

# UNDER CONSTRUCTION

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## We're still mates, but let's still keep a little distance

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For more check out page 15 or visit [placemakers.co.nz/e-tools](https://placemakers.co.nz/e-tools).



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## FOREWORD VIEW FROM THE GM OPERATIONS

### CHANGING THE WAY WE WORK



As we go to print, it's encouraging to see many builders back to work following another strict lockdown. Our thoughts are with those in Auckland, who continue to bear the brunt of ongoing restrictions. With plenty of work in the pipeline and consumer spending still focused within our closed borders, it is hoped the bounceback is as strong and sustained as it has been previously

As always, PlaceMakers and its suppliers are working hard to ensure our builders are well-equipped back on site. PlaceMakers E-TOOLS provides everything you need for the job, while remaining contactless and as safe as possible. The PlaceMakers Trade Portal, Trade App and Skip the Counter features are all designed to ensure a seamless experience for our trade customers.

While we are well-prepared to operate safely and effectively as lockdown levels permit, it is fair to say this latest Covid outbreak is different to previous ones. For example, vaccination rates have skyrocketed in a short space of time. Our resident legal mind from Duncan Cotterill has laid out the regulations, common questions and some dos and don'ts for employers wondering how the vaccination affects employer rights and the wider workplace. Turn to page 20 to read all about it.

Covid may continue to impact staffing levels in the short-term, but one pilot that seeks to alleviate some of these issues is Trade Careers. This fantastic new scheme aims to encourage more women into the industry and, on the other side, help interested companies fill empty positions with more female recruits. PlaceMakers is playing its part by sponsoring to help kit out 44 woman and remove an important barrier to entry. Read more on page 24.

Whichever lockdown level you find yourself in, I hope you find this issue as useful and informative as ever. I sincerely hope by the time you are reading this, we are all looking forward to a positive and successful end to 2021!

**Gary Woodhouse**

General Manager Operations



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## FEEDBACK

# BUILDERS BUSINESS

## WHISTLE WHILE YOU WORK!

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 tips do you have for building and maintaining a happy building crew?

**Firm:** High Country Carpentry Limited  
**Interviewee:** Lain Hellmrich  
**Role:** Owner / Director  
**Location:** Mackenzie High Country  
**Staff:** 14

Good wages keep a crew happy – but that's not necessarily the number one thing. In my team, everybody gets a paid birthday day off, and the first Monday of every month we shout them breakfast from the bakery, and coffee.

I've found that providing personal professional development is pretty important. Most guys want to be further up the ladder, so I give people something to aim towards, whether it's a foreman role or just getting qualified as a builder.

To keep them happy, most staff just want to have their feedback listened to and acted on. If it's possible to keep them in the loop about decision-making we do, so they're onboard about processes.

Tools for each staff member are a big thing, and also having good company gear such as drop saws, table saws, laser levels, and whatever else the crew recommends.

Good vehicles keep the boys happy, too: our crew don't have to use crappy old vans that aren't safe, they are allowed to use new Ford Rangers.

**Firm:** Lifestyle Building & Construction  
**Interviewee:** Scott Sifflee  
**Role:** Director  
**Location:** New Plymouth  
**Staff:** 8

It's important for everyone to have similar interests outside of work, so I often look at a person's interests on their CV. We're very much outdoors sorts of people, and into rugby and team sports. So, if someone is into hunting, fishing, or joining us on the Round Taupo bike ride, we find those types fit in quite well.

I think you can tell the crew is happy if they're being productive and everything is going smoothly on site.

I think flexibility and being lenient about time off is important. I have a guy that starts at 9am every second week, instead of 7am, because of family commitments. To be able to have him work happily full time for me, that was one thing we had to sort for him.

High wages help, but money isn't everything. Tools and vehicles are both pretty important to builders. We run tool accounts, so they can buy tools and pay us back, and we're pretty flexible about them using the vehicles. I've also got four or five trailers, plus kayaks we've won through PlaceMakers promotions, that the guys are free to use.

Giving career direction depends on the person. I've got a foreman who gets the job done and doesn't want to 'advance'. And I'm happy with that. I've also had apprentices who are very driven and they want my job!

**Firm:** Main Frame Limited  
**Interviewee:** Rick Pettit  
**Role:** Principal  
**Location:** Queenstown  
**Staff:** 9

When I want to bring on additional team members, I tend to tell my guys we need somebody and I let them go and find them. It means fewer square pegs ending up in a round hole and creates a really good crew that works well together.

To measure their happiness, I shout the crew beers on a Thursday night. On building sites, you used to sit around at smoko and talk about rugby, but these days everybody sits there on their effing phones! So, if I shout drinks and they actually sit and chat with one another, I find it means they're pretty happy.

We also achieve happiness by giving the guys interesting work. Our houses are hand-built – stone and cedar etc – so repetition is low. I have four apprentices going at any one time. Rather than just doing nogs over and over, I try to mix their jobs up. I also try to swap them from one site to another when we have multiple jobs going, so they get variety and they're not just doing the same old thing.

High pay wouldn't guarantee happy workers. I think what matters most is the level of satisfaction, rather than what they get paid.



## HOW TO PUT ON A SUPERIOR LIGHT SHOW



**Make sure your client's exterior paint is right for the environment and, where required, complies with local Light Reflectance Values regulation**

New to the market, Levene Exterior Broadwall is a new exterior paint made to withstand New Zealand's tough weather conditions. Available only from PlaceMakers, Levene Exterior Broadwall is durable, easy-to-apply and features built-in, long-lasting UV protection. The Levene paint range is tintable off the Dulux colour wall, featuring the iconic Dulux Colours of New Zealand.

#### THE RIGHT LIGHT

When choosing your client's exterior paint colours, it's important to consider their Light Reflectance Value (LRV) – the amount of visible light reflected by a surface.

Black has an LRV approaching 0%, as it absorbs almost all light. In contrast, white has 100%. All other colours fall between these two numbers. The sheen

level of the coating can also have an effect (Dulux LRVs are based on a low-sheen finish).

Any light absorbed by a coating is converted to heat, so a colour with a low LRV will get hotter than a colour with a high LRV.

#### SUBSTRATE GUIDANCE

Some substrate manufacturers recommend using colours that have LRVs above 45% to reduce the risk of substrate defects from heat absorption. On the other hand, some councils require LRVs of less than 40% in their district plans as they believe darker colours help structures blend into their environments.

As a rule, it's best to follow the supplier's LRV recommendations to avoid substrate movement, which can lead to warping, cracking and potentially leaking.

#### AN OUTSIDE JOB

Naturally, even the brightest and most vivid exterior paint changes in colour over time. The sun's rays can act as a bleaching agent on the paint work and gradually change the original colour of the paint.

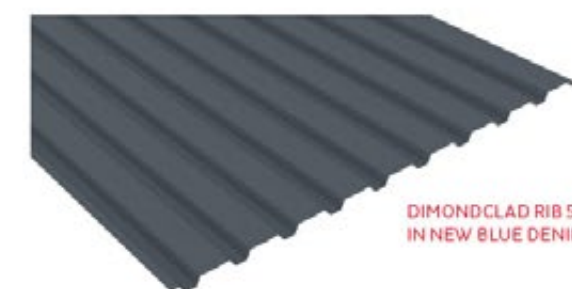
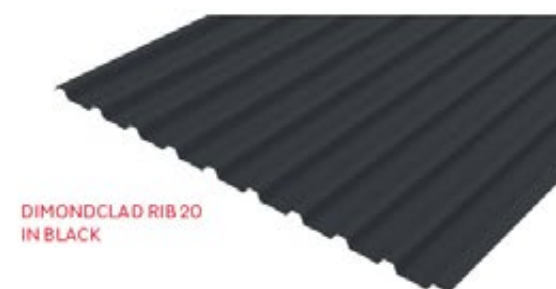
Dulux Weathershield ColourGuard, which is also available from PlaceMakers, is specially formulated for superior colour fade resistance, tintable to a range of popular dark Dulux Colours of New Zealand and Colorsteel colours. It contains heavy-duty reflective pigments, making it last up to twice as long as traditional premium exterior paints. ■



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**PAC NEWS**



## AUGUST APPRENTICE OF THE MONTH

**Kaiapoi first-year apprentice perfects his purlins to walk away with the winnings!**

**B**en McDrury from Kaiapoi was challenged to replace purlins on an old roof, and with his boss away, he had nobody to ask for help if anything went wrong.

He had only been shown how to do the task the previous day, but took to it like a duck to water.

"I laid out string lines and then laid the purlin in place before nailing it off and screwing it," explains Ben. "I was pretty nervous at the end of the day, but the boss was happy with the result and surprised that we had already completed the first face of the roof!"

Ben says the experience helped him realise that a lot of the questions he asks are unnecessary.

