

BUILDING TODAY



THE OFFICIAL MAGAZINE OF THE REGISTERED MASTER BUILDERS ASSOCIATION

VOLUME 26 NUMBER 10
NOVEMBER 2016

www.buildingtoday.co.nz

REGISTERED MASTER BUILDERS

IN ASSOCIATION WITH CARTERS

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CALLUM BRYSON:
NATIONAL
APPRENTICE
OF THE YEAR,
AND MARRIED
— IN THE SAME
WEEKEND!

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FROM THE EDITOR

It's one of the major problems confronting the New Zealand construction industry today, and one that threatens to hold back the industry's ability to get to grips with the housing shortage.

Yes, it's the shortage of labour and, more specifically, the insufficient number of young people in trade apprenticeships.

In this issue, we speak to a range of apprentice suppliers, government agencies, companies, training organisations and business experts about the current situation.

And what a busy weekend that was! We profile the Palmerston North man who won the Apprentice of the Year competition recently — and then got married the following day!

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

ISSN 1171-1264 (Online)

Life-changing 24 hours for 2016 Apprentice of the Year



National Apprentice of the Year Callum Bryson concentrates hard while constructing a playhouse during the national Apprentice of the Year competition held in Auckland recently.

Palmerston North's Callum Bryson had an exciting 24 hours recently, being named the Registered Master Builders Carters 2016 Apprentice of the Year and tying the knot the following day.

The 25-year-old, employed by McMillan & Lockwood PN Ltd, said he was quite amazed at winning the national award, as there was some pretty stiff competition.

"Apprentice of the Year was such a fantastic opportunity, and to come out on top was an awesome result. And then to get married the next day was the cherry on top — it was definitely a weekend I will never forget!" he says.

Callum says he entered Apprentice of the Year to compete against the best of the best in the industry.

"The competition brings together the best carpentry apprentices from all over New Zealand, and I wanted to test myself against them. There are also some fantastic prizes on offer which is an added bonus!" he says.

All three placegetters in this year's competition were from the commercial sector, illustrating the strong presence of commercial builders in the sector and the breadth of opportunities available for future apprentices.

Callum says the highlight of the competition was working alongside his fellow apprentices building playhouses, which were donated to local schools.

"It was great working alongside all the other guys. They are all bloody good chippies and I learnt a lot from them throughout the competition," he says.

The national judges said Callum was a deserving winner — passionate, with an outstanding breadth of knowledge across the sector.

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Above: Registered Master Builders Carters 2016 Apprentice of the Year Callum Bryson (centre) with, from left: BCITO training advisor Darryl Lark, father Kevin Bryson, employer Rob Pedersen from McMillan & Lockwood PN Ltd, and friend Keith Ritchie.



Left: Registered Master Builders Carters 2016 Apprentice of the Year placegetters, from left: Third placed Ryan Tesselaar, winner Callum Bryson, and runner-up Wade Puklowski.

“Callum is a strong all-rounder, achieving excellent results at every stage — the written submission, interview and practical challenge,” they said.

“While modest and humble, he has proven himself as a very capable leader, with a fantastic career ahead of him.”

Callum wants to encourage future apprentices to get into the building trade, saying it’s a great time to be an apprentice.

“The construction industry is experiencing massive growth at the moment, and it’s fantastic to be reaping the rewards from it,” he says.

Apprentices, employers and young people aspiring to be part of the construction industry are also encouraged to join the Facebook page at www.facebook.com/registeredmasterbuilders.

The Registered Master Builders Apprentice of the Year competition is made possible thanks to principal sponsor Carters, the Building and Construction Industry Training Organisation (BCITO), and supporting sponsors the Ministry of Business, Innovation and Employment (MBIE) and APL through their Altherm, First and Vantage brands.



The 10 Apprentice of the Year finalists put their skills to the test by building playhouses which were donated to local schools.

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- Electrical Apprentice of the Year winners announced, page 14.

New build embraces neighbourhood's traditional architecture

Gareth Collins of Gareth Collins Building Ltd was overwhelmed when he found out his Strandon project was named the Taranaki Registered Master Builders 2016 Supreme House of the Year, as well as being awarded a Gold Award and Category win for the Nulook New Home \$650,000 - \$1 million Award, and the Heart of the Home Kitchen Award.

Mr Collins said winning the award was a career highlight, and was incredibly rewarding for all those involved.

"We had the whole team at the awards, as well as the clients, and everyone was just buzzing. It's fantastic to be recognised for your hard work," he says.

Mr Collins says the style of the home was a stand-out feature — being built as a traditional 1940s character home — but explains the size of the site was a challenge.

"There were some amazing tiled and timber features throughout the home, both inside and out, which contributed to the traditional style of the home," he says.

"The size of the site was limited though — we didn't have much room to move, and we also had to deal with some foundation issues before we could progress with the build."

Judges were impressed with the carefully designed home, which was built on a very tight and narrow site amongst other established homes.

"The home is designed with a clever interplay of space and light. The two-storey lounge space is a dominant feature which contains highlight windows, creating a dramatic effect and allowing light to flood down into the space," they said.

"With a combination of brick veneer, cedar board and careful detailing, this home not only reflects the architecture of the neighbouring homes, but provides a home designed for comfortable living."

Mr Collins says winning the award gives the company more recognition amongst the public and their peers.

"Winning the award creates more trust and confidence with potential clients as it shows the high standard of our work," he says.

He praises the Registered Master Builders



This Strandon, New Plymouth, home was named the Taranaki Registered Master Builders 2016 Supreme House of the Year. It was also awarded a Gold Award and Category win for the Nulook New Home \$650,000 - \$1 million Award, and the Heart of the Home Kitchen Award.



Association for their esteemed reputation, the support they provide to members, and the guarantee scheme.

Gareth Collins Building Ltd is looking forward to the national competition this month, and the opportunity to meet like-minded people in

the construction industry.

The Awards are made possible through the support of PlaceMakers, Master Build Services, GIB, Nulook, Future-Proof Building, Carters, Plumbing World, Resene and Bunnings Trade.

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Blenheim renovation a striking transformation

George Guthrie of George Guthrie Construction was extremely happy when he found out his Blenheim renovation was named the Nelson Marlborough West Coast Registered Master Builders 2016 Supreme Renovation of the Year, as well as being awarded a Gold Award and Category win for the Renovation Award \$250,000 - \$500,000.

Mr Guthrie says he was incredibly proud of his team, and winning the award was a fantastic recognition of their hard work.

“This was our first time entering the House of the Year competition, so winning the award was a nice surprise and a great achievement,” he says.

Mr Guthrie says the many angles of the home and sloping ceilings were stand-out features, but were also the most challenging aspects of the renovation.

“The angles of the home were definitely unique, but working with angles and unlevel ceilings made the renovation a lot more challenging. We had to work with precision to make sure everything was aligned seamlessly.”

Judges were impressed with the home’s clever architectural transformation, and praised the builder, architect and artistic home owner.

“This renovation converted an existing 1970s double garage into an art studio, attached to a fully functional one-bedroom contemporary home for the live-in artist,” they said.

“A clever use of materials showed that the budget didn’t limit quality, form or function. The use of recycled rimu vertical boarding, staggered painted brick veneer, sharp black aluminium joinery and a cleverly angled sloping roof provides the basis for this striking transformation.

“This was an extremely well-crafted renovation, with attention paid to the small details.”

Mr Guthrie said winning the award has increased the company’s recognition and credibility in the industry.

“The renovation was an extensive project — in many ways it was like a rebuild, so it’s great to be acknowledged for our hard work and our high standards,” he says.



This Blenheim renovation was named the Nelson Marlborough West Coast Registered Master Builders 2016 Supreme Renovation of the Year. It was also awarded a Gold Award and Category win for the Renovation Award \$250,000 - \$500,000.



Mr Guthrie praises the Registered Master Builders Association for their support to members, the recognition of quality amongst the community, and being able to enter awards such as the House of the Year.

George Guthrie Construction is looking forward to the national competition this

month, and being able to see the range of new builds and renovations that have been taking place across the country.

The Awards are made possible through the support of PlaceMakers, Master Build Services, GIB, Nulook, Future-Proof Building, Carters, Plumbing World, Resene and Bunnings Trade.





New Devonport Library a community haven

Blending perfectly into its park-like surroundings, the Devonport Library is attracting more visitors and a positive response from around the globe.

When a replacement for the existing dated, dark and leaking Devonport Library on Auckland's North Shore was first proposed, it divided the community. Many opposed the new building and questioned the need for it.

But the Devonport Library, winner of the James Hardie Commercial and Civic category, and the value award between \$5 and \$15 million, at this year's New Zealand Commercial Project Awards, has been popular with the community since it was first opened in February 2015.

Visitor numbers have increased, critics have been enthusiastic, and in July 2015, it was one of only five libraries globally shortlisted for the Public Library of the Year Award.

According to the judging panel, it would be easy to miss the new library if you are heading towards the ferry because, although it is a substantial building, "it sits quietly amongst the trees, a peaceful haven" in the park.

The \$7.8 million library building, designed by Athfield Architects and built by Naylor Love Construction, has 950sq m of floor space (including a mezzanine floor area), but sits within the same footprint as the former library on Windsor Reserve.

Complete with a secret door between the children's area and the community meeting room and anti-fight pillow seating squabs, the library has been fitted with a microchip-activated cat door for the

elderly resident cat, Benjamin.

Other innovative design features include the natural ventilation system which keeps the air at an ambient temperature using louvred windows and the building's natural air flows, and a series of "snug" areas and subtle acoustic panelling that allow the library to be used for different purposes at the same time.

A floor-to-ceiling glass wall with the louvred windows on the north, and a curved prow towards the sea, are all clad externally in cedar and internally in pine plywood.

A veranda wraps around the front entranceway, and the windows frame the harbour views on the south and east sides of the building.

Inside, the library is given warmth by using natural materials, with a welcoming, domestic atmosphere.

A pine plywood-clad internal staircase is itself a book shelf, new meeting/study rooms have

been developed, the former Devonport Borough mayoral chair is incorporated into living room-style seating, and wide gas fireplaces have been built upstairs and down.

Judges acknowledged the project team's challenges of working on an historic site and under community scrutiny.

"Replacing the public library amongst protected trees, on an historic site in the centre of Devonport was always going to be fraught," judges said.

"However, the result is wonderful — a delightful timber building with intimate views of the park and glimpses of the harbour beyond, happily housing an eclectic mix of local artefacts, and providing a gathering place for disparate community groups."

