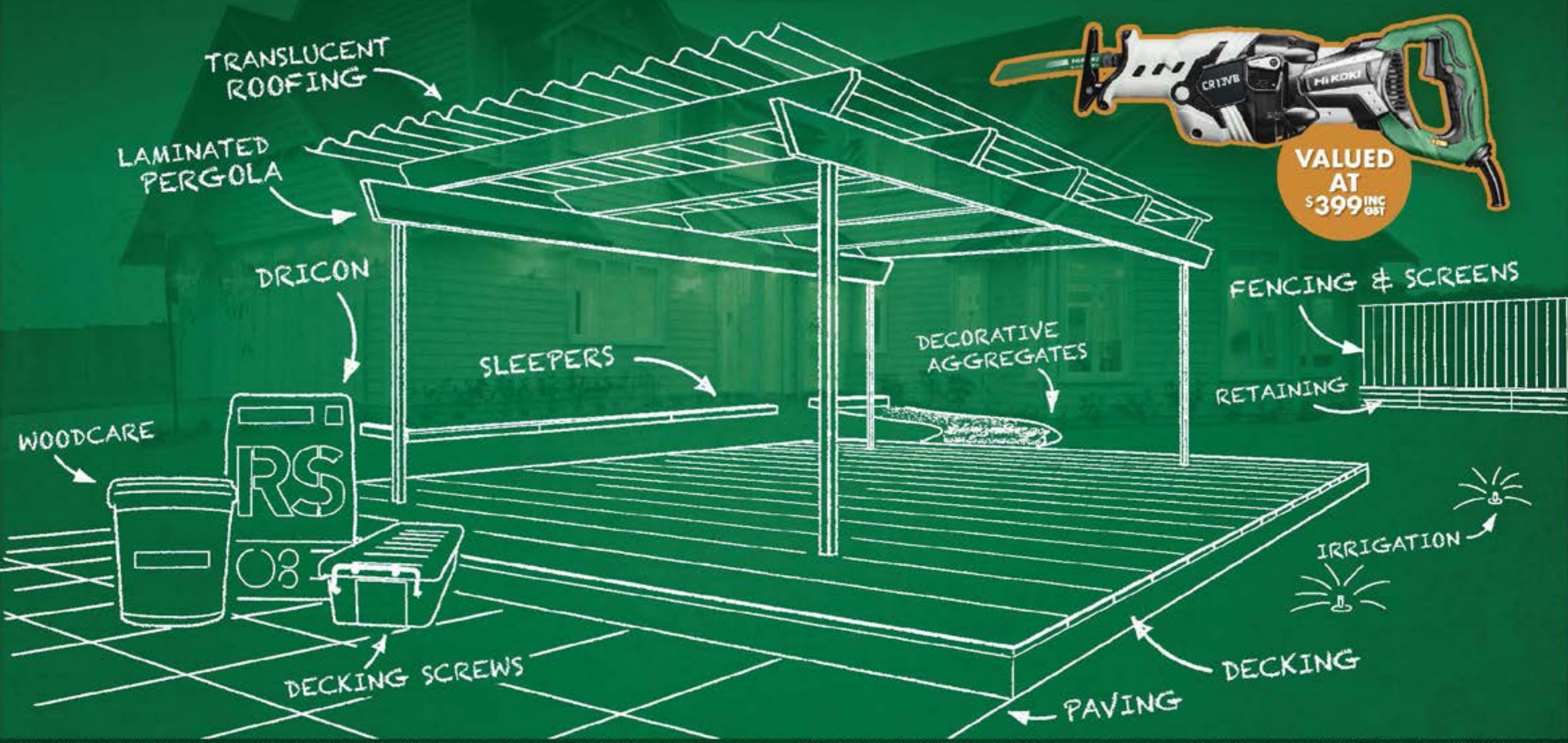
Site Safe attributed several people who contributed to the creation of the publication, including Marcellus Lilley of Studio Pacific Architecture, Chloe Stewart-Tyson and Ian Fenemore of Beca, Nathan Moher of ADNZ, Kirsty Allen of WorkSafe and Adam Thorndon of Dunning Thornton Consultants.

Site Safe's *Safety in Design* guide is available for free download under 'Guide Resources' on the Site Safe website. ■

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

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CAN YOU EVER BE FULLY COVERED?

BUILTIN INSURANCE



Professional indemnity insurance provides coverage for mistakes made by you, your team, or by consultants or subcontractors that you're responsible for

Bultin looks at what 'fully covered' really means and compares a ten-year builders guarantee to professional indemnity insurance

We often hear from builders who want to make sure they're 'covered for everything'.

Unfortunately, protecting yourself from every possible event is simply not possible. Like life, insurance is a balance between risk and cost.

However, there are some risks that builders can and should insure. One of those is the risk of making a mistake while carrying out your professional service as a builder/project manager.