"It taught me that I ask questions to get confirmation of something I already know. Going forward, I'll think first to see if I can resolve something before asking questions." ■



August apprentice of the month Ben McDrury won a \$250 Red Balloon Experience gift card

## JULY APPRENTICE OF THE MONTH

**Second-year apprentice from Dunedin goes up against it to claim top prize!**

**R**yan Whitburn, a second-year apprentice from Dunedin, was faced with the challenge of straightening bedroom walls. Despite them being 40mm out of whack, Ryan stayed calm, trusted his training and successfully completed the job.

Due to the age of the house, Ryan says he had to be painstakingly careful when making his alterations.

"I had to run the laser level across the wall and find the worst point, then

go over every stud and cut timber battens to make the stud plumb."

The result was a beautiful, straight wall that the bedside table, headboard and wardrobe shelving could be fixed to, with all the joinery finished flush against it.

Ryan says he learned heaps from the experience.

"It taught me the value of being cautious and ensuring I prepare for each job really well, which means I'm more



**It taught me the value  
of being cautious and  
ensuring I prepare for  
each job really well**

likely to produce a quality outcome."

Ryan won a \$200 PlaceMakers gift card for his achievement. ■

Remember, as a PAC member, you can enter Apprentice of the Month as many times as you like and you don't have to wait to complete a project.



WHAT'S ON

PLACEMAKERS PRODUCT PICKS

LEVENE® EXTERIOR BROADWALL



Levene® paint, made right here in New Zealand, is suited to New Zealand weather conditions and features the latest paint technology.

Levene® Exterior Broadwall is an exterior paint designed for the Kiwi tradie. A hard-wearing, fast-drying paint with a 15-year guarantee\* and UV protection, Levene® Exterior Broadwall is available in Low Sheen, Semi Gloss and Gloss, and offers great coverage. Available only from PlaceMakers, Levene® is tintable to colours from the Dulux colour wall, featuring the iconic Colours of New Zealand®, only from Dulux®.

For best results, properly prepare your surfaces with an appropriate primer such as Levene® Multiprep Water-Based Undercoat. \*Refer to product label for full conditions. This guarantee does not limit and may not necessarily exceed your rights under the Consumer Guarantees Act 1993.

MAKITA® LXT® CORDLESS



Discover the world's largest professional cordless outdoor power equipment system. Offering more solutions in more categories. Makita® LXT® Cordless Outdoor Power Equipment is a complete system that will let you rule the outdoors.

Get the job done with lawn mowers, string trimmers, blowers, chain saws, hedge trimmers, and other tools. Each piece of equipment eliminates the hassles of petrol, with lower noise, reduced maintenance and zero emissions. If you are ready to experience new levels of efficiency and productivity, explore Makita's cordless power equipment and accessories.

JUMBO STEP™ LADDER



Jumbo Step™ from Little Giant® is a lightweight, compact aluminium stepladder, perfect for small-scale projects. Available in 2, 3 and 4-step, this ladder meets ANSI standards, and is rated to hold 150kg.

An innovative top cap tool tray keeps all your supplies within arm's reach, and a handrail extends to improve safety. For added safety, Jumbo Step™ features non-slip staircase steps and extra-wide slip-resistant feet.

Having three points of contact allows you to use all the steps - including the top step - whilst remaining compliant on residential and commercial building sites.

NEW LIFESTYLE WARDROBE



Introducing the new Lifestyle Wardrobe range from PlaceMakers.

Building new or renovating? Check out the new flat pack, easy install wardrobe solutions. Available in three styles with shelving, drawer and wire basket options

that can be configured to fit either left or right hand.

The essential white finish and matching edge detail offers quality and style at an affordable price. Offer your clients the chance to enjoy the inherent quality of Lifestyle's moisture-resistant board along with a 10-year warranty. Contact your local branch for more details.

PULMIC SPRAYERS



PULMIC specialises in professional spraying and is the professional's best ally. PULMIC sprayers are heavy duty and fit for multipurpose applications, from applying fertilisers to maintaining crops, gardens and lawns, to pest control, or disinfectant to minimise the transfer of germs. With more than 30 years' experience globally, PULMIC provides reliable, leading solutions to disperse agrochemicals, pesticides, insecticides, herbicides, fungicides and disinfectant. European-designed and manufactured to the highest standard, PULMIC is built to last with a full range of spare parts to sustainably maintain and repair sprayers. It is available in six sizes, from a 1L trigger sprayer to a 16L hydraulic knapsack.

Thermakraft



Thermakraft Premium Joining Tape is a high-end construction tape used to join a wide range of flexible underlays and rigid sheathing products. The thick layer of acrylic adhesive bonds to common construction substrates and supports a wide range of operating temperatures.

When compared with most construction joining tapes, the multi-layered, reinforced synthetic tape is more tear and rip-resistant, and has a significantly stronger adhesion performance. The product can simply be applied onto the lap joints of underlays and rigid sheathing products.

XR FLEXVOLT



XR Flexvolt is a range of 54V power tools that offers runtime and performance never seen before thanks to revolutionary new brushless motors and battery technology, as well as improved electronics, software and controls that deliver up to 47% more power compared to previous models.

DeWalt has released three new Ultra High Powered 54V XR Flexvolt cordless tools that are setting new standards in performance. Delivering unprecedented power, durability and runtime, the next generation XR Flexvolt tools include a Recipro Saw with extraordinary cutting power of up to 19% more power than its precursor, a DCS578 184mm Circular Saw with a 64mm depth of cut at 90° (up to 47% more powerful than its predecessor) and a 125mm Angle Grinder which delivers up to 30% more power than previous models. Bare units and kitted options available.



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THE HISTORY OF THE LBP SCHEME – PART 3



The Hunn report changed the way we build houses in New Zealand for the better

The third article in the series looking at the history of the Licensed Building Practitioners Scheme with MBIE’s Bruce Duggan

The Report of the Overview Group on the Weathertightness of Buildings, better known as the Hunn Report – named after the chairperson of the Overview Group – was released by the Building Industry Authority (BIA) in the second half of 2002. The report’s recommendations were the catalyst for major changes in the way we build.

TERMS OF REFERENCE

The Group was established to look at the nature, extent and effects of the failures, possible inadequacies in the Building Code, and consenting and inspection processes.

It also looked at products and materials, trade skills and responsibilities, potential deficiencies in the administration of the Building Act and Regulations, and whether we were following the purposes and principles of the Act.

CHANGES TO OUR INDUSTRY

The report included 20 recommendations. Several of these called for the BIA to do such things as:

- Issue public warnings about the risk of collapse of cantilevered decks supported by untreated timber (remember the deck from the first article in this series?).
- Assess and publicise the health risks associated with fungal decay.
- Revise E2/AS1 – the External Moisture clause in the Building Code.
- Work with the Building Officials Institute of New Zealand (BOINZ) to look at the level of information required in building consent applications and to develop stronger inspection regimes.
- Review current product appraisal practices.
- Take a more proactive stance to research within the industry.
- Looking at providing interpretation guidelines for the Act, determining the need for tertiary qualifications and continuing professional development programmes for inspectors.
- Looking at improving the definitions of the roles, responsibilities and obligations of all parties through building contracts.
- Working with the Building and Construction Industry Training Organisation (BCITO) and appropriate sector groups to review the carpentry apprenticeship to ensure an appropriate balance of academic and practical knowledge.
- Improving accountability for the quality of construction under our current performance-based system.
- Keeping the public and industries such as banking and insurance fully informed.

Other recommendations for the building sector included the BIA were:

All of the recommendations in the report were acted upon to some extent, and many of them created very real changes to the way we regulate and build in New Zealand. This includes better-trained Building Consent Officers, more detailed site documents and inspection requirements, the accreditation of Building Consent Authorities, changes to apprenticeship training and outcomes, a massive increase in the size of E2/AS1, and more detailed and readily available manufacturer’s instructions.

There was, however, another recommendation which resulted in arguably the biggest change to our industry since the introduction of the Building Act 1991:

- That the BIA, in conjunction with the appropriate affected sector groups – a) explore the issues involved in advocating the national registration of builders and building related trades, given the contents of this report and concerns expressed about the standards of some trade practices on-site; and b) support such advocacy if it is convinced of the benefits to the industry.
- That the BIA promotes debate on the issues of trade regulation,

professional education and builder registration at the proposed executive forum.

THE BUILDING ACT 2004

The Building Act 2004 was the means by which many of the changes inspired by the Hunn Report were made, but it was Subpart 4 that introduced the beginnings of the LBP scheme (see textbox).

It was a further eight years until the introduction of Restricted Building Work (RBW), but 2002 set the wheels in motion.

Firstly, RBW needed to be defined, and the people involved in that work needed to be identified. The definition and the licence classes identified were:

Licensed Building Practitioner licence classes are design, carpentry, roofing, brick and block laying, external plastering, foundations, and site.