Entries for next year's Commercial Project Awards closed last month.

Winners will be announced at a national gala event on May 12, 2017, in Auckland.



Country's most colourful building may begin construction next year



The Hundertwasser Art Centre, to be built in the Town Basin marina in Whangarei, is being supported by the Northern Branch of the Auckland Registered Master Builders Association.

By Michael Botur

The Northern Branch of the Auckland Registered Master Builders Association is fundraising to help get construction of the Hundertwasser Art Centre underway.

Work on the \$16.25 million Whangarei facility known as the Hundertwasser Art Centre with Wairau Maori Art Gallery (HAC) will begin in 2017 if funding is completed.

The HAC will be the last authentic building in the style of the man who called himself Friedensreich Hundertwasser.

Mr Hundertwasser was an Austrian who first fell in love with Northland in 1973, spent decades contributing artwork to New Zealand, and gained citizenship just before his death here in 2000.

The building is expected to significantly boost tourism, particularly in Whangarei and also in Northland as a whole.

Its Maori art gallery component will be the only gallery in the country exclusively dedicated to Maori art. HAC will host original, exclusive Hundertwasser artworks gifted by Austria's Hundertwasser Foundation.

Mr Hundertwasser lived near the Bay of Islands in his later years. His unmistakable style — flamboyant colours combined with delineated shapes representing the fluidity of natural forms — is found throughout Northland, where hundreds of letterboxes, walkways, bollards and murals are painted in a style emulating the man who came to be a local hero.

Hundertwasser-style buildings are found across the world, from Austria to Tokyo, although New Zealand currently has just one small building — the public toilets in Kawakawa.

In Whangarei, Andrew Garratt and the Prosper Northland Trust have been running the Yes! Whangarei campaign for three years, although the HAC proposal dates back to 1990.

In 2015, Whangarei's citizens voted in a referendum to decide what to do with Whangarei's vacant Harbour Board Building at the Town Basin marina, and whether HAC could be given the land as well as \$2.8 million in Whangarei District Council funding. A large majority voted in favour of the HAC over alternative options.

Construction of the HAC will not commence until the whole \$16.25 million has been raised, although the first stages of some sort of

Hundertwasser construction in central Whangarei have begun.

Currently, \$11.1 million has been raised thanks to grants from central government, local government, businesspeople across the country and Northland citizens drip feeding affordable donations.

The first stage of the HAC is a "folly" construction called Te Kakano. This is currently being built beside the location of the HAC, and will be a five-metre high spiral-shaped viewing platform.

Te Kakano will be built using reinforced concrete block construction, and its cladding will be adorned with tiles, black and white chequers, spheres and curved steel in Hundertwasser's idiosyncratic style.

One of the most quintessential Hundertwasser design features was that the buildings he designed usually had roofs with a layer of soil, grass and trees — thus, Te Kakano will have a garden rooftop lookout.

"Building Te Kakano will be an opportunity for local artists, builders and craftspeople to master techniques such as mosaic required ahead of the final HAC build," Mr Garratt says.

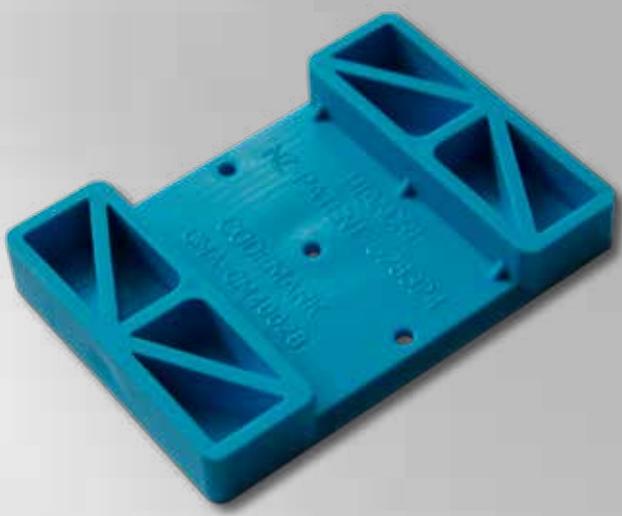
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Details revealed of new 1200-home development for South Auckland



An artist's impression of the new 1200-home residential development underway in Mangere, Auckland.

Work is expected to get underway soon on the first stage of a significant new residential neighbourhood of more than 1200 homes on the edge of the Manukau Harbour.

The 14-hectare master-planned Market Cove development in Favona next to Mangere Bridge will ultimately become home to around 4000 people.

Consisting of a combination of architecturally-designed terraced houses as well as apartments, the first stage will focus on the building of 38 two-storey terraced homes, and an apartment complex that will consist of 196 apartments within two six-storey buildings and one four-storey building.

Large common areas are set to be a key feature of the development. A central park of approximately 5000sq m is proposed to be used for sports and leisure adjacent to the community centre that will be available for public use and to host events.

A small retail precinct with cafes and convenience services near the central park will also support a weekend market space, and is expected to create a vibrant centre for the community to enjoy.

Although pricing for homes is yet to be set, early indications are that 20% of homes will be under \$600,000, with 70% under \$750,000.

Market Cove general manager Guy Taylor says having refreshed earlier plans for the development, they're excited to be in delivery mode now, with Market Cove not reliant on bank funding to proceed.

"The north-facing development captures views of One Tree Hill, Mangere Mountain and the Manukau Harbour which will enable the community to enjoy its natural surrounding environment," Mr Taylor says.

"Market Cove is well positioned to also take advantage of the new motorway link to the CBD that is expected to open in early 2017. It is also right next door to the popular Mangere Bridge and Ambury Regional Park, and only 8km from Auckland International Airport," he says.

"With a high level of amenity proposed in the form of a number of large common gardens, linear and pocket parks, and a new coastal esplanade featuring walking and cycling tracks, Market Cove will promote an active and healthy lifestyle and a tight knit and nurturing community that is connected to its surroundings."

Mr Taylor says the first stage of construction will focus on the 38 terraced townhouses, designed by architects Young + Richards, located on the western edge of the site accessed by Mahunga Drive.

"The terraced homes are all about architecture that optimises interaction with the surrounding streetscapes and urban realm. With stylish simplicity and well considered interior layouts, the terraced homes will offer two, three, four and five-bedroom options."

Lemauga Lydia Sosene, chair of the Mangere-Otahuhu Local Board, says the development and the new wave of residents that will come with it will be great for the economic and social growth of the Favona-Mangere area.

"I'm also encouraged by the level of design and quality urban planning going into Market Cove and the array of community facilities that will be on offer, including the rejuvenation of the harbour frontage, which I'm sure will make it a fantastic asset for the wider community."

Construction on the terraced homes is estimated to be completed in the second half of 2017.

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New Zealand's top apprentice electricians named

Two bright sparks from Auckland have taken out the 2016 Electrical Apprentice of the Year competition (the Master Electricians Challenge), the country's toughest contest for apprentice electricians.

The pair were among 10 finalists, selected during knockout heats around the country, who took part in the gruelling three-day final at the Hilton Lake Taupo.

All finalists had to face a business structure challenge and five workstations to complete a range of tasks designed to replicate a "real industry" setting using the latest technology, with the winner of each also awarded a prize.

The overall winners, found from accumulative points, were:

- Chabb Chia, 21, from Parau, West Auckland, employed and trained by etco and hosted by Team Cabling, who won the Domestic/Commercial division.
- Logan Sanders, 20, from Port Albert, also employed and trained by etco and hosted by Dalton Electrical, who won the Industrial division.

The pair each won a range of prizes and the prestigious title of Electrical Apprentice of the Year.

The winners of individual modules were:

Domestic/Commercial Division

NHP's Switchboard Module — wiring of a commercial switchboard utilising neutral screen and contactor control wiring: Sarah Pye, Dunedin.

Marley Conduit Module — using multiple types of conduit and trunking for a variety of cabling applications — underground, solar, and extreme temperatures: Chabb Chia, Auckland.

Philips Energy Efficient Lighting — Dyalite intelligent lighting control and LED lighting: Chabb Chia, Auckland

HPM Legrand Home Automation Module — using the My Home product family to wire and programme a house for home automation and energy efficiency: Matt Dixon, Murupara.

Vynco Testing Module — full testing of an installation with M.E.N and distribution boards also utilising the ME Hub app to record and email test results for marking: Matt Dixon, Murupara

J A Russell Ltd "Know Your Costs" Module, which all Domestic/Commercial and Industrial finalists competed in — with a focus on how you should run your business and charge out your time: Harmony Court, Auckland.

Industrial Division

The five Industrial modules were sponsored by NHP-Rockwell Automation, and four of the five modules were won by Logan Sanders, including:

- VSD Module — programming to run a conveyer at varying speeds.
- Safety Relay Module — an industrial application to ensure operator safety under all conditions.
- PLC Module — programming via a laptop to operate a conveyer as per the specifications.
- Relay Logic module — focused on retrofitting a motor into older machinery.

The fifth module, HMI, was to programme the visual display, to show and control the function of a conveyer, and was won by Darko Tomovski, Auckland.

Master Electricians operations manager Bernie McLaughlin said the calibre of entrants was extremely high this year.

"Judges were really impressed at how swiftly and efficiently the contestants responded to these challenges. They were tested to the limit and performed exceptionally well."

As apprentices, the contestants have all been paid while learning, and have gained experience working across a wide range of electrical jobs.

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Independent testing compared the installation time of Dux SecuraGold™ versus a number of trade hot & cold piping systems.

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Below is a comparison of average installation times in minutes of SecuraGold™ (PB-1) versus one system - Rifeng Crimp (PEX), based on multiple installations in testing, and with timings corrected to take into account installer speeds.

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Helpline Questions

Intertenancy Noise Control

With an increasing population in the bigger centres, the number of buildings requiring intertenancy solutions for noise control is increasing; Having a good understanding of noise control is important for builders, especially if the design and on site performance require verification.

Here are some of the common noise control questions received on the GIB® Helpline.

Q1. What does a noise control of STC 55 stand for?

A1. STC stands for Sound Transmission Class and essentially is a single number measurement by which a floor or wall filters out noise from one side to the other. STC 55 is the minimum requirement for laboratory testing set out by section G6 of the Building Act. Provision is given in section G6 for a minimum of STC 50 for on-site performance.

Q2. Where does the GIB Soundseal® get installed?

A2. The GIB Soundseal® is placed around the perimeter of the wall to seal off any air gaps. Typically a thick bead is installed between the edge of the framing and the adjoining structure and then the plasterboard is pushed into this. This is not required through the centre of the wall as the normal stopping and finishing process takes care of this area.