If you're taking out 10-year warranty cover that comes with a "defects waiver" this is a good start. It will generally protect you from having to

Unfortunately, protecting yourself from every possible event is simply not possible. Like life, insurance is a balance between risk and cost

repay the insurer's costs to fix whatever the problem was, whether that's with materials or workmanship you were responsible for supplying (including that of your subbies).

However, it does not mean that you're 'fully covered', as there are a number of gaps you need to consider.

1. The period before the waiver kicks in

Problems are usually discovered in the first 12 months after the job is completed, before your waiver

protection has started. So, the insurer still has the right to recover any claim costs from you.

2. Jobs without a ten-year warranty in place

Some projects are too small to require ten-year guarantee insurance, or could be a type of work where a guarantee isn't available, such as commercial jobs.

3. Work not covered by the ten-year guarantee policy wording

In general terms, ten-year warranty cover is limited only to the building footprint. So, if your contract is broader than just this and the error affects something outside the footprint, not only is your client not covered, but you're not protected either.

Since making professional indemnity insurance available to builders almost ten years ago we have helped clients with 20 claims, with an average claim cost of \$68k

4. A third party's errors

If the architect, engineer, surveyor or some other professional involved in the project (but not contracted to you) has made the error, but you've been joined to the legal case, it's unlikely that you'll have cover. You'll have to fight this yourself, with expensive legal bills at the very least.

WHERE PROFESSIONAL INDEMNITY INSURANCE FITS IN

This covers mistakes you've been held liable for that are alleged to cost a third party (eg, your client) money. This is a broad definition and gives you wide coverage for mistakes made by you, your team, or by consultants or subcontractors that you're responsible for.

The trigger for cover is that the client must have experienced the loss and be holding you responsible for it. There is no cover if a claim is related to products that have failed to meet their manufacturer's specifications.

You must have cover in place when the claim is made against you and it must have been in place continuously from before the original mistake is alleged to have been made. This is standard practice for professional indemnity insurance, which will be carried

by all the professionals you work with, including architects, designers, surveyors and engineers.

DON'T ASSUME YOUR CONSULTANTS' COVER WILL PROTECT YOU

While most of (if not all) the professionals mentioned above will have professional indemnity insurance, most of them (if not all) will have terms and conditions that limit their liability to you if they make a mistake.

This could see you caught in the middle, for example if the site was originally pegged out wrong and the loss is \$50k, but the surveyor has capped their liability at two times their fee.

CLAIM STATS

Since making professional indemnity insurance available to builders almost ten years ago, we have helped clients with 20 claims, with an average claim cost of \$68k. While professional indemnity claims are less frequent than public liability ones, they are typically much bigger. ■

Bultin are New Zealand's trade insurance experts. For more information visit www.bultin.co.nz, email Ben Rickard at ben@bultin.co.nz or call him on 0800 BULTIN.

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) What will a ten-year warranty defects waiver generally protect you from?</p> <p>a) Everything.</p> <p>b) Having to repay the insurer's costs to fix whatever the problem was, whether that's with materials or workmanship you were responsible for supplying.</p> <p>c) The 12-month period after the job is completed.</p> | <p>8) Which of the following is not listed as a gap in ten-year warranty cover with a defects waiver?</p> <p>a) The period before the waiver kicks in.</p> <p>b) A third party's errors.</p> <p>c) Poor workmanship during the waiver period.</p> | <p>9) What is the trigger for professional indemnity insurance to kick in?</p> <p>a) A claim related to products that have failed to meet their manufacturer's specifications.</p> <p>b) The client has experienced the loss and is holding you responsible for it.</p> <p>c) A building defect is discovered.</p> |
|--|---|--|