RBW is work that’s critical to make a home structurally sound and weathertight. It covers residential design, construction or alteration work that requires a building consent, and involves a home’s primary structure, weathertightness, and certain fire safety design (such as in apartments and townhouses).

SUBPART 4 – REQUIREMENTS FOR BUILDING WORK

Restricted building work must be carried out or supervised by licensed building practitioners

84 Licensed building practitioners must carry out or supervise restricted building work

All restricted building work must be carried out or supervised by a licensed building practitioner who is licensed to carry out or supervise the work.

Section 84: amended, on 15 March 2008, by section 15 of the Building Amendment Act 2008 (2008 No 4).

For further information, see Restricted Building Work on the [building.govt.nz](http://building.govt.nz) website.

See the next issue for the continuation of this series. ■

This article is an excerpt from Codewords Issue 102. 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](http://underconstruction.placemakers.co.nz) or recorded on the magazine, then provided at the time of renewal.

CODEWORDS QUIZ ISSUE 102



- 1 What was the Report of the Overview Group on the Weathertightness of Buildings better known as?

a) The Overlooking Group Report.  
b) The Hunn Report.  
c) The Requirements for Building Work Report.
- 2 Who did the BIA need to work with to review the carpentry apprenticeship?

a) BRANZ.  
b) BOINZ.  
c) BCITO and appropriate sector groups.
- 3 What is Restricted Building Work?

a) Residential design, construction or alteration work.  
b) It requires a building consent.  
c) It involves work on the home’s primary structure.  
d) It involves work on the home’s weathertightness envelope.  
e) It involves the design of certain fire safety systems.  
f) Includes all of the above.





(BUILD IT) RIGHT FIRST TIME



Most weathertightness failures are for buildings between 10 and 30 years old

The title of 1979 Th’ Dudes classic should be a mantra for the residential construction industry

Every year homeowners spend significant amounts of time and money on house construction. They expect, as a minimum, a building that keeps water out long-term.

The work of MBIE’s Weathertight Services Technical Team puts us in a good position to identify recurring areas of weathertightness failures. It is worth noting that most of these failures are for buildings between 10 and 30 years old and therefore not built in accordance with the current Acceptable Solutions of the New Zealand Building Code.

Here are seven of the most common problems. To illustrate these failures, we have kept our words to a minimum, instead using photos and accompanying text from a building assessor’s reports.

MEMBRANE ROOFS/GUTTERS, SCUPPERS AND DECKS

These commonly show failures at joints, adherence to other materials or at upturns and downturns of membrane sheets.



Butyl rubber membrane over a small roof. Inadequate front edge installation with the corner cut exposing the plywood substrate.

1. Kick-out flashings at wall and roof junctions

The absence of a kick-out flashing allows water to flow behind the cladding.



No kick-out or diverter provision at the bottom end of the apron junction to a fibre-cement cladding. Destructive testing confirms water ingress and timber damage.

2. Thresholds to decks

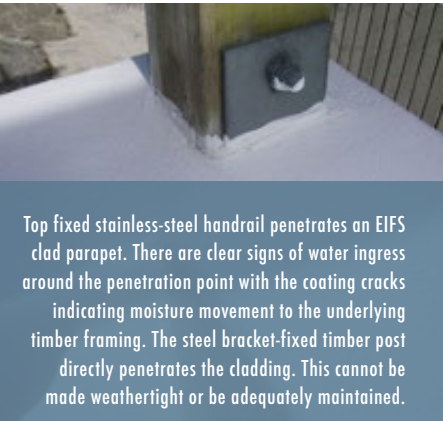
The junctions between the walls, joinery, balustrades and decks are prone to water ingress due to inadequate threshold heights, folds and corners or cladding proximity to membranes.



Stucco plaster cladding and joinery close to a tiled deck. Joinery installation issues at the jamb. Minimal threshold separation allows water uptake into the uncoated, porous bottom edge of the stucco plaster. Maintenance difficulties.

PARAPETS, BALUSTRADES AND ATTACHMENT POINTS

Water entry can cause structural damage to parapets and solid balustrades at either capping or gutter and deck levels due to lack of saddle-flashings, cross fall, expansion joints and plan change direction. Damage to structure can also occur where open balustrades are fixed through membranes, solid balustrades, and walls.



Top fixed stainless-steel handrail penetrates an EIFS clad parapet. There are clear signs of water ingress around the penetration point with the coating cracks indicating moisture movement to the underlying timber framing. The steel bracket-fixed timber post directly penetrates the cladding. This cannot be made weathertight or be adequately maintained.



The work of MBIE’s Weathertight Services Technical Team puts us in a good position to identify recurring areas of weathertightness failures

JOINTS AND FLASHINGS IN CLADDING

These are often inadequate allowing water ingress and damage particularly at horizontal and control joints.



Stucco plaster cladding over rigid backing. Incorrect control joint formation, without separation of mesh and plaster over the joint, leading to movement cracking and water ingress.

JOINERY INSTALLATION

Head, jamb and sill flashings fail to deflect water to the exterior or are non-existent.



Texture-coated fibre-cement cladding. Window head flashings without stop-ends or other means of preventing water ingress. Coating and cladding sheets are in contact with the shoulder of the flashing which allows water uptake to the cladding edges by capillary action. Timber testing reveals visible water staining and a very high moisture reading. No evidence of proprietary waterproofing systems installation to window perimeter.

GROUND CLEARANCES

Unpaved and paved ground levels are too high, failing to protect either cladding or framing. This requires particular care at garage door openings where driveways are close to floor level for ease of vehicle entry.

The leaky home crisis has given us all a greater understanding of how



A fibre-cement clad timber-framed column and built-up paving resulting in significant damage.

moisture enters and damages a building. Fortunately, we can now build to prevent, minimise and manage water ingress and egress, enhancing the building’s life and providing homes that are healthy.

Legislation, building practices and controls have, and are being, updated to help manage the problem. MBIE’s Building Code Update 2021 consultation document proposes options for raising performance standards. At a conservative estimate, this could bring New Zealand’s Code up to comparable international standards, or boldly, above these standards, leading the way whilst simultaneously meeting our energy efficiency and wider climate-change obligations.

Regardless, we must remind ourselves to learn from the past and (build it) right first time. ■

This article is an excerpt from Codewords Issue 102. 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](http://underconstruction.placemakers.co.nz) or recorded on the magazine, then provided at the time of renewal.

CODEWORDS QUIZ ISSUE 102



- 4 The Weathertight Services Technical Team is a part of which organisation?

  - a) Ministry of Business, Innovation and Employment (MBIE).
  - b) BRANZ.
  - c) Th’ Dudes.
  - d) MetService weather forecasting.
- 5 How old are most of the buildings where weathertightness failures have been found?

  - a) 2 years.
  - b) Between 5 and 10 years.
  - c) Between 10 and 30 years.
  - d) 30 years or older.
- 6 Which of the following are common weathertightness failures?

  - a) Thresholds to decks.
  - b) Joints and flashings in claddings.
  - c) Exterior joinery installation.
  - d) Poor ground clearances.
  - e) All of the above.



REFORMS COMING TO LBP SCHEME



Consultation closed around the Licensed Building Practitioner (LBP) scheme

As part of the second phase of the Building System Legislative Reform Programme (the Reform Programme), the government is in the process of determining changes to the LBP scheme with the aim of improving accountability, efficiency and fairness. LBP submissions regarding supervision, licence classes and competency requirements were collected April to June this year.

In its discussion document released early 2021, MBIE sought feedback with the following questions:

- We want to know if supervision is working as originally intended and what we can do to improve it?
- Do the current licence classes reflect what needs to be regulated in the building industry? Does the current class structure need changing to recognise experience?
- Should the competencies for entry into the scheme be lifted, should there be more emphasis on formal education and training and how well are the assessment and skills maintenance processes working?

According to MBIE, updating the LBP scheme will mean builders and designers have the right skills, knowledge, and experience to do quality building work and increase consumer confidence in the scheme.

BRINGING SCHEME UP TO SPEED

In the discussion document, Minister for Building and Construction, Poto Williams, noted the LBP scheme was introduced in 2007 to help address gaps in the performance-based regulatory system that were exposed during the leaky homes crisis.

“The scheme has not been reviewed as a whole since it was introduced

and has not kept up with all the changes in the building sector,” said Williams.

“The LBP workforce and the wider building system has continued to evolve and become more specialised, and demands on builders have increased. I would therefore like to use this opportunity to test issues that have been brought up over the past 15 years with those who know the scheme best. These issues have been informed by those in the industry and building consent authorities through previous consultation, as well as those who manage the scheme itself.”