Q3. Do noise control walls carry a fire rating?

A3. Most noise control systems are fire rated. However; typically the noise control is the dominant

system and additional layers or density are required to achieve the required acoustic performance.

Q4. Are downlights ok in a noise control ceiling?

A4. Unfortunately downlights create a penetration (opening) in the noise control ceiling. It is preferable to use surface mounted light fittings wherever practical. If this is not possible an insulated baffle would need to be created behind every light fitting to maintain the noise control envelope.

Q5. Can I substitute the insulation material in a noise control system?

A5. Typically a higher rated insulation will achieve a slightly better performance. However, if someone chooses to substitute a component in a tested system, then the responsibility would lie with them to verify that it's suitable for use in all respects.

If in doubt, refer to GIB® Literature on the website, gib.co.nz or contact the GIB® Helpline on 0800 100 442

MAXRaft celebrates business success and 'year of recognition'

Queenstown-based company MAXRaft has been recognised as Queenstown's top up-and-coming business at the 2016 Westpac Queenstown Chamber Business Awards.

The award-winning company took home the Destination Queenstown Best Emerging Business Award at a gala dinner recently, and was also a finalist in the SIT Excellence in Construction, Trade or Services Award category.

The judges commented on the fact that MAXRaft had developed an innovative product particularly suited to the region, and praised it for its growth plans and scalability.

The award win is the "icing on the cake" for the insulated foundations company, after being named the Fastest Growing Manufacturer for Otago at the recent Deloitte Fast 50 regional awards.

General manager Henry Edney says it's been a year of recognition for the company.

"Being named Queenstown's Best Emerging Business is a significant achievement by any standard, particularly when we were up against some very strong competition," he says.

"We've come so far in such a short period of time, and it's humbling to be involved with so many awards.

"The win is a testament to the company's hard working team and continued development of an outstanding product.

"Our success is measured by the number of slabs sold, and our ability to make the product



Queenstown-based company MAXRaft has been recognised as Queenstown's top up-and-coming business at the 2016 Westpac Queenstown Chamber Business Awards.

affordable for home and commercial property owners around the Southern Lakes and nationally."

"We're bridging the gap in cost between MAXRaft and conventional slab systems to ensure that everyone can have an energy-efficient home."

MAXRaft is the only fully-insulated concrete slab available in the market. The patented edge profile is unique, and contributes to the slab having an R-Value (measure of thermal resistance) three times that required by the building code.

The company has been recognised for its year-on-year growth twice by Deloitte, and is

once again in the running to be named on the 2016 national Deloitte Fast 50 index.

The company was also a top six finalist for the 2016 Westpac Business Growth Grants, out of 400 companies entered.

Mr Edney says the team is committed to supplying foundations to the Southern Lakes.

"We're aiming to reach 50% of the residential slab market in Southern Lakes to ensure locals are living in warm, healthy homes from the foundation up," he says.

"I want to say a huge 'thank you' to the Queenstown Chamber for giving us the opportunity to celebrate business excellence within the town's vibrant business community."



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Judges thrilled with calibre of Timber Design Award entries

Entries have closed for the 2017 Timber Design Awards, and judges are delighted with the innovation displayed and quality exhibited in the entries, NZ Wood promotion manager Debbie Fergie says.

The prestigious awards have been held for 40 years. New Zealand architects, engineers, builders, students and others using locally-sourced timber and wood-based products manufactured in New Zealand submitted a pleasing number of projects for consideration.

Wood has long been prized as a building material, but continuing advances in wood processing and engineered wood products to improve their properties means it is proving to be a more sustainable and economic alternative to other construction systems.

A strong case can be made for high-rise buildings of 30 storeys-plus to be built of engineered wood.

"Projects completed between January 1, 2015, and February 29, 2016 were eligible for entry, all of which contained significant timber content," Ms Fergie says.



The Waiheke Island Community Library won the Resene Overall Supreme Award at the 2015 NZ Wood-Resene Timber Design Awards.

"As expected, the new 'Innovation in Student Design' category expanded the range of entries even more, and we're all inspired by the designs submitted by such a high calibre of up and coming professionals."

The event will culminate in a gala awards dinner at the Pullman Hotel in Auckland on

March 9, 2017, when all winners will be announced.

For a time line of judging announcements, call Ms Fergie on 021 807 002 or email her at debbie@wpma.org.nz. Alternatively, visit www.nzwood.co.nz/homepage-feature/2017-timber-design-awards.



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NZIA winners announced

The 2016 New Zealand Architecture Awards were announced at an event in Wellington recently.

Twenty-eight buildings and structures won honours in the leading architectural awards programme, which recognises the best work across all the types of projects designed by New Zealand's architects.

The awards jury, led by Christchurch architect Jasper van der Lingen, and comprising Auckland architects Megan Edwards and Michael O'Sullivan, and Melbourne-based architect Andrew Maynard, visited 50 shortlisted buildings from the Bay of Islands to Central Otago.

Four of the winning projects received special acknowledgement in the form of awards named for outstanding New Zealand architects.

The John Scott Award for Public Architecture went to Auckland's neon-pink LightPath/Canada Street Bridge, designed by Monk MacKenzie together with GHD, Landlab and Novare Design.

The Ted McCoy Award for Education was presented to Te Kura Kaupapa Maori o Ngati Kahungununu o Te Wairoa, a small Maori school in Wairoa, designed by RTA Studio.

The Sir Ian Athfield Award for Housing went to Wellington multi-unit development Zavos Corner, designed by Parsonson Architects.

The Sir Miles Warren Award for Commercial Architecture went to Annandale Farm, a group of holiday houses designed by Patterson Associates for a coastal property on Banks Peninsula.

The New Zealand Architecture Awards is a programme operated by the New Zealand Institute of Architects with the support of Resene, which has sponsored the Architecture Awards programme for 25 years.

Other winners were:

Commercial Architecture

- Annandale Farm by Patterson Associates (Pidgeon Bay, Annandale, Banks Peninsula)
- Aro Ha Retreat by Tennent Brown Architects (Glenorchy, Queenstown)
- The APL Factory — "Lifting the Veil" by Jasmax (Te Rapa, Hamilton)

Education

- St Cuthbert's College Centennial Centre for Wellbeing by Architectus and Architecture HDT in association (Epsom, Auckland)
- Te Kura Kaupapa Maori o Ngati Kahungununu o Te Wairoa by RTA Studio (Wairoa)

Enduring Architecture

- New Zealand Settlement Company — Awaroa House by Sir Ian Athfield (Awaroa, Takaka)
- St Andrew's Church (1960) by Hendry and Mitchener (Le Bon's Bay, Banks Peninsula)

Heritage

- National War Memorial Projects by Studio of Pacific Architecture (Pukeahu National War Memorial Park, Wellington)
- Toko Toru Tapu Church by Architects 44 (Manutuke, Gisborne)

Hospitality and Retail

- Fortieth & Hurstmere by McKinney + Windeatt Architects (Takapuna, Auckland)

Housing

- Bramasole by Herbst Architects (Waimauku, Auckland)
- E-Type House by RTA Studio (Grey Lynn, Auckland)
- Fold House by Bossley Architects (Bay of Islands)
- K Valley House by Herbst Architects (Kauaeranga Valley, Coromandel)
- Tom's House by Anna-Marie Chin Architects (Jack's Point, Queenstown)
- The Wanaka House by Lovell and O'Connell Architects (Wanaka)

Housing — Alterations and Additions

- Belmont Garden Room by Mitchell & Stout Architects and



The Sir Ian Athfield Award for Housing went to Wellington multi-unit development Zavos Corner, designed by Parsonson Architects.

Rachel Dodd in association (Belmont, Auckland)

Housing - Multi-unit

- Mary Potter Apartments by Warren and Mahoney Architects (St Albans, Christchurch)
- Zavos Corner by Parsonson Architects (Mount Victoria, Wellington)

Interior Architecture

- New Zealand Post House by Jasmax (Wellington CBD)
- 141 Cambridge Terrace/Lane Neave by Jasmax (Central Christchurch)
- Zavos Corner by Parsonson Architects (Mount Victoria, Wellington)

Planning and Urban Design

- LightPath/Canada Street Bridge by Monk Mackenzie with GHD, Novare and LandLAB in association (Central Auckland)

Public Architecture

- Christchurch Bus Interchange — Whakawhitinga Pahi by Architectus (Central Christchurch)
- Te Pataka Korero o Te Hau Kapua — Devonport Library by Athfield Architects (Devonport, Auckland)

Small Project Architecture

- Cardrona Hut by RTA Studio (Central Otago)
- Number 5 by Architectus (Waiheke Island, Auckland)
- Studio and Garden Room — Peters House by Lynda Simmons - Architect (Sunnyhills, Auckland)

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Promotion runs from 00:01am the 1st October 2016 - 11:59pm 30th November 2016 at which point entries will close. The winner will be drawn on December 9th, 2016. The prize includes either a family vacation with return airfares Virgin Australia (seat and bag), return airport transfers, 4 nights Edgewater Resort in a Garden Superior Room including tropical breakfasts daily and free use of Coconut Kids Club 4-12 years or a Couples Retreat with return airfares Air New Zealand (seat and bag), return airport transfers, 4 nights Aitutaki Lagoon Resort in a Beachfront Bungalow including continental breakfast daily. Spot prizes include x45 pairs of Havaianas, x45 Catch Betabug 100g Value Pack and x9 1.8m Gorilla beach umbrellas. Qualifying products include 20160 Gorilla FR Expanding Foam Click&Fix 750ml, 20169 Gorilla FR Expanding Foam 750ml Aerosol, 20107 Gorilla Expanding Foam Cleaner 500ml Click & Fix, 20088 Gorilla Pro Expanding Foam 750ml Click & Fix, 20250 Gorilla SMART Expanding Foam 600ml, 20048 Gorilla Pro Expanding Foam 750ml Aerosol, 20050 Gorilla Pro Expanding Foam 400ml Aerosol and 20041 Gorilla FLEXI Expanding Foam Click&Fix 750ml. See www.holdfast.co.nz/foamawayfromhome for full Terms & Conditions.

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New Passport options to be launched



Site Safe has designed a new range of courses which are tailored to specific health and safety topics, so trainees will now have even more choice when renewing their Site Safety Card/Passport.

Site Safe chief executive Alison Molloy says the changes are all about giving trainees more options for basic health and safety training.