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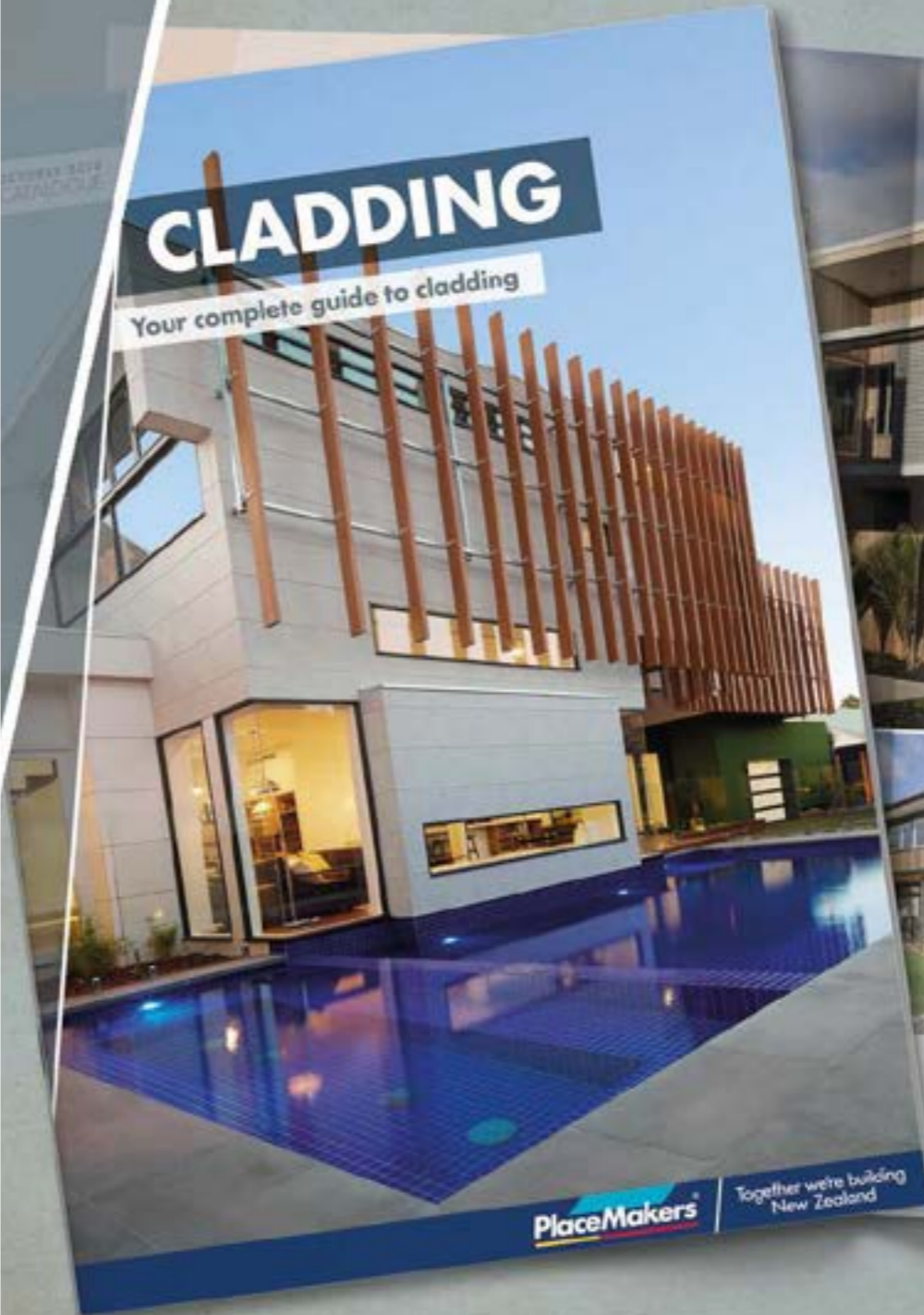


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SPONSORSHIP NEWS

PLACEMAKERS TEAM GETS STUCK IN

With smiles from ear to ear, almost 100 youngsters greeted more than 40 PlaceMakers team members as they arrived at Rotorua's Sunset Primary School, ready to roll up their sleeves and tackle long-overdue jobs around the grounds

A special pōwhiri and welcome set the scene for the PlaceMakers Foundation Working Bee – a busy day spent installing vegetable gardens, fixing downpipes and repairing and upgrading bench seats – following the annual PlaceMakers conference held in Rotorua over the previous days.

Enjoying a BBQ lunch with the kids and donating new rugby balls, basketballs and hockey sticks were also highlights, according to PlaceMakers Rotorua Account Manager Chris Newson, who said the delighted look



The kids at Rotorua Sunset Primary School were pleased to have the PlaceMakers team helping out with school errands, and even more pleased to be treated to a BBQ lunch and new sports equipment!



The PlaceMakers team achieved what would have been 12 months' worth of tasks in one afternoon!

on the kids' faces made the effort all worthwhile.

"It was such an awesome project to be part of," said Chris. "After visiting the school a few times, and chatting with the staff, we knew exactly how we could help out and that our project would make a huge difference."

Sunset Primary School principal Eden Chapman said that without the support, skills and generosity of PlaceMakers,

the tasks would have taken up to 12 months to complete.

The PlaceMakers Foundation combines charitable giving, the skills of PlaceMakers' own staff and customers, and all available resources to help make a lasting difference in communities around the country. To find out more, visit foundation.placemakers.co.nz

PROVE YOUR KNOWLEDGE

Evidence of actual learning rather than just 'participation' is a key requirement of the LBP renewal process.

CODEWORDS ISSUE 91

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

UNDER CONSTRUCTION

- | | | |
|----|----|----|
| 1) | 4) | 7) |
| 2) | 5) | 8) |
| 3) | 6) | 9) |

OCTOBER/NOVEMBER 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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