Strengthening the LBP scheme is part of the second phase of the government’s Building System Legislative Reform Programme (the Reform Programme), and this is the second consultation with LBPs in the past year. The first consultation gathered feedback from LBPs regarding the introduction of a code of ethics, changes to the

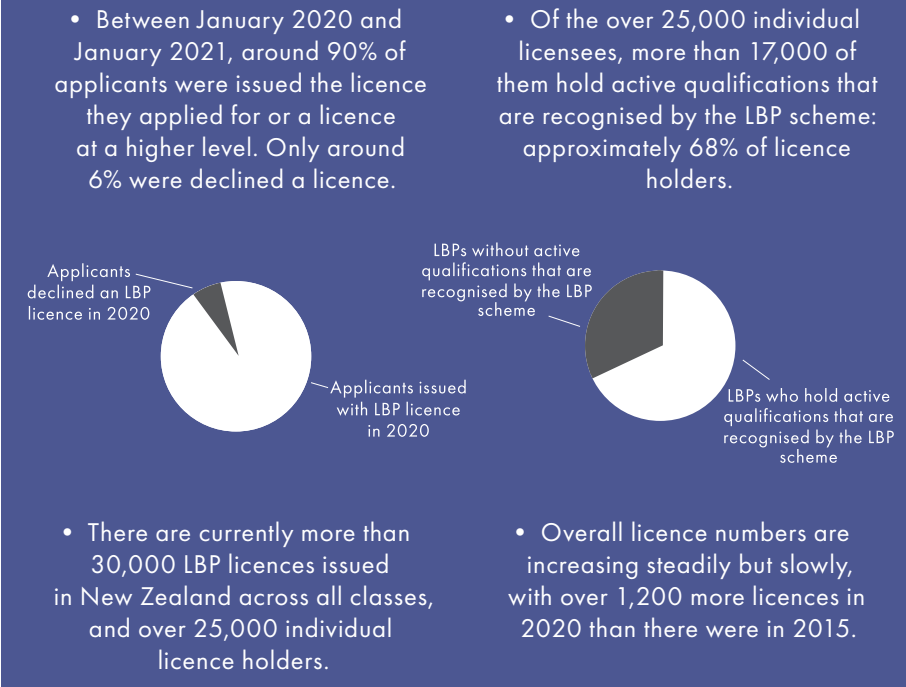
licensing administration process for LBPs and changes to the Board’s role in complaints and discipline.

MBIE said in its discussion document that stakeholders raised concerns that the scheme has low entry requirements during another 2019 consultation. This sentiment was echoed in last issue’s Builders’ Business section, available online.

Next, MBIE will analyse the feedback received and use it to prepare advice to the Minister for Building and Construction on options to improve the LBP scheme. These options may include recommending changes to the licence classes and structure, and/or changes to the minimum standards to enter the scheme and continue to be licensed.

The results of the consultation and intended next steps will be covered in upcoming issues of *Under Construction*. ■

LBPS IN NUMBERS



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## SETTING OUT A SITE



Carrying out an accurate survey of your building site is vital to avoid further potential litigation

It can be an expensive mistake if a house is not correctly set out on site. This happens too often, so here are some basics for getting it right

A house built in the wrong position on a section can cause major problems. For example, if built too close to a boundary, it may not meet district plan requirements or comply with the New Zealand Building Code requirement of a minimum separation distance to the relevant boundary or neighbouring buildings.

**NON-COMPLIANCE COULD BE COSTLY**

Those deemed responsible for the error can potentially be sued for thousands of dollars of compensation, while anyone adversely affected by a wrongly located building may sue for compensation.

Responsibility may be attributed to one or more parties, including the owner, building consent authority, designer or builder. To avoid litigation, it is essential

that new buildings are correctly located on sites – as residential sections have become smaller, there is little room for error and accurate location is even more critical.

**SURVEY THE SITE**

Before setting out and establishing the exact location and relative height of a new building, an accurate survey of the building site is required to:

- Locate boundary pegs or boundary offsets to permanent fixtures.
- Determine site and boundary levels.
- Establish locations of existing boundary fences and retaining walls.
- Establish position and level of

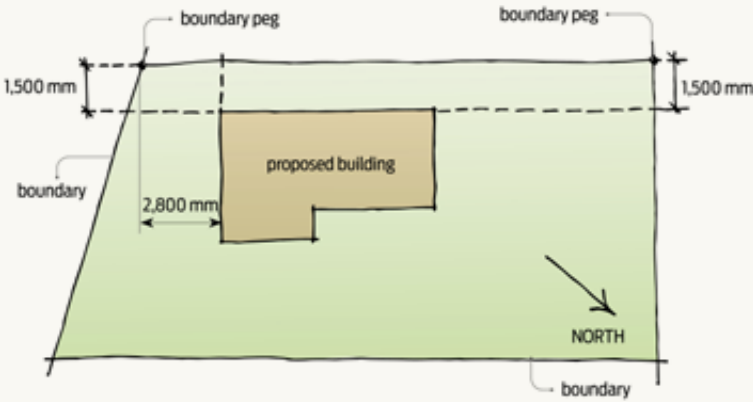
relevant off-site features – for example, crown of road.

- Locate relevant survey reference points – for example, lead plugs and site datum points.
- Establish the location of existing underground and overhead services.
- Establish the location of existing buildings, site features and planting to be retained.

**DESIGNER’S RESPONSIBILITY**

Once the site information has been gathered, the designer has the initial responsibility for locating the planned building on the site and must ensure that the proposed location complies with district plan requirements. These include checking requirements for:

Figure 1



- Resource consent.
- Site coverage.
- Allowable total floor areas on some sites.
- Location including:
  - Front yard
  - Side and rear yards.
- Building set-back lines in some areas.
- Permitted heights and building recession or sunlight access planes.

must also be selected. This may be a permanent feature on or near the site such as a manhole cover or a concrete kerb.

**THE BUILDER’S ROLE**

On site, the builder must establish the location of the boundary corners. If survey pegs are not present, a registered surveyor should be employed

to establish exact boundary locations.

Using a theodolite to measure from the selected reference point, the location of the first corner of the building may be determined. A building line marking out one side of the building – preferably a long wall – can be established, and a second building corner can be located on this line. The remaining external wall directions and locations can then be determined.

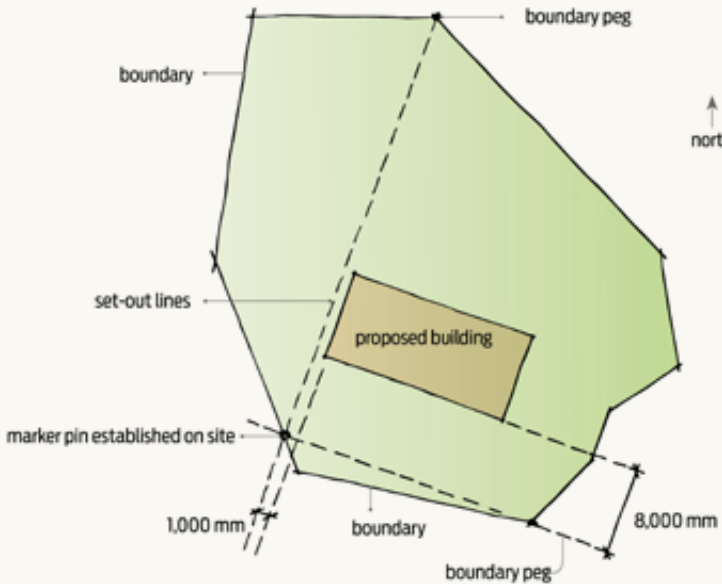
A dumpy level or theodolite can be used to establish the relative heights for the building from the datum level.

**BUILDING PROFILES**

Building profiles are erected to enable the exact location of the building to be marked out on site. They should be located outside the building perimeter, approximately 1.2 m but a minimum of 900mm away (see figures 3a and 3b overleaf).