"As an organisation created by the industry, for the industry, Site Safe has listened to the industry and conducted external research to better understand what is required by way of better health and safety training for workers on construction sites.

"The new Passport renewal courses are cost-effective options that will offer trainees more variety and more flexibility."

The three new Passport renewal courses are each four hours long, and will cover tools, plant and equipment, height basics, and worker health.

Site Safe has also developed a new Foundation Passport for workers new to the industry, which will be available in two options — building/construction and civil.

The Foundation Passport introduces key topics such as behavioural safety, risk assessment and legal requirements, as well as important technical risks and hazards.

Successful completion of either a Foundation Passport course, a renewal Passport course or an existing one or two-day course will renew Site Safety Cards/Passports.

These developments, to be launched in December, will be followed by the launch of online renewal modules in 2017.

For more information on the changes, visit www.sitesafe.org.nz.

Launching this month — take the guesswork out of cost estimates

Creating accurate and comprehensive estimates for construction projects used to be a long and stressful process.

With cost overruns remaining one of the biggest sticking points between builders and clients, it's no wonder the industry has been calling for more intelligent and workable methods to address the problem for years.

Launching in New Zealand this month, Estimator Platinum from property analytics firm CoreLogic is the biggest step-change in building cost estimating to hit the market in decades, offering a level of accuracy unmatched anywhere in the industry.

According to CoreLogic's Gary Thornley,

Estimator Platinum has three clear benefits which set it apart from any other tool on the market.

With more than 40 years in the estimating business, Gary is well known for his formidable industry knowledge and attention to detail.

"First, it gives you access to vast amounts of cost information, from materials to labour and plant hire — all updated daily. Instead of spending hours chasing down costs for different items you can get them in seconds," he says.

"The Housing database, covering a large amount of trade categories, are in construction sequence. This means you have a checklist readily available to work

your way through — so you won't miss any item necessary for your project.

"Second, the costing database increases the speed and accuracy of estimating, and with recipe explosions, gives you confidence in what is included.

"Third, it's disarmingly simple to use. Re-use or import standard estimates, there's no need to reinvent them, you can update estimates anytime, and access them anywhere from the cloud," Gary says.

To find out more about how Estimator Platinum can help your business, please call 0800 355 355, email info@corelogic.co.nz, or visit www.corelogic.co.nz/estimator-platinum.



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BT BACK IN TIME

24

BT's Back in Time

20 years ago:

- Materials used by Registered Master Builders in new home building were going to need formal appraisal certificates from September 1997 if the materials were to be covered under the Master Build Services (MBS) Ltd five-year guarantee.

MBS chief executive Trevor Allsebrook said there was a lot of work to be done to put the requirement into place, although the first steps had been taken via meetings with BRANZ to discuss enforcement practicalities.

"Moisture penetration is the number one enemy, so manufacturers of these products who have not already had them appraised should start moving towards doing so if they are to retain our members' business," Mr Allsebrook said.

15 years ago:

- Builders wanting to apply for a resource consent from the Auckland Regional Council (ARC) were now able to do so via the internet, with the advent of online consent application forms being a first for regional councils in New Zealand.

"The internet has already made a big difference to the way people access information from the ARC, and we believe there is plenty of demand for consent forms online," ARC environment management chairperson Patricia Thorp said.

"The ARC processes approximately 1000 consent applications a year, and we expect the service to be popular among consultants, planners, lawyers and others who regularly need to apply for consents or to have quick access to consent information," Ms Thorp said.

10 years ago:

- A new guide to help ensure buildings and homes are built weathertight was launched by Building Issues Minister Clayton Cosgrove.

The guide, titled *External Moisture — An introduction to weathertightness design principles*, set out the core principles for constructing buildings that were able to withstand New Zealand's weather conditions.

Mr Cosgrove said the guide was part of the Government's commitment to help ensure homes were built right first time.

The guide also assisted owners to assess how weathertight their home was, and to help solve other non-weathertight problems.

5 years ago:

- Napier's new Tumu ITM store was the first commercial building in the world to use a revolutionary new timber jointing technology that simplified the installation of long-span laminated veneer lumber (LVL) sections.

The major design feature of the building was a roof structure of LVL beams that spanned 60 metres, with the beams spliced together and fixed to columns using an innovative steel dowel and self-drilling screw system.

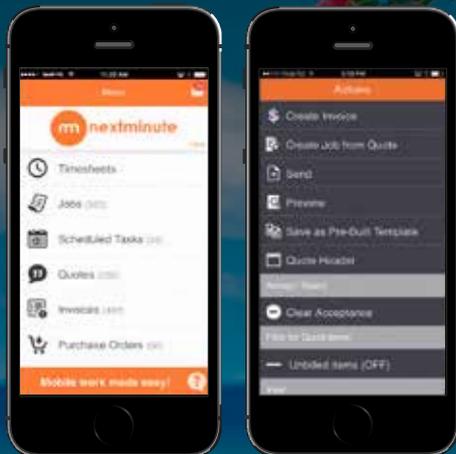
Known as the Xpan Quick Connect Joint, the system was developed specifically for the project by the Structural Timber Innovation Company (STIC) in conjunction with Auckland University.

STIC chief executive Robert Finch described the system as a simple and quick way to join large structural members together while reducing the need for complex traditional steel plates that require thousands of nails.

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Boom-bust strategies vital to keep apprentices

BCITO chief executive Warwick Quinn kicks off *Building Today's* Apprentice/Training feature with a Q & A about the BCITO's role in attracting more young people to the construction trades.

BT: How many apprentices does the BCITO have training in BCITO apprenticeships currently?

WQ: As at October 31, 2016, the BCITO had 10,123 apprentices actively training. Here's a breakdown per trade sector:

Architectural Aluminium Joinery	166
Brick & Blocklaying	216
Carpentry	7,650
Concrete	225
Construction Supervision	78
Exterior Plastering	109
Flooring	341
Frame & Truss	59
Glass & Glazing	198
Interior Systems	137
Kitchen & Bathroom Design	64
Masonry/Stonemasonry	31
Painting & Decorating	542
Tiling	83
Timber Joinery	224

BT: Although the number of apprentices being trained is at a record high, it is no secret that there will still be a shortage during the construction boom in the coming years.

What new initiatives are being undertaken by the BCITO, and how are you going to convince more employers to take on apprentices?

WQ: This is a complex issue influenced by many factors. During boom times we chase potential apprentices and during bust periods we chase employers.

Therefore, our issue is not so much finding enough apprentices during the boom, but retaining them during a bust. If we can do that, then our shortfall when the market recovers is that much less.

There has also been a structural change in the industry over the past 20 years or so where an increasing amount of work is contracted out. This creates fierce competitive rivalry amongst smaller firms, and that rivalry is essentially



BCITO chief executive Warwick Quinn

based on price.

This lowest price contracting model has been discussed in the recent PWC Report (Valuing the Role of Construction in New Zealand) as a barrier to improving labour productivity, investment in technology and innovation, and collaboration. I think it also extends to investment in training.

We know that the greatest growth in apprenticeship numbers comes from those firms that already train. New firms are not training in the same numbers, yet they make up an increasing portion of our workforce. They believe having an apprentice will make them less competitive, and see them as an expense.

We have done a lot of work trying to convince them why it's good business to train, and can respond by providing skills that are more closely aligned with their business needs, improve the skills pipeline by repositioning the trades as a genuine career option, and open up new labour markets that we currently don't attract.

All that will help (and we are doing that), but we also need a sector that is prepared to take them, and one that values skills and qualifications — and shows it does.

However, that can be a difficult proposition for a small business when the signals it receives from the lowest price contracting model seem to tell them otherwise.

BT: Specifically, what programmes are being rolled out to smooth the construction industry's boom/bust cycles that make it difficult for employers to train and keep apprentices?

WQ: The BCITO can't do anything to change the boom and bust cycle of the industry — it would be nice if we could.

We know that apprentice numbers collapse during a bust, much more so than general construction employment numbers — which, in itself, is significantly more volatile than the general employment market.

So we start well behind the eight-ball when the recovery comes, and it then takes two more years for firms to begin taking on apprentices in numbers.

So this is, indeed, the sector's challenge — how to convince firms to train when there is little work, and when the lowest price contracting model is seen as a disincentive.

I think there are a number of things to consider here:

- Ensure construction companies have better business skills so they understand the ebbs and flows of the economy and how a business should respond. This includes the value of training, and to not see it as a cost but an investment.
- Have more closely aligned training/ qualifications to how the sector is structured so training is directly related to the job being undertaken.
- Have the sector send strong signals that training is valued, and have purchasers of construction services (including principal contractors) insisting on firms they employ having a certain number of trainees.
- Consider some form of financial incentive which may require central Government involvement.
- Have better labour force planning by having a dedicated policy unit somewhere in Government monitoring the labour market demands, and using whatever leavers it has to encourage skills development to avoid capacity and capability problems when the market eventually recovers.

It's proven — it pays to train!



BCITO research proves that training apprentices generates profit by conducting an in-depth research project that showed that for every \$1 spent on training a carpenter, a business will benefit by \$4.70 in increased profit up to a 10-year period.

This was the first time the exercise has ever been undertaken in New Zealand.

The research showed that there's a misconception held by some that training an apprentice costs a business money, with little or no return. It proved that, in the long run, that's wrong.

Investing in industry training is not just a cost to be minimised — it's an investment that can grow your business.

Obviously the return on investment doesn't kick in immediately. The break-even point is three to four years — about the same time as completion of an apprenticeship — which is when the cost of training is offset by the extra profit generated by training.

This extra profit keeps increasing the longer the trained person remains with the firm. So, yes, staff retention is a factor in this equation — the longer an employer keeps trained staff, the more profitable they become.

With the construction industry still remaining

woefully short on skilled tradespeople, the BCITO needs more businesses to come on board and train young people.

"With this research completed, we can clearly prove that training an apprentice is a positive investment for employers," BCITO group manager, stakeholder engagement, Greg Durkin says.

As part of the project, carpentry business owners were asked about their firms' structure, in terms of the number of people working there and what roles they were in.

From this information a model of an average firm in the industry was developed.

While the payback period for trained and untrained workers appears similar, the positive return from training is sustained well into the future, increasing the cumulative benefit each year.

Other findings of the project showed that when compared with a business that doesn't invest in industry training, a carpentry firm that trains all staff will:

- grow 6% faster,
- charge \$0.44 more per hour per person,
- estimate work 3% more accurately, and
- do 2% fewer hours to complete the same task or project.