Profiles consist of braced stakes driven into the ground and connected by

Figure 2



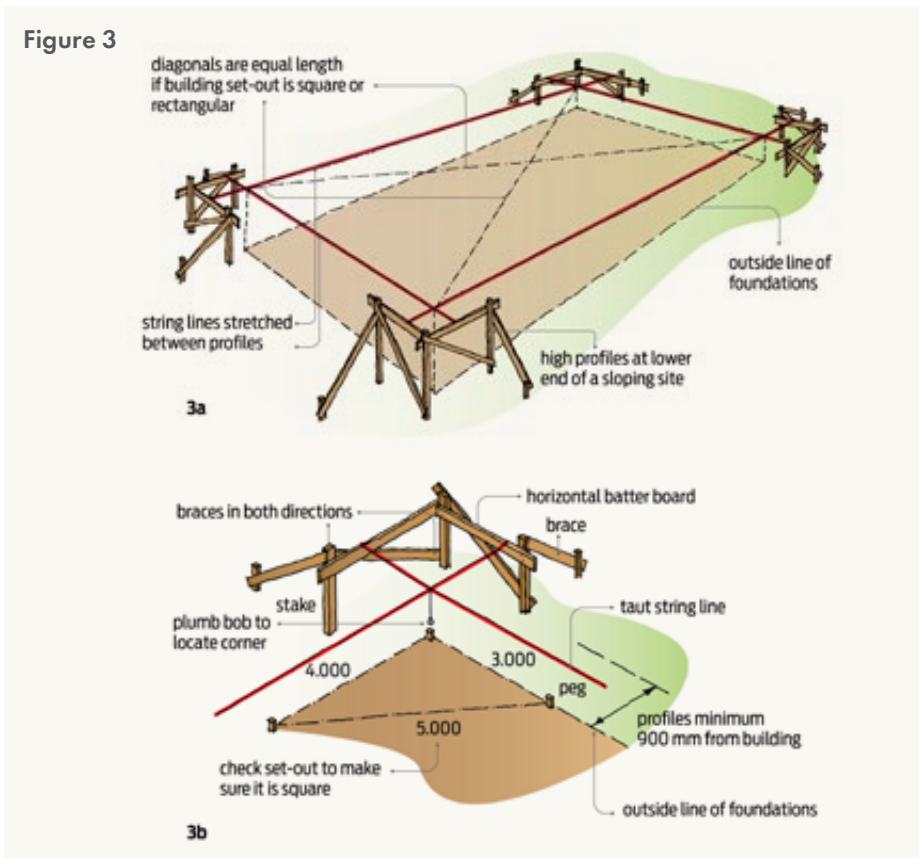
**DESCRIBING THE LOCATION**

The designer must describe the building location, using a reference point such as a boundary peg or other permanent marker, from which measurements can be made (Figures 1 and 2). The reference point must have dimensions given in two directions to enable the builder to establish offsets or locate a corner of the building. On rectangular sites, a wall of the building may run parallel to a boundary, but on irregularly shaped sites, this may not be the case.

A datum level that provides a reference to establish a relative building height



SETTING OUT A SITE CONTINUED.



**THE THEODOLITE**  
A theodolite is used to measure horizontal and vertical angles and distances. It consists of a telescope that pivots around both horizontal and vertical axes. Modern theodolites are integrated with an electronic distance measurement (EDM) device.

Before the use of the theodolite, triangulation – also called the 3-4-5 triangle rule – was used to establish 90° angles. This rule states that, if a triangle has sides of 3, 4 and 5 units long respectively, the angle opposite the longest side will always be a right angle – that is, a 90° angle (Figure 3b). ■

As residential sections have become smaller, there is little room for error and accurate location is even more critical

horizontal batter boards. The upper edges of the batter boards must be level with one another. The building lines that locate the perimeter walls of the proposed building are marked out

by string lines tied to nails driven into the top edge of the batter boards. The string lines should run at least 20mm above floor joists or finished floor slab level to be clear of the construction.

Article by Alide Elkind. First published in Issue 185 of BRANZ Build magazine [www.buildmagazine.org.nz](http://www.buildmagazine.org.nz). Words, images and figures 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!



- 1) Who can be sued if a house is built on the wrong part of a section?

a) Only the builder.

b) Only the owner.

c) The owner, building consent authority, designer or builder.
- 2) Who must establish the location of the boundary corners?

a) The owner.

b) The builder.

c) The surveyor.
- 3) What is the name of the method used to establish 90° angles before the use of the theodolite?

a) 3-4-5 triangle rule.

b) 6-8-10 triangle rule.

c) Pythagoras rule.

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VACCINATIONS IN THE WORKPLACE



Be sensitive when asking employees if they've been jabbed – it's not a legal requirement for many roles

Covid-19 has thrown up a number of challenges for businesses. This article looks at the most recent one – the vaccination – and addresses some common questions

As more than 2.2 million doses of the Covid-19 vaccine have now been administered in New Zealand (at time of writing), vaccination is both a live and novel issue in the workplace.

Employers are required to balance health and safety obligations against employees' human rights and privacy when it comes to their vaccination status. Considering these are, at times, competing interests, we address what can and cannot be done

regarding workers' vaccination against Covid-19.

CAN EMPLOYERS REQUIRE WORKERS TO BE VACCINATED?

Employers cannot require any individual worker to be vaccinated. Under the New Zealand Bill of Rights Act 1990 every person has the right to refuse medical treatment, which includes vaccination. However, there are select roles where vaccination is required to be able to perform the work.

At present there are very few types of work where vaccination is or would be required in New Zealand. But this could change if our domestic Covid-19 situation altered significantly. Generally, vaccination is required where the work is:

- Covered by a Health Order.
- Otherwise specified by the Government.
- Where a risk assessment shows

there is a high chance of getting and/or infecting others with Covid-19 (we discuss this further below).

For example, the New Zealand Government has made it mandatory under the Public Health Response (Vaccinations) Amendments Order 2021 for border workers to be vaccinated.

Where vaccination is required for a role, it is important that employers address barriers to accessing vaccinations and set timeframes on when this should be completed by.

HOW CAN AN EMPLOYER ASSESS WHETHER A ROLE NEEDS TO BE DONE BY VACCINATED WORKERS?

To determine whether a role must be performed by vaccinated workers, employers need to conduct a risk assessment for exposure to Covid-19. This assessment applies to all workers, both employees and independent contractors.

Employers must consider:

1. The likelihood of exposure to Covid-19 while performing the role; and
2. Potential consequences of exposure on others (i.e. community spread).

If an employer concludes there is a high risk of exposure and there would be significant potential consequences of exposure on others, then the role must be performed by a vaccinated worker.

Employers must also involve workers, unions and other representatives in the risk assessment process, and when deciding how to minimise or eliminate risks of exposure to Covid-19.

ARE EMPLOYEES ENTITLED TO BE PAID FOR THEIR TIME OFF WORK TO GET A VACCINATION?

While there is no strict legal requirement for employees to be paid for their time off to get a vaccination, the New Zealand Government is encouraging businesses to support the vaccination programme by:

- Allowing staff to access vaccination centres during work hours
- Not requiring the use of annual leave, or deducting wages, for time off to get vaccinated; and
- Facilitating on-site vaccination where appropriate.

Where vaccination is required for the role, employers should consider providing special leave for this purpose.

The use of annual leave or other leave for time off to be vaccinated must be agreed to by both parties as per normal employment processes.



Employers are required to balance health and safety obligations against employees' human rights and privacy when it comes to their vaccination status

CAN EMPLOYERS ASK AN EMPLOYEE OR POTENTIAL EMPLOYEE TO TELL THEM IF THEY HAVE BEEN VACCINATED?

Health information is personal information under the Privacy Act. As such employees or potential employees cannot be required to inform their employer of their vaccination status.

There is an exception to this general position where an employee is working in a role that requires vaccinated workers.

Employees cannot be disadvantaged for not disclosing their vaccination status and employers should be mindful not to discriminate on this basis.

Where an employee has not disclosed their status or failed to provide proof that they have been vaccinated,

employers may consider that the employee is unvaccinated. It is important that this is communicated to the employee, especially if there will be consequences regarding their employment if they are to be treated as unvaccinated.

CAN EMPLOYERS DISMISS THEIR EMPLOYEES IF THEY REFUSE TO BE VACCINATED?

If the employee works in a role where vaccination is not required, then they cannot be dismissed for refusing to be vaccinated.

If an employee works in a role where vaccination is required but they refuse to be vaccinated, dismissal should be the last resort. Alternative options that should be looked at prior to a dismissal include:

- Changing the employee's work arrangements, such as the location of work and hours.
- Whether a period of leave would be appropriate (eg, if the employee is pregnant and does not wish to be vaccinated during pregnancy).
- Restructuring or transferring the employee to another role.

Usual employment law obligations to follow a lawful process and consult with the employee and their representatives remain.

Employers are not able to simply add vaccination clauses into existing employment agreements without following proper risk assessment and consultation processes.

CONSIDER THE APPROACH

Vaccination status can be a sensitive subject so employers should carefully consider their approach when discussing this with workers. It is important employers stick to the issue of vaccination only and do not make enquiries about things they do not need to know, for example if an employee's religious beliefs prevent them from being vaccinated.



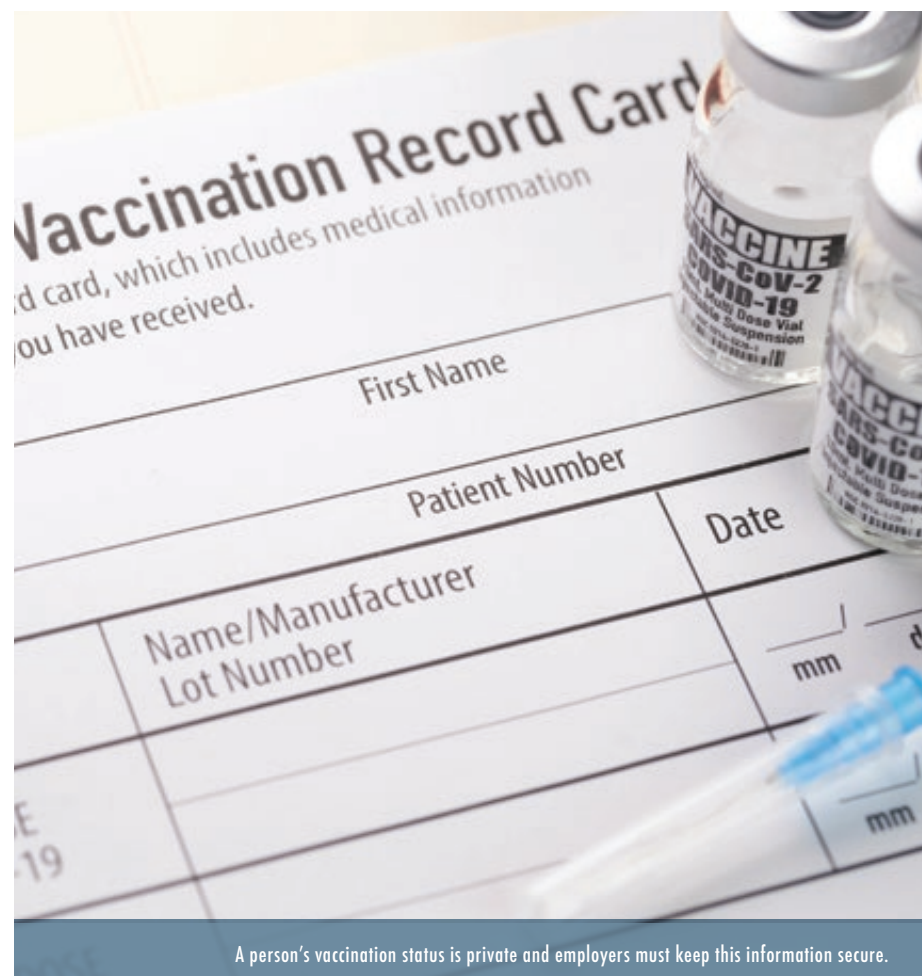
# LEGAL

## VACCINATIONS IN THE WORKPLACE CONT.

A person's vaccination status is private, and employers should be mindful to keep this information secure. Collecting, storing and accessing personal information carries obligations under the Privacy Act and any disclosures should be managed in line with the Act's requirements.

Overall, obligations of good faith and following full and fair processes under the Employment Relations Act 2000 continue to apply to Covid-19 related issues, including vaccination. In this case employers must balance obligations under the New Zealand Bill of Rights Act, Employment Relations Act, Privacy Act and Human Rights Act.

**Disclaimer:** the content of this article is general in nature and not intended as a substitute for specific professional advice on any matter and should not be relied upon for that purpose. ■



A person's vaccination status is private and employers must keep this information secure.

Need more information? If you have any questions, or would like assistance, please contact Alysha Hinton on (04) 471 9452 or at [alysha.hinton@duncancotterill.com](mailto:alysha.hinton@duncancotterill.com), or your local Duncan Cotterill advisor ([duncancotterill.com](http://duncancotterill.com)).

## 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) Can an employee be dismissed for failing to disclose their vaccination status?</p> <p>a) Yes – as a last resort and if they work in a role where vaccination is required.</p> <p>b) No – if an employee's objections are based on concerns over their physical health (eg, if they are pregnant).</p> <p>c) No – employers are not allowed to ask for vaccination status under any circumstances or for any role.</p> | <p>5) Are employees entitled to paid time off to allow them to be vaccinated?</p> <p>a) Yes, it's now a legal requirement.</p> <p>b) Yes, but only for roles that require vaccinations.</p> <p>c) No, but the Government is encouraging business to offer paid time off for vaccine appointments.</p> | <p>6) Are employees required to disclose their vaccination status if an employer asks?</p> <p>a) Yes, at all times.</p> <p>b) No, it's personal information protected by the Privacy Act.</p> <p>c) Yes, but only if an employee is working in a role that required vaccinated workers.</p> |
|---|---|---|

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BUILDING CONNECTIONS WITH TRADE CAREERS

Trade Careers tackles the tough issues to encourage more women into construction, with PlaceMakers now on board as an official sponsor to help female builders get a foot – with a well-fitted boot – in the door

Periods, pregnancy and portaloo – these and other ‘taboo’ topics are thrust into the spotlight in Trade Careers’ video series, which is part of its campaign to get more women into construction.

Brought to aspiring employees and employers by the Women in Trades Collective (WITC), Trade Careers is supported by BCITO, Connexis, Skills, and Competenz.

“Despite efforts from industry leaders and ITOs over the years to increase the number of women in the construction industry, only 13.5% of all tradies are women, with only 2.7% on the tools,” said Trade Careers Project Manager Tess Waters.



Kelly Bennet Principal Advisor for Women BCITO

“We want to significantly increase the number of women, specifically those who have lost their jobs or who are underemployed due to Covid-19, entering the trades – with special attention being paid to Māori and Pasifika women.”

INVESTIGATING THE INTEREST

While many industries are striving to improve diversity, Waters said one of Trade Careers’ first moves was to determine appetite – both from perspective employees and employers.

“Just because an industry body wants something, doesn’t mean the people on the ground are on board; so we decided to find out what level of interest was out there, and what barriers might need to be overcome to turn interest into employment.”

Trade Careers commissioned two surveys – one to gauge women’s level of interest in the trades and one to gauge employers’ attitudes towards recruiting female staff and explore any uncertainties they might have about making it happen.



Trade Trailblazers (l-r): Jordy, Liz, Jazz, Billie, Nikita, Joy and Tegan

“On the employer side, most respondents were either really keen (with some already employing women), in the middle, or not keen at all,” said Waters. “What we found was that the ones in the middle could be swayed, providing support was available for their areas of concern.”

INVESTIGATING THE ISSUES

A key aspect of both surveys focused on detailing the real or perceived barriers to entry into the workplace. The video series is a direct response to these, and covers a variety of concerns for both parties, including how to manage a pregnant employee, who to talk to if “everything turns pear-shaped”, and if employers need to do anything about women’s periods.

“While some of the topics discussed may seem surprising to those in other industries, our goal was to ensure all concerns were addressed. If something could stop an employer from employing a woman, or a woman from applying, it’s worth some discussion.”

THE PERFECT MATCH

To help connect these two groups, Trade Careers organised a pilot programme with 44 women, most of whom are looking for a change in career rather than embarking on one.

“It’s incredible to see the number of older women who are looking to reinvent themselves and get into the trades – they come from a wide variety of industries and more than 60% are over 40 years old,” said Waters. “Then again, given that 22,000 women lost their jobs due to Covid, and the trade shortage is top of mind at the moment, maybe it’s not that surprising.”

To introduce these women to potential employers, Trade Careers organised a ‘matchmaking’ event, where the 44 women would meet with 35 registered employers. Unfortunately, due to the recent Level 4 lockdown, the

event had to be moved online; however, Waters said that hasn’t dampened anyone’s enthusiasm or the outcomes.

“Moving to an online approach meant we had to individually match-make everyone, but it has actually been really successful, with job offers and opportunities for support coming in thick and fast.”

THE PERFECT FIT

PlaceMakers, keen to get involved and help encourage diversity within the industry, made contact with Waters to find out how PlaceMakers could help. Now an official sponsor, PlaceMakers is playing its part by helping get the women in the pilot programme kitted out for work.

“A big barrier for women entering the trades is access to well-fitted PPE gear,” said Waters. “PlaceMakers answered the call and we are so excited to be working with them!”



Jazz Gregg-Schofield - Electrician

Stay tuned in upcoming issues of *Under Construction* to find about more about the ‘matches’ and how they are progressing! ■

BUILDING ACTIVITY ON THE UP

Residential sector drives increase in building activity in the June 2021 quarter

The volume of building activity in New Zealand rose 2.0% in the June 2021 quarter, compared with the March 2021 quarter, according to Stats NZ.

“The June quarter showed high levels of building activity volume and follows a 4.1% increase in the March quarter,” said construction statistics manager Michael Heslop.

Residential building activity drove the increase, rising 4.2% in the June 2021 quarter, while non-residential building activity fell 1.5%.

These seasonally adjusted volume estimates show quarter-on-quarter changes in building activity after removing the effects of construction cost changes and typical seasonal patterns. Volumes are calculated at September

1999 quarter prices. Between the March 2021 and June 2021 quarters, residential building costs rose by 4.3%, and non-residential building costs by 3.1%.