The methodology used in the project works back from a measure of economic return, such as cumulative firm profits over time.

The drivers of profitability were broken down to identify individual attributes of a firm's performance, and to evaluate the relative importance of these.

The impact of a team's trade and management proficiencies on these attributes was then considered. Finally, the contribution of training to an individual's proficiency was weighted relative to the contribution from experience.

Most business owners involved in the research project agreed that, on average, trained workers become fully proficient between six to 10 years after starting work in the industry.

On average, untrained workers take a much longer time to be fully proficient, and will only ever be 60% to 70% proficient, whereas trained workers become "fully billable" in a much shorter period of time.

In terms of the cost of training an apprentice, the research has taken into account BCITO fees, the Government's subsidy for industry training, apprentice salary, and the cost of supervising and training an apprentice.

From page 26

BT: Do you have any comment to make on what the future holds in getting more apprentices into industry training — eg, are there programmes and initiatives that work overseas that have not yet been tried in

New Zealand?

WQ: We do not want to end up like South Korea. Ranked one of the most innovative countries in the OECD, South Korea has just realised that too many of its school leavers attended university.

It considers that it has "over trained" — I prefer "incorrectly trained" — and is implementing an apprentice regime for the first time in its history.

We don't want to wake up one day and wonder where all the apprentices have gone as well.

NZ could look at overseas skills mindset

By Industry Training Federation chief executive Josh Williams

First, some cliches. The working world is changing fast. Technology is accelerating the pace of change and today's jobs aren't the same as yesterday's.

Whether building boats, roads, houses, bridges or apps — industries, materials, techniques and technologies have changed, and training has changed too.

Skilled workers will always be needed, but it's the right skills for the right jobs, now and in the future. The challenge is to keep up.

But sometimes things are cliches because they are true. Right now, New Zealand industries are experiencing skills shortages and, very much so, the construction trades.

So the boom is also a crisis — we desperately need more builders, sparkies, plumbers and engineers.

You need good numbers of good quality people, with the right technical skills, and with core employability skills. And you need them now.

On the technical side, learning on the job means learning the right skills using today's actual stuff.

For that, workplaces are the most up-to-date classrooms, and real industry people are brilliant teachers.

On the employability side, things such as turning up on time, treating customers well, being in a fit state to work, following instructions and showing problem-solving nous are also things employers need to see in real work situations.

Workplaces develop those skills too. When people think about what made them employable, it's usually their early employment experiences, not their classrooms.

All of these things make industry training and apprenticeships the best way forward to meet industry's skill needs.

We support new and existing workers to gain the right skills in the right place at the right time.

Sure, apprentices aren't 100% productive out of the blocks, but they aren't when they come out of tertiary courses either.

We hear about graduates who have qualifications but lack technical and/or employability skills. Employers say "we take on



Industry Training Federation chief executive Josh Williams

graduates but then we start again with them". That sounds like a waste of everyone's time and money.

The people on those courses want to get into your industry and think they are doing the right thing.

They are the last to find out if they get the wrong skills, after they've spent time and money, and probably taken out a loan as well.

Think like the Swiss or Germans

So if we are going to need to look at people and train them on our stuff anyway, I reckon we should think a bit more like the Swiss or the Germans.

Instead of our traditional approach of "school then course then job", they prefer "school then job then skills".

We don't have those economies, but we could take on their training mindset.

But it's not that easy, right? In the early stages, people are less productive, and can be a bit of a handful.

The Industry Training Federation (ITF) is currently talking to government and politicians about better levels of support to employers in the early stages of an apprenticeship, through to improving and expanding careers advice and guidance.

We need "after-sales service" for school leavers that provides structured and managed transitions into work. Industry Training Organisation (ITOs) would get alongside your new people to broker them into work and training, supporting you and them in the early months. Same goes for the unemployed.

It's these areas where ITOs come into their own — supporting businesses large and small to provide support to employers and trainees.

We provide a world-class training infrastructure that develops a professionally qualified workforce, and we support people of all ages to upskill and retrain.

I've been lucky enough to look at a number of vocational systems around the world. For a whole range of reasons, Fred Dagg is right — we don't know how lucky we are in New Zealand.

And we have employers to thank for this, because there are zero apprentices without employers.

I hear stories about people whose lives were changed by industry training. They found a kind of learning where they could succeed, where things made sense. It turned out they weren't "thick" despite everything the system had told them.

And with a job, money, motivation and hope for the future, suddenly being on drugs or being a drag on the community was not going to be their future.

And it's all because an employer made a commitment to them and provided the critical ingredients that turn people's lives around and set them on the right path — time, knowledge, guidance, real skills and real work.

So while apprenticeships make a difference to individuals' lives, they also help businesses and communities to prosper.

We strongly encourage more building businesses to take on apprentices. And we'd encourage anyone thinking of becoming an apprentice to contact the ITOs.

Solid planning tools essential for industry future

By MBIE Builder Practitioner
Licensing Registrar Paul Hobbs

New Zealand is currently in one of the longest and strongest periods of growth in residential construction in our history.

The challenges inherent in delivering at this pace are well-documented, and contain many moving parts within the public and private sectors. As one of the Government's lead economic agencies, the Ministry of Business Innovation and Employment (MBIE) has a key role to play.

Because New Zealand's construction sector has traditionally been characterised by boom-bust cycles which work against a desire to train and keep high quality workers, we are working on a wider programme to forecast and to smooth these cycles.

At the same time, we are also accelerating the numbers of young Kiwis in trades-related apprenticeships. Recently, the Building and Construction Industry Training Organisation (BCITO) reported it had 10,123 apprentices for the first time, as at October 31, 2016.

First, a little about the wider initiatives before we look at workforce development and apprenticeships: In August 2016, the fourth edition of the *National Construction Pipeline Report* — a forward look at the next six years of construction activity nationally, and by region — was published by the MBIE.

For the first time this year, a companion report, *The Future Demand for Construction Workers*, was released. The report provides estimates of employment growth in construction-related occupations at national and regional level to the end of 2021.

An interactive web tool has also been developed that enables users to select, view and download a range of information from both reports.

Examples of occupations that are expected to experience the largest growth in the next six years are electricians (14%), plumbers (13%) and civil engineering professionals (11%).

There is also strong growth predicted for project builders and carpenters, amongst other construction-related occupations.

Solid planning tools such as this are essential, and allow better workforce planning by construction firms while encouraging expanded training by education providers and rising levels of apprenticeships.

The Government is supporting the industry to train more skilled workers to meet the demand. Budget 2016 provided \$24 million for apprentices and Maori and Pasifika (All) Trades Training.

This will support a further 5500 apprentices and 2500 young Maori and Pasifika learners in MPTT programmes this year, and an expected 3400 next year.

The aim of the Maori and Pasifika Trades Training initiative is to enable more Maori and Pasifika learners, aged 18 to 34, to obtain practical New Zealand trades apprenticeships and employment qualifications.

There are a number of initiatives already targeted at improving youth engagement in trades-based training, such as the joint ITO "Got a trade" campaign, Maori Pasifika Trades Training, and Youth Guarantee and Trades Academies.

In addition, Auckland Tourism, Events and Economic Development (ATEED) is launching the #BuildAKL social media campaign, designed to encourage youth to enter construction and related fields to capitalise on the boom in construction in Auckland.

As a result of running the Licensed Building Practitioner scheme, the MBIE

continues to foster strong working relationships with all of the main ITOs who are responsible for providing formal trade and higher level qualifications to new entrants to the sector.

Additionally, the MBIE's Sector Workforce Engagement Programme (SWEP) is focused on improving employers' access to reliable, appropriately skilled staff at the right time and place, while creating work opportunities for New Zealanders, including young people and those currently on benefits.

It engages with key employers and education providers, and is progressing well with the development of a number of development project-based Jobs and Skills Hubs, such as Ara — with one likely to be located at Wynyard Quarter and another to support the Tamaki redevelopment.

New Zealand's economic success will depend on increasing the skill levels and opportunities of Maori and Pasifika peoples, who will make up an increasing part of our national workforce in the future.

The MBIE is working hard to grow New Zealand for us all. Supporting more people into apprenticeships in the construction sector while smoothing the peaks and troughs is a work in progress, but New Zealand apprenticeship levels are at a record high.



MBIE Builder
Practitioner Licensing
Registrar Paul Hobbs

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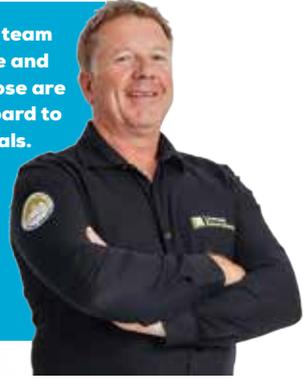
BCITO did major research in 2015 that proves qualified teams generate more profit. For a carpentry apprentice, you'll get back \$4.70 in profit for each \$1.00 you've spent on training, cumulative over a ten year period.

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#BuildAKL matching young Auckland job seekers with construction and infrastructure jobs

An exciting new interactive social media campaign, #BuildAKL, was launched in September with the aim of getting more than 4000 young people into Auckland's booming construction and infrastructure sector.

Thousands of young jobseekers at JobFest — New Zealand's largest employment event, which also took place in September — were encouraged to register for #BuildAKL, which seeks to address a serious skills shortage in the sector.

#BuildAKL has been designed by leading industry employers and Auckland Tourism Events and Economic Development (ATEED), an Auckland Council-controlled organisation, to address immediate skills shortages and develop a sustainable future workforce that can build the infrastructure Auckland needs.

ATEED business innovation and skills general manager Patrick McVeigh says the sector is a key driver of Auckland's economic growth.

"The Government estimates that \$18.7 billion will need to be spent on key capital projects in Auckland in the next decade, while 400,000 additional dwellings will need to be built in the region over the next 25 years," Mr McVeigh says.

Diverse job opportunities

"With 23,000 young Aucklanders not in employment, training or education, we want to lift the lid on the diverse range of job opportunities within the sector by using social media channels which are popular with under 25-year-olds.

"#BuildAKL aims to attract young Aucklanders into the rapidly growing construction and infrastructure sector industry by connecting them with entry-level jobs, education and training."

Young job seekers will be able to learn more about the construction and infrastructure sector via content shared on Facebook, Snapchat and Instagram.

A new web site, www.buildakl.co.nz, has also been launched to promote job opportunities in the sector.

Job seekers wanting to pursue a career were encouraged to enter the online #BuildAKL competition recently, with 20 entrants selected as finalists following industry recruitment sharing their stories via social media to show why they should win a work placement.