COMPARISONS WITH JUNE QUARTER 2020

The total building value was \$7.2bn, up nearly 50% from the Covid-19-impacted June 2020 quarter.

Within this, residential building work rose 59% to \$4.9 billion in the latest quarter, and non-residential work rose 33% to \$2.3 billion.

By region, the actual value of total building work in the June 2021 quarter, compared with the June 2020 quarter, was:

- \$2.8 billion in Auckland (up 37%).
- \$777 million in Waikato (up 62%).



Waikato saw the largest increase in the volume of building work between June 2020 and June 2021

- \$647 million in Wellington (up 47%).
- \$1.3 billion in Rest of North Island (up 77%).
- \$1.0 billion in Canterbury (up 57%).
- \$730 million in Rest of South Island (up 42%). ■



CCA PASSES FIRST READING

The Construction Contracts Act (Retention Money) Amendment Bill aims to further ensure retention money set aside for subcontractors goes to subcontractors – even if the company they’re working for goes into insolvency

The new Bill seeks to strengthen and clarify the retentions regime under the Construction Contracts Act, which came into force in 2015 to protect retention money owed to subcontractors in the event of a business failure, and to ensure retention money withheld is responsibly managed.

The proposed changes address a key criticism of the Act, which was the absence of any penalties for companies which didn’t comply with the new regime around non-retention. In terms of strengthening, an increase in penalties for non-compliance – \$200,000 for companies, and \$50,000 for directors – is being brought in.

“Every worker and small businessperson deserves to be paid for work they have done,” said Minister for Building and Construction Poto Williams in presenting the Bill.

“Hard-working subcontractors need to feel confident that they will be paid what they are owed, so they can concentrate on building the houses, schools and hospitals across the country this Government has committed to.”

Under Construction previously reported on updates to the Construction Contracts Act in 2016. Changes at the time meant retention money under commercial construction contracts had to be held on trust beginning 31 March 2017. However, penalties for failure to comply with the Act weren’t especially strong at the time.

NEW OBLIGATIONS

According to Minister Williams, a recent review highlighted ways it could be strengthened further.

“The proposed changes in the Bill reflect the findings of the review and will provide subcontractors with greater protection and confidence that in the event of insolvency, the money they are owed is still safe,” he said.

“The protection and transparency of retention money also helps maintain steady cash flow for construction businesses and supports economic recovery efforts underway in the building and construction sector due to Covid-19.

“The Bill was developed following targeted consultation with the building and construction sector.”

A key aspect of the new Bill includes offences and penalties for the company and its directors if they do not comply with the new requirements. If a contractor company fails to comply, it commits an offence and is liable for a fine up to \$200,000. If a company commits an offence, its directors are also deemed to have committed an offence and are liable for a fine up to \$50,000.

Changes proposed by the bill include the following:

- Retention money must be placed on trust as soon as possible by a contractor for a subcontractor (or other party for whom retention money is being held).
- Retention money must be held on trust separately from other money or assets of the contractor.
- Retention money must be held in a trust account in a registered bank in New Zealand or in the form of complying instruments (such as an insurance policy or a guarantee).

The Bill also introduces continuing disclosure requirements, saying the contractor must provide information about the money to the other party in the contract. This must be disclosed when the money is first retained, and then at least every three months thereafter. If a contractor becomes insolvent, the receiver or liquidator then becomes the trustee of the retention money for the purpose of collecting and distributing it.

The Transport and Infrastructure Select Committee will soon call for public submissions on the Bill. ■



The Construction Contracts Act aims to protect retention money owed to subcontractors in the event of a business failure, and to ensure it is withheld and responsibly managed

LIABILITY AND INDEMNITY



Liability and indemnity insurance can be a tricky issue to deal with, so it’s important you’re aware of some of the potential risks and grey areas

With a large customer base operating in the construction trades, we deal with a lot of liability claims. There are some issues that, while not common, could trip you up if you are not aware of them.

THE RIGHT OCCUPATION

Liability and professional indemnity policies cover the insured person for the occupation and/or activities shown on the policy. For example, if your occupation is shown as a plumber, but you also do some roofing work, then a claim related to roofing may not be covered as you are only insured for the activities of a plumber. Make sure when you take out cover, or renew it, that your policy accurately reflects what you do.

DELAYED NOTIFICATION

While we appreciate that it is often tempting to try to resolve an issue before bringing it to your insurer’s attention, this can jeopardise your cover if you need to make a claim later. Your insurance contract obliges you to notify the insurer of a potential claim, and they have the right to become involved.

For example, if you negotiated with a customer and made an offer, or rejected one from them, you may find that your insurer restricts what you can get as part of a claim to those previously made or rejected terms. Usually the insurer will only have cause to do this if your early admission of liability or offer of settlement has prejudiced their handling or settlement of the claim.

Liability and professional indemnity policies cover the insured person for the occupation and/or activities shown on the policy. Make sure when you take out cover, or renew it, that your policy accurately reflects what you do

PRIOR LEGAL COSTS

Similarly, if you have engaged a lawyer and incurred costs before getting your

insurer involved you may find that they won’t cover those fees.

CLAIMS OR CIRCUMSTANCES AT RENEWAL

When you renew your policy, you must tell the insurer if you are aware of any potential claims or circumstances that could give rise to a claim. Failure to do so at renewal may result in a future claim being declined or cover limited.

IN A NUTSHELL

Liability and indemnity cover can be incredibly complicated, and claims can be costly. Getting the right advice and support is key to achieving the right outcome. Not every event is covered, but a better understanding of how the policies work will reduce frustration and misunderstanding of what you are and aren’t insured for. ■

Builtin are New Zealand’s trade insurance experts.

For more information visit [www.builtininsurance.co.nz](http://www.builtininsurance.co.nz) or contact Ben at [ben@builtin.co.nz](mailto:ben@builtin.co.nz) or 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!

- 7) When might an insurer refuse to cover legal fees?

  - a) If you’ve already engaged a lawyer and incurred costs prior to contacting your insurer.
  - b) If legal proceedings finds against you.
  - c) If you win your legal proceedings.
- 8) What does liability and professional indemnity insurance cover?

  - a) The tradesperson, no matter the activity carried out.
  - b) The specified trade – for example, a plumber is only covered for plumbing work they do, not additional tasks such as roofing.
  - c) Work carried out by any staff member or contractor.
- 9) When should you notify your insurer of an issue?

  - a) When you’ve resolved an issue, but still need to make a claim.
  - b) Never – it’ll only make your premiums go up.
  - c) If you anticipate the need to make a claim.

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.





# THE SUCCESSFUL BUILDER

## HOW A FOUR-DAY WEEK CAN WORK



Moving to a four-day work week would give you and your employees more time to live their lives outside of work. Photo credit: Dan Sharpe

### Moving to a four-day week can bring tremendous benefits for businesses prepared to try something new

How many of these problems do you suffer from?

- Can't get good staff.
- Not getting great responses to adverts.
- Can't come up with a compelling offer without pricing yourself out of the market.

What if you could solve these problems by offering prospective employees something they can't refuse, while retaining your competitive place in the marketplace?

Maybe you can, thanks to four-day weeks.

How much of a difference would 40 days of additional paid holiday every year make to your recruitment efforts and staff satisfaction? Your employees would have more time to live their lives, more time to work on their own projects and more time to chill with their family.

Four-day weeks can provide your team with tremendous advantages. Sure, you need to gain buy-in to work 10-hour days (and it may not always work in winter) but the advantages are plentiful. Or if that is too much of a stretch, what about a nine-day fortnight with 20 days additional holiday?

Think any builders would be interested? I'm sure there would be some.

#### ADVANTAGES OF A FOUR-DAY WORK WEEK

1. Reduced set-up time. Do a mental calculation on how much time is spent setting up and packing down each day. If you were to transition to a four-day working week, then you could reduce that setup time by 20%. This can add up to considerable savings over a year.
2. Less travel time. A four-day week reduces travel costs by 20%, which adds up to considerable savings over the year.
3. More catch-up time. Working a four-day week gives you an additional four days every month that you can draw on, if necessary, to catch up on a job that might have been held up.
4. More money. Some members of your team may wish to earn additional money by working extra hours. With some proper organisation, you may be able to find additional hours of work while still giving them a normal weekend. For example, you might use them to clear your small maintenance/repair jobs.
5. Happier clients. Some renovation clients may appreciate you not being on-site every day of the week, yet they still get their renovation completed in the same overall time.
6. Faster job turnaround. Alternatively, some clients may wish you to complete their job as fast as possible. With the pattern of 10-hour days, you may be able to stagger your team,

so that you have team members on-site all five days.

7. Longer holidays. Some team members may be happy to work five x 10-hour days for several weeks on end (especially in good weather) and then have a longer break. For example, a full week and two weekends off after 3-4 weeks of work. Sure, it takes careful scheduling, but this would be attractive to some – especially to those that like to take long holidays.
8. Fresher team. A four-day week will probably appeal to active people, who like to stay fit and healthy – they may be (extreme) sportspeople who appreciate the additional time off to do their thing. Such active people are usually fitter, more prepared to adapt to new ways of doing things and more able to cope with the rigours of building.
9. Increased management time. If you are the kind of person who needs to visit your sites every day, then moving to a four-day week can reduce your project management visits by 20%.
10. More client-focused time. Arranging client meetings during, or after, busy days is always a challenge.

However, moving to a four-day working week allows you to schedule some (or all) meetings onto a meeting-focused day. Further, it also allows you to do your pricing during the day when you are fresher.

Moving to a four-day working week is not for everyone, and some team members wouldn't be able to work 10-hour days. However, there may be some who are willing to give it a try.

**A four-day week reduces travel costs by 20%, which adds up to considerable savings over the year**

This idea has been tried here and overseas, and in some cases has led to an increase in productivity without an increase in the number of hours worked each day; ie, the same amount of work has been achieved in 32 hours!

This may be a challenge in construction, but not an insurmountable one. Better people, better utilisation of resources, careful scheduling and goal setting may lead to higher productivity.

The main thing is to get the team involved. If they like the idea then get them to look for better ways to work, better utilisation of tools and equipment, better site planning and better management. It's amazing how much creativity is released when a target is agreed upon. You may be surprised by the innovative ideas of your team if they enthusiastically embrace the possibility of working fewer days.

#### IMPLEMENTATION

- Research and see what others have done.
- Make a list of possible benefits of moving to a four day week.
- Create a picture of what life could look like if you were to implement a four-day working week.
- Share the idea with your team and explore some of the merits.
- Work together to find workable solutions.
- Test. You probably won't get it right the first time.
- Enjoy. ■

Graeme Owen is a builders' business coach at [thesuccessfulbuilder.com](http://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](http://thesuccessfulbuilder.com/book-15-min-sales-call) or join Trademates and connect with builders who are scaling too: [www.facebook.com/groups/TradeMates](http://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!

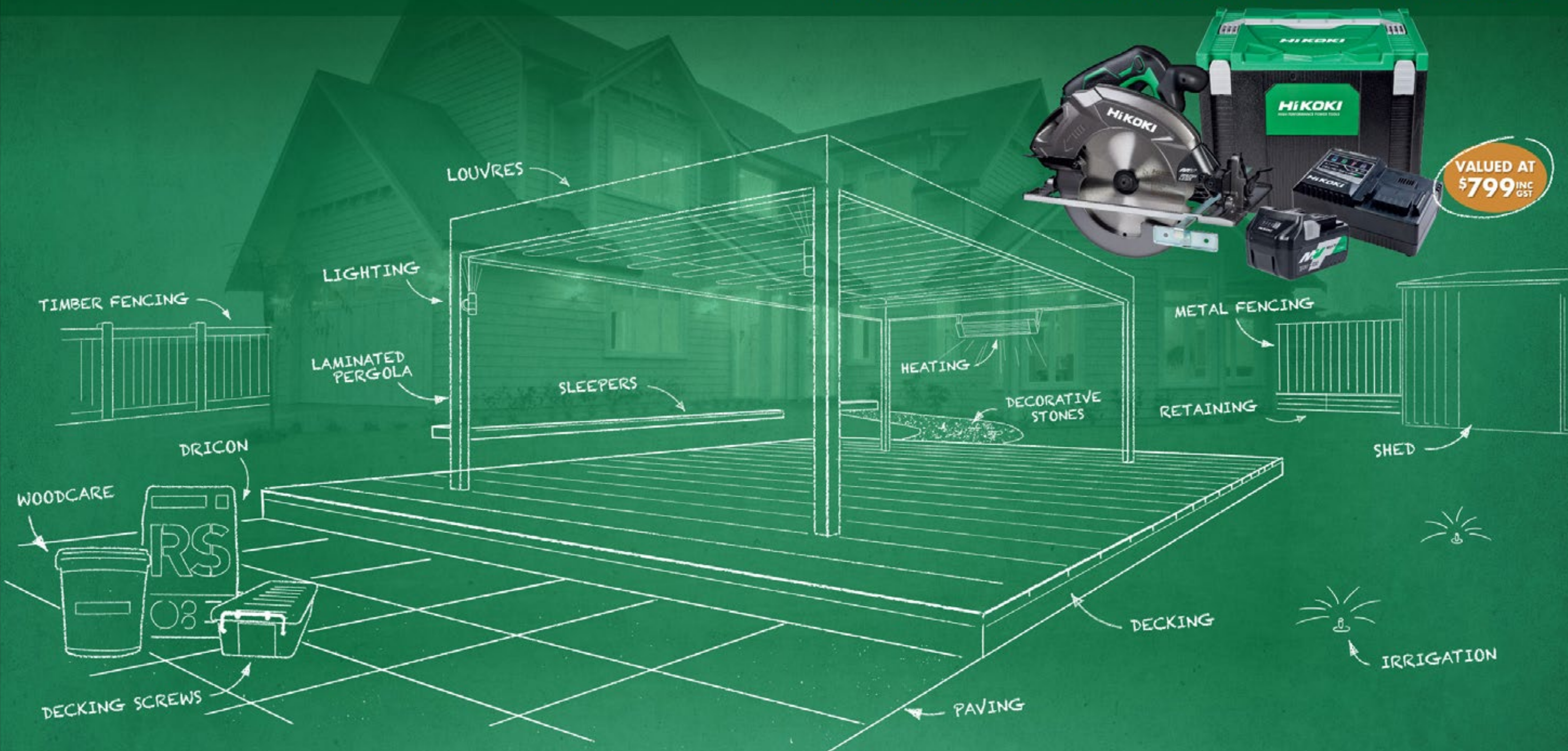
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|--|---|--|
| <b>10)</b> Which of the following is NOT a possible advantage of a four-day work week?<br><br>a) Reduced set-up time.<br>b) Less sick days.<br>c) Happier clients. | <b>11)</b> By what % would travel and set-up time be reduced in a four-day work week?<br><br>a) 5%.<br>b) 10%.<br>c) 20%. | <b>12)</b> A four-day work week could consist of:<br><br>a) 4x 8 hour days.<br>b) 4x 10 hour days.<br>c) 4x 12 hours days. |
|--|---|--|

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to selected landscaping products. The HIKOKI C36070A Cordless 185mm Circular Saw with Multivolt Battery, Charger and Stackable System Case giveaway is limited to 250 nationwide and a max of one per qualifying trade account. The first 250 qualifying customers will receive a HIKOKI C36070A Cordless Circular Saw Kit which will be available from the winner's PlaceMakers branch no later than 29<sup>th</sup> April 2022. Prizes are not redeemable for cash or any other product or service. Further terms and conditions apply. See [www.placemakers.co.nz/landscapingtradedeal/](http://www.placemakers.co.nz/landscapingtradedeal/) or in-store for details.



INDUSTRY FEATURE

CONSTRUCTION JOBS ON THE RISE

Statistics show construction sector leading recruitment growth in New Zealand as businesses report higher incomes as result of post-lockdown building boom

Stats NZ reports that the number of filled construction jobs has increased by 2.2%, or approximately 3,700, from the March 2021 quarter. The growth represents the largest rise in any industry for the period March 2021 – June 2021 and continues a positive trend that has seen the number of construction jobs increase by 7% since the beginning of the Covid-19 pandemic.

“The rise in construction jobs reflects the increase in demand for construction experienced since the start of 2021,” said Stats NZ business insights manager Sue Chapman.

Total sales in the June quarter were \$20.4 billion, up \$326 million (1.6%) from the March 2021 quarter. Actual purchases rose \$4.8 billion (49%),

and salaries and wages rose \$583 million (20%) in the June 2021 quarter compared with the June 2020 quarter.

The value of building work put in place was 5.3% higher in the June quarter, following a 5.5% rise in the March quarter (seasonally adjusted).

While job and earnings growth were positive on average for New Zealand, the North Island performed more strongly, with the exception of the Wellington region, which had about 0.5% or 1,250 fewer jobs than the March quarter.

**DOMINO EFFECT**  
“Along with the increase in filled jobs in the construction industry there were also increases in supporting industries, such as architectural and engineering services,” said Chapman.

Professional, scientific and technical services went up by 1.4%, or 2,300 jobs. ■



Construction jobs grew by 3,700 between March and June 2021

PROVE YOUR KNOWLEDGE

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



CODEWORDS  
ISSUE 102

①		⑤	
②		⑥	
③			
④			

UNDER  
CONSTRUCTION

1)		6)		11)	
2)		7)		12)	
3)		8)			
4)		9)			
5)		10)			

OCTOBER/NOVEMBER 2021

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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