Ten competitors will be selected by public vote in December to complete a four-week rotational paid work placement in January. The 10 winners will also share their experience via social media.

Fletcher Building, Auckland's first Youth Employment Pledge partner, is actively behind the #BuildAKL initiative as part of its commitment to diversity and inclusion by helping young people into work.

Fletcher Construction chief executive Graham Darlow says with the unprecedented scale of infrastructure projects on the horizon in New Zealand there is a huge imperative to build the workforce.

"If we want to attract young people into our industry and businesses, we need to promote



our leading-edge capabilities, diverse career pathways, training opportunities and projects in a way they can relate to," Mr Darlow says.

"We need to talk to them in the way they want, and #BuildAKL is providing that opportunity."

AUT to launch unique engineering course

AUT is to launch a new major next year aimed at combating a significant shortage in New Zealand.

The Building Engineering major will be available under AUT's Bachelor of Engineering Technology degree. Both the major and the degree are unique to AUT in New Zealand.

The Building Engineering major focuses on facilities management, surveying and health and safety. New Zealand has only one engineering technician to every engineer whereasm in other developed countriesm this ratio is 4:1.

The Head of Built Environment at AUT's School of Engineering, Computer and Mathematical Sciences, Professor John Tookey, says industry demand has driven the launch of the major.

"At the moment there is a clear and significant shortfall of engineers, both worldwide and in New Zealand," Mr Tookey says.

"Our industry partners keep telling us there is a strong demand for new infrastructure, but also to maintain and sustain existing infrastructure. We agreed that there needs to be engineers tasked directly in the development, management and maintenance of constructed infrastructure, so have created this specific major."

AUT's engineering programme is currently based entirely at its Auckland CBD campus, but this new major will be offered only at AUT's South Campus. Professor Tookey says that, again, is for industry reasons.

"There are more than 2400 construction companies in the Penrose area of Auckland alone, and the majority of big construction company headquarters are based in South Auckland," he says.

"We take industry engagement seriously and we will get them involved in all of our papers. This will help companies find future talent, and help graduates find future employers — all on each others' doorsteps.

Professor Tookey says the other reason to base the major at the South Campus is to attract more Maori and Pacific people into engineering degrees.

"The industry needs to be more reflective of society, and that means getting more Maori and Pacific students into study. Our South Campus already has strong links with the community, and we hope to build on that with this major to ensure the industry is as diverse as the population it serves."

AUT South Campus executive director Richard Hall says the construction business is a large part of the South Auckland economy.

Hawkins' learning journey — workforce diversification in the real world

Company has model of indirect apprenticeship support

Hawkins is New Zealand's largest privately-owned construction and infrastructure business, employing 750 people, with a projected revenue for 2016-17 of close to \$1 billion.

The company delivers projects vertically, horizontally and under the ground, working around New Zealand and offshore in the Pacific.

To do all this it relies on an extensive network of contractors across the trades to deliver projects, and while Hawkins does not employ large numbers of apprentices directly, it supports substantial numbers through its supply chain, and is part of developing a solution to the current industry-wide trade shortage.

In 10 years' time, more than 40% of New Zealand's population will be Maori, Pasifika and Asian, and by 2050 they will make up the bulk of the country's workforce.

But the vast majority of Maori and Pasifika are under 25 years old, and outcomes for them in the construction industry have not been great. In 2009, fewer than 20% of Maori carpentry apprentices succeeded.

Any solution to the trade's shortage needs to involve a plan to harness the potential of the burgeoning Maori, Pasifika and Asian workforces into the trades.

Following the devastating Canterbury earthquakes in 2011, the impetus came from South Island Iwi, Ngai Tahu, to ensure there would be employment and leadership opportunities for all Maori living in Canterbury through the rebuild.

Supported by government, Ngai Tahu formed He Toki, a collaborative partnership, with the ARA Institute (formerly CPIT) and Hawkins (providing an industry voice), with the focus on building career pathways for Maori through construction.

Five years on, and He Toki is achieving strong results, with the focus now on expanding career pathways into other industries. To date, there have been more than 1000 scholarships for He Toki students, with 80% going on to further learning, jobs and apprenticeships.

Hawkins works very closely with its sister Pasifika Trades Training consortium, with 300 enrolments across both consortia this year.

Amos Neate was one of Hawkins' first He Toki trainees — and the company's first He Toki

apprentice.

Living under a bridge before he found He Toki, Amos is now completing his apprenticeship and is a mentor to other trainees and apprentices, having grown from a shy young lad into a confident leader.

Recently Hawkins did some comprehensive numeracy testing, and Amos' results were right at the top.

Off the back of He Toki, there are now 16 Maori and Pasifika Trades Training partnerships throughout New Zealand, with Hawkins involved in two in Auckland, one in the Waikato and one in Wellington, as well as with He Toki in Christchurch.

Job and skills 'Hubs' established

He Toki learnings are being shared in the collaborative development of other models, such as the Ara Jobs and Skills Hub at Auckland Airport where, taking advantage of the long-term construction window, Auckland Airport has made a commitment to a Hub focused on pipelining South Aucklanders into work at the Airport.

Ara is providing compliance and skills training "on the job", together with a focus on individual learning plans and upskilling the existing workforce.

The initial focus has been on construction, but Ara will continue to grow and service other industries, including hospitality, logistics and retail. Hawkins is now involved in the establishment of a similar collaborative jobs and skills hub for the Auckland CBD.

Over the past two years, the He Toki team had also led the development of Ako Whakaruru, supporting culturally responsive learning practice in the construction industry.

As part of this work, Hawkins has established an internal mentoring programme in Auckland to support Maori and Pasifika trainees and apprentices.

The company has 17 mentors who are supporting 35 trainees and apprentices across its subcontracting teams — carpentry, electrical, concrete, plumbing and tunnelling.

And this programme is now expanding into Hawkins' Wellington operation. It is about harnessing the potential of young Maori and



Amos Neate was one of Hawkins' first He Toki trainees — and the company's first He Toki apprentice.

Pasifika, and ensuring trainees and apprentices "stay on the waka", particularly during their first years in the workforce.

Hawkins has also aligned with #BuildAKL, a campaign that has been developed by Auckland's construction and infrastructure sector employers, in partnership with Auckland Tourism, Events and Economic Development (ATEED). The aim is to get 4200 youths into the industry within the year.

Hawkins is also determined to support more women in construction careers, including the trades. Corporate affairs general manager Nancy McConnell says the awareness of what the trades can offer is increasing among women.

"We've seen growth in the number of women coming into construction. Success in the trades today, for men and women, is not only about being a competent tradie — it's about good communication, problem-solving skills and being able to work as a team. We're seeing many women excel in these areas."

As an industry, more of these collaborative initiatives and a collective vision are needed, so why not influence the procurement of construction contracts to ensure everyone is taking responsibility for training and mentoring New Zealanders?

It requires collaboration, and this is the challenge as trainers, educators, employers, iwi, community and families.

Industry training providers and organisations, employers and schools need to recognise that not one size fits all — that pathways need to be vertical, horizontal, adaptable and easy to navigate.

And that the world of work needs to be an authentic, contextual, recognised part of the school curriculum.

Workforce diversification in the real world of New Zealand is not just about understanding where industries are going with the shift in technology and automation, but also how they are going to harness the potential of as many kiwis as possible, including men and women of all ages and walks of life.

Q & A: Some handy hints for construction sector

By Randstad Construction, Property & Engineering national vertical manager Daniel Wharakura

Q: How do new graduates become aware of, or join, graduate programmes, and keep up to date with the latest graduate opportunities in the engineering sector?

- Some of the larger organisations in New Zealand have well-known graduate programmes that candidates can apply to through their career pages.
- Most of the larger companies that offer specific graduate programmes go to universities and other tertiary education providers and exhibit at their career days/ evening events.

- If a company is looking for a one-off graduate they will usually advertise the role through job boards, go through a recruitment agency, or use word of mouth.
- There are also a couple of graduate specialist agencies/organisations that connect graduates to roles, such as Randstad Construction, Property & Engineering.

Q: What should graduates do to enhance their chances of securing a place in a graduate programme or graduate position?

- They should do their research, and think specifically about which company they want to work for, rather than applying for every graduate programme out there.
- They should make themselves known to the organisation. They could introduce themselves to recruiters at careers expos or be proactive and call the organisation. With the increasing

number of graduates, including those from overseas, they need to stand out and make an impression.

- They should try and gain some work experience whilst studying. If students can apply for a role having had a few months' relevant work experience, it will definitely put them ahead of the rest.
- They should ensure they are networking in the right places whilst studying. Having connections in the industry they are wanting to work in is definitely a benefit. For example, if they're an engineering student they should probably maintain some sort of visibility within the Institute of Professional Engineers NZ (IPENZ).

Q: Are changes taking place in the construction market in terms of opportunities for graduate positions, professional development and training?

Senior school students offered great opportunities through Gateway

Gateway is a programme funded by the Tertiary Education Commission (TEC) that enables secondary school students to experience real workplaces.

Students gain work experience in various industries and, in turn, make informed choices about their future career paths.

Through the programme, students spend time in the workplace with a local employer (usually one day a week), enabling them to gain practical skills and knowledge.

They work towards achieving particular unit standards (learning topics), which will prepare them for further study, training or employment after high school.

For employers, involvement in the programme is an opportunity:

- to bring an extra pair of hands into the workplace,
- to showcase their industry,
- to give something back to the community,
- for staff to gain experience in training, and
- to access potential future employees.

Most of all, it means employers are giving an interested student the opportunity to develop a lifelong passion for an industry at a crucial point in their career.

Successful Gateway trainees become ideal employees, and will be well prepared for

Modern Apprenticeships and other workplace training schemes.

Gateway is especially popular with small companies, including those that have not been involved in workplace training before. It offers businesses an easy way to explore the benefits of workplace training or modern apprenticeships.

How does Gateway work?

The programme is specially designed for students who have shown a particular interest in an industry. Gateway co-ordinators in schools identify students who could benefit from the programme, and will work with local employers to place them in a workplace for one day a week.

There is no cost to employers or students. Employers are able to meet potential students, and there is no obligation to offer the student a position for the long term. The student is not paid for their time.

Gateway co-ordinators make sure students are prepared for work, and are available to support employers and students throughout the duration of the programme.

Trainees have clear targets for the knowledge and skills to be gained as part of the programme. They will be formally assessed against unit or achievement standards on the

New Zealand Qualifications Framework.

Student eligibility

To be eligible for Gateway, school students must:

- be in years 11 to 13 (forms 5 to 7) at school,
- be New Zealand or Australian residents,
- have a positive attitude to work and training,
- be interested in a career in a particular industry and be work-ready, and
- fit any criteria set by the employer's company. For example, they must be available to come in on weekends if required.

Workplace requirements

Employers wanting to offer a Gateway work placement to a student must:

- ensure the workplace environment is safe and appropriate for the age range,
- ensure the Gateway student will learn in the workplace with support from a workplace mentor,
- ensure the mentor and workplace environment is positive and supportive,
- sign a written agreement and a learning plan agreed between the school, the employer, the accredited industry assessor and the student, and
- be willing to attest in writing that students have displayed workplace competencies.

graduates



*Randstad Construction, Property & Engineering national vertical manager
Daniel Wharakura*

- As the market tightens up with the skills shortage, more clients are turning to hiring graduates as this gives them the opportunity to grow their talent within. However, this is still an area clients need to be more open to, with some SMEs only just starting to look at this option. It's a case of immediate need versus future need.
- The current trend of an ageing workforce is also driving companies to consider bringing some new blood into their companies. This brings the dual benefits of diversity and different thought processes.
- Some companies offer a summer internship for new graduates. This can often be unpaid, but gives graduates the opportunity to learn software and basic on-the-job skills. Some of the bigger firms in the architectural industry do this.

Q: Are there any other noteworthy developments or predictions for the construction industry for 2017?

- Predictions for the future are that the talent pool will become even smaller and, therefore, companies are going to have to increasingly consider graduates.
- There are more international graduates in the market and, therefore, companies are going to have to start being more open to hiring international applicants rather than a born-and-bred Kiwi candidate.
- There will be more formal graduate programmes being implemented by SMEs. Currently, it is predominantly the larger organisations that offer these programmes.
- Overall the demand is set to grow, and that spells good news for construction sector graduates of the future.

Learn the tools — AND the business

By *Building Today* Business columnist Terry Sage

Being a tradesman — although I haven't lifted a hammer in anger for quite some time now — I can still remember back to those days of working on huge building sites, with hundreds of others, in freezing London weather, looking forward to that one day a week spent at tech.

At the time it was considered a boring day each week, but at least it was warm!

We learnt the same 40 years ago as the new apprentices learn now — how to build. Yes, there are many subtle differences that have crept in over the years, but building is building.

At the end of your time you feel invincible, and ready to take on the world, build a pyramid or two, and leave your mark on the planet.

Some, like yours truly, go straight out on their own. For me it was a bit of a forced decision as I was made redundant at the age of 19 just as my apprenticeship finished.

Now that was a shock to the system, as my goals in life were all based around the Ford motor company. The site foreman drove a brown Mk 2 Escort and the site manager drove a green Mk 4 Cortina. Maybe small goals, but at 19 who cares about titles — just give me the company wheels.

My world was turned upside down but, looking back, it was the best thing that could have happened, as it has shaped the past 35 years for me.

The other earth tremor on my last day on site was some rather unscrupulous geezer walking off with all my tools while we were celebrating my departure down the local pub. Timing eh!

So there I am, out on my own, certificates to say I'm good at what I do, four years of experience, a bag of new tools and, luckily, a job to do. I am invincible and, bugger the Fords, I'm after a Jaguar.

Now the real learning begins, and this has been my gripe with apprenticeship schemes then and now. As a business coach for more than a decade, this point has re-surfaced over and over again, and not just in the construction sector but in all trades.

Yes, we are taught our trade and we are taught very well — but where is the training for the real world skills that are needed for working in the industry and, more so, running a business within the industry?

It could be argued that, traditionally, the apprenticeship scheme is skill-based learning, and is there solely to teach



Trades Coaching New Zealand's Terry Sage

apprentices how to build.

But running your own business is skill-based as well, and include skills that are essential for survival. Even if just the basics are included so the eyes and brain are opened up to the fact that swinging a hammer or fitting a roof tile do not make adequate, let alone good, business people or people managers.

So what are those basics? There are many, and they cover the whole gambit of business and may well be too in depth for an 18-year-old to take on board.

If a few sessions could be added into the mix at apprentice level on business planning, team management, basic systems, cost-effective marketing and, the killer — financial control, which must include proper and full costing — I guarantee there would be fewer bankruptcies in the building sector.

If it sinks in or not, as long as it is delivered in a way that says "you need these skills so seek help before you take the leap into the world of high business".

Or, more to the point, get some advice before you spend the first job deposit on a down payment for the new Ranger. Only then will the training sector have done its job better — if only from the moral perspective.

There are many courses out there that may seem tedious to the young and restless but, take my word, based on 35 years of experience, if I had taken a course or two back in the early 1980s I would be driving an Aston Martin DB or whatever now, and not an ageing British classic with way too many kilometres on the clock.

The moral of this story is that young people can get a trade and it will set you up for life — but don't stop learning once your time is up.

Look, find and undertake business courses as well and, last of all, don't buy the big toys on tick or at the start of your career.

New Zealand's land supply and affordability crisis. Where to from here?

The shortage of available land continues to drive property prices up. *Building Today* columnist and industry stalwart Mike Fox suggests a few rule changes that could help solve the problem.

One of the resounding common themes at September's Constructive NZ construction forum in Christchurch was the shortage of land.

Nearly every participant I spoke to said our production is now hobbled by two things — first, finding suitable staff, but second and most commonly, the lack of affordable and buildable land.

My own experience backs this up, as does that of our salespeople, who report that the majority of sales enquiries they receive are from people desperately seeking a suitable section to build upon.

This is compounded by first home buyers and others eligible for low deposit loans available only to those that build new.

It is a sorry situation, with high immigration swelling population numbers, a shortage of modern and efficient affordable homes, and a confused regulatory system that is driving and promoting practices that drip feed land to market, only aimed at the higher end.

So, it begs the question — why is suitable land in a sparsely populated nation like ours so expensive, in short supply and so hard to create?

It's hard to know where to start. It is a complex web, where the many parts of the whole unwittingly amalgamate to do the very opposite of what those in desperate need of affordable accommodation actually need.

The torturous land-to-market journey starts with the Resource Management Act (RMA) which, while originally well intentioned, has proven to be completely devoid of any cognisance of what financial implications or costs might be incurred with a development, or any empathy as to what the nation requires to house its population.

Next, local authorities and often ideologically-driven planners interpret the RMA alongside their own local guidelines and district plans, complete with the individual's subjective views which can put unrealistic conditions and significant



Mike Fox

infrastructure costs on raw land, ultimately driving costs up.

It is often more politically expedient for local authorities to lump costs onto the few who are building, rather than risk the ire of the voting public by alternatively spreading costs across all ratepayers.

It is indeed cruel and unjust that the initial developer/home owner pays an over-inflated price to set up the infrastructure, yet the ownership of it remains with the utility provider, who then commands a rental fee to allow the same developer/home owner to use the infrastructure they paid for themselves. Go figure! This racket has flown under the radar for far too long, and needs addressing as soon as possible.

Local politicians who wish to be re-elected are unfortunately set up to make populist planning choices rather than choosing what is best for a

city in the long term.

The fear of NIMBY and voter backlash too often gets in the way of the greater good.

This planning function should be removed from local politicians' mandates and put in the hands of experienced commissioners. Only then would we start to get well thought out, pragmatic and apolitical planning decisions.

Local authorities are also guilty of over use of the RMA provisions, often demanding resource consents for the most minor of issues that realistically have no impact on anyone, aside from delaying a project and lightening the wallet of the applicant.

Unbelievably, it can take three to 10 years to get approval through the RMA and council, and can cost developers many hundreds of thousands of dollars in the process, with very little certainty of the final outcome.

All this time and money turns into extra cost that gets added to the price of providing buildable land.

Many of the world's most successful and prosperous cities have a very light regulatory touch on the supply of residential land and, not surprisingly, they bring affordable land to the market very quickly.

If we are serious about solving land supply, then we need to stop being so precious, pick the best out of overseas practice and make some urgent changes.

Hidden amongst all of this are monopolistic utility providers that are free of any overriding regulation or competition. They charge what they feel like for supply of services, often many more times than the actual cost.

It is indeed cruel and unjust that the initial developer/home owner pays an over-inflated price to set up the infrastructure, yet the ownership of it remains with the utility provider, who then commands a rental fee to allow the same developer/home owner to use the infrastructure they paid for themselves. Go figure!

This racket has flown under the radar for far too long, and needs addressing as soon as possible.

Central Government also needs to step up and accept that many local authorities just don't have the immediate financial resources to provide the infrastructure for rapidly increasing city limits and population growth.

Turning a blind eye or expecting new home owners to foot the total fees, GST and infrastructure bill up front on a section purchase is neither a sustainable nor affordable model, as is being witnessed now.

Central Government could help local authorities by providing low interest loans and by looking at rule changes to spread the recovery of the infrastructure costs and fees over many decades, which would help keep the cost of land down and present a far more equitable solution.

Central Government also needs to provide strong leadership and bring uniformity to our mish-mash of local planning regulations.

Everyone knows the current system no longer delivers what is required — and expecting the market to sort it out, or that 70-odd disjointed local authorities will collectively come up with a solution, is nothing short of mindless incompetence.

The other elephant in the room is the funding of developments and the fact that traditional banks prefer to shy away from funding land or multi-unit developments because of the inherent risks associated with long time frames and uncertainty with planning.

Traditionally, second-tier lenders such as finance companies filled this void in the market, but with the demise of many of them, projects are now unable to get off the ground through lack of suitable funding.

This is a big issue that, once again, if we want supply to market, may require a solution from Central Government.

We have superannuation funds, KiwiSaver funds and ACC funds that, with the right checks and balances, might be able to provide much-needed development finance to a sector that traditional banks don't wish to fund.

It's not all the fault of the regulatory system, as much of the available tracts of land are currently in the hands of a few developers who, without incentive to bring suitable land to market quickly, just drip feed supply to keep prices high and availability low.

They also invariably put restrictive covenants on the land which drive up construction costs, shut out lower-cost housing and push up prices on subsequent releases of land because of the improved standard of housing they have decreed necessary in the first releases.

Who can blame them? It is shrewd business practice, and they are working within the rules that are currently set.

However, if the rules were changed to incentivise developers to bring land to market more quickly by setting shorter sunset dates on planning approval and limiting the use of restrictive covenants, we would see a change in behaviour and more supply to the market.

As you can see, land supply issues present a contorted web of misguided planning, lack of funding, absence of incentives to force land to market quickly, difficulty in providing infrastructure, and a void of strong leadership that have created the conditions for a lack of affordable land.

We are the architects of our own problems, and the land that does come to market is inadvertently skewed to the higher end.

The Auckland Unitary Plan is a bold step in the right direction to creating intensification from the city centre out.

Looking at places such as Sydney, Melbourne and London, you will see cities that have densely populated areas with many multi-storey and medium-height apartment buildings around their CBDs, with good transport to the outer suburbs for those that wish to retain traditional bungalow living.

However, just changing the planning rules will not be enough to make it all happen in Auckland as envisaged.

The amalgamation of existing land into large enough parcels will be beyond the resources of individual developers and, like it or not, there may need to be some compulsory land acquisitions to make cohesive and better planned neighbourhoods.

This is not going to happen without co-operation between developers, local government and Central Government. Left to market forces, we will end up with ad hoc, small scale developments and, without a committed implementation plan, the Unitary Plan will never be able to deliver on its full potential.

So, what is the solution to this inadvertent mess we have managed to create around land supply and housing affordability?

The reasons for it have become abundantly clear, and what we need now more than anything is strong co-operative leadership to cut through the layers of road blocks. Fence sitting or waiting around for the mysterious market to fix it just won't deliver.

There might be a few noses bloodied while this is sorted. However, if we want a country where good affordable housing is also a choice, then we need to get on with it.

To date, all we appear to have had is tinkering around the edges and denial of the problem.

If the current Minister is unable or unwilling to take the holistic leadership steps needed to lead us through this, then I would respectfully suggest that he has had long enough and should now give someone a go who can.

• **This article contains the author's opinion only, and is not necessarily the opinion of the Registered Master Builders Association, its chief executive or staff.**

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Construction Contracts Act 2002 — Are resubmitted invoices capable of being payment claims?



Timothy Bates, principal of Auckland law firm Legal Vision, reviews the September 2016 decision of Auckland Electrical Solutions Ltd v The Warrington Group Ltd.

This decision was a claim that started as a summary judgment application in the District Court where summary judgment was declined. It ended up before Justice Downs in the High Court.

Factual background

The appellant (Auckland Electrical Solutions Ltd) sent a series of invoices to the respondent (The Warrington Group Ltd) between April 30, 2015, and June 30, 2015.

Whilst receipt of these invoices was not disputed by the respondent, it did dispute whether these invoices contained the notation "This invoice is tendered under the Construction Contracts Act 2002".

Subsequently, the appellant engaged a debt collection company who, in turn, arranged for the service of a statutory demand upon the respondent on or about August 3, 2015, seeking payment of the sum of \$21,159.83.

A week or so later this debt collection company then emailed the respondent with a set of five invoices which did reference the Construction Contracts Act 2002.

In response to the statutory demand and email sent, the respondent paid the sum of \$12,500 on August 14, 2015.

On August 20, 2015, a meeting took place between the respondent and the debt collection company with a view to resolving the

dispute over the outstanding amount.

At that meeting the respondent was given another copy of the invoices previously emailed to it.

The appellant argued in the District Court that the respondent had been served with complying payment claims, had failed to respond in the form of a payment schedule and, thus, the remaining amount of the invoices/payment claims was a debt that was due and owing.

Conversely, the respondent argued that it had paid most of the invoices submitted, but was not required to meet the balance because the underlying works were defective.

The respondent also argued section 79 of the Construction Contracts Act 2002 had no application because the enactment had not been complied with.

In the District Court, Judge Lovell Smith ruled that in relation to service of the April, May and June invoices, there was a factual dispute as to whether these invoices contained the necessary reference to the Construction Contracts Act 2002, which could not be resolved without cross-examination of the deponents.

Accordingly, it was deemed that summary judgment, at least in respect of these invoices, was completely inappropriate.

The High Court then went on to consider the alternative argument put by the appellant which was that the re-service of the invoices as fresh payment claims in August by the debt collection company amounted to service of payment claims.

The appellant contended that the invoices, when served in August 2015, did contain the reference to the Construction Contracts Act 2002 and, in this way, did amount to payment claims as at that point in time.

The High Court disagreed with this submission. The court considered whether the fresh payment claims complied with section 20, and

noted that no "due date for payment" was included which was required by Section 20(2)(d).

The words "net 20" were used though, and so this non-compliance was not deemed fatal as it was not an unreasonable assumption to assume this meant payment was due on the 20th of the month following the invoice.

Nothing said nor done at meeting

However, notwithstanding the implication that payment was due on the 20th of the month following, the debt collection company served these invoices with an associated demand for payment.

Nothing was said nor done at the meeting to change that impression, or to alter the demand.

Furthermore, the debt collection company's email of August 11, 2015, which contained the invoices, implied that time had already passed for serving a payment schedule.

Nothing was said or done at the meeting to correct that impression.

The court ruled that on the evidence available, the resubmission of the invoices did not amount to submission of fresh payment claims, as the appellant appeared to be relying upon the original invoices as tendered and liable for payment immediately.

Accordingly, the appeal also failed on this ground.

This decision is authority for the premise that when fresh invoices/payment claims are reissued, then the time frame for responding to them ought to start running again from the date of resubmission, and the issuer needs to act consistently with this.

Note: This article is not intended to be legal advice (nor a substitute for legal advice). No responsibility or liability is accepted by Legal Vision or *Building Today* to anyone who relies on the information contained in this article.



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Safe danger

Architect Don Bunting considers a likely future direction for the design and construction industry.

Architect Philip Johnson introduced the principle of “safe danger” into his designs.

He would design steps fostering a sense of imbalance or unease. He would also create the illusion of a potential fall due to a lack of a balustrade, but then include a concealed soft landing area.

Arguably, his best known completed design project was the Glass House in rural Connecticut. This was a 40 acre retreat containing numerous specialist buildings and a house with all four walls constructed of glass.

Johnson fell out with his arguably better known mentor Mies van de Rohe because of his insistence on including classical references within his mainly stark, modern designs.

Mies, the designer of the classic Barcelona Chair, was not amused by such excess.

Later, Johnson became a champion of post-modern design, a 1980s style incorporating obvious references to past classical styles.

Done well, this design ethos produced some interesting modern buildings, but there are a few unfortunate copies around New Zealand.

This was a difficult era in our construction history, leading up to the financial collapse of the late 1980s.

While the crash was not caused by this new approach to design, the post-modern style did reflect a more profligate time.

State of the industry

Someone recently questioned my right to use the title architect. The matter was amicably resolved by our registration board, who were only concerned that I was not directly engaged in design and construction — a requirement of my current status.

However, it has led me to reflect on whether my profession and, in fact, other members of the design and construction industry, take a too narrow view of what and who we are.

In 1979, the new Practice Division of the New Zealand Institute of Architects conducted a survey of the profession called Practice in the 80s.

This offered a useful benchmark for the profession, potentially helping them decide on



Architect Phillip Johnson's “Glass House” in rural Connecticut.

the best way forward for architects and for the industry.

Unfortunately, the 1980s was like a small nuclear explosion, decimating my profession, and ultimately leading to a much reduced role for architects in the design and construction process.

The financial downside of this era didn't help much either. I decided on a sideways move away from direct involvement in architecture, but many others stuck it out.

Game show USA

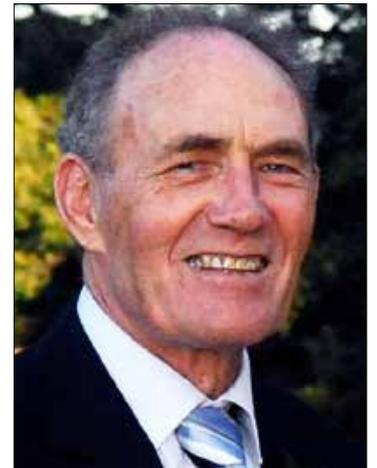
I recently spent time in the USA, during the reality show version of a presidential race. As one commentator said: “The two candidates are engaged in a race to the bottom.”

The divisive and personality-based approach of both major political parties has led many in the USA to question whether there needs to be a new look at the state of their nation — and how to move the debate away from personalities and towards policies that actually improve the lot of all Americans.

Collaboration

For quite different reasons, it's time for our industry to take a hard look at itself — an industry still suffering from the fallout of the weathertightness issue and the broader issues of built cost and quality.

We not only have problems delivering buildings that people can afford and trust to retain their



value.

We are also faced with a potential revolution in introducing new, exciting, but challenging, technologies.

I counsel all industry bodies, professional and practical, along with relevant government entities, to take the time to sit down and decide

whether our industry is up to the task of meeting current and future challenges.

Essentially, is there a better way? I believe that my industry is too divided and too self-focused to take up such a challenge. I would love you all to prove me wrong.

The recent Constructive Forum was well meaning but, like all such conferences, nothing was decided, and the participants will, no doubt, go back to their jobs and forget about it for another year. Not good enough.

About time

I was pleased to see that Bob Dylan was given the 2016 Nobel Prize for literature. I recently read that Dylan never quite understood where his words and images came from.

Joan Baez recalled how Dylan once complimented her on the song *Love is just a four letter word*, oblivious to the fact he had written the song for her the night before.

Leonard Cohen, in conversation with Dylan, admitted his song Hallelujah went through numerous iterations over a number of years. In response, Dylan said some of his best songs took as long as 15 minutes to write. Genius.

Singer David Bowie liked to write individual phrases then scatter them on the floor and take a random selection to form the final lyrics.

And it is reputed that Frank Lloyd Wright designed his iconic house Falling Water in less than the four hours it took his client to drive to Wright's studio from Chicago. But as Wright said: “My designs are only recorded on paper.”

The problem of cash flow

Terry Sage of Trades Coaching New Zealand tells a sad yet avoidable and redeemable story. Not surprisingly, it involves the IRD . . .

This month's story could be a sad one, is most certainly a very common one, has broken many families and partnerships, is totally avoidable and is definitely redeemable.

I am talking about that worldwide problem of "cash flow" or, more accurately termed, the lack of it.

It all starts with going into business under-capitalised, and we expect for the first job to pay for its generated costs.

Sounds like that's the way it should work, but when you have to wait for payment and you have to pay some bills before the funds come in, the pressure builds up.

You also need money to live on until the job pays out, you need fuel, and you may have wages to pay — the list can actually become extremely long.

As the months go on, and if you are very frugal with your accounts, then it should all come right. But tradies are just not known for being frugal.

If you're not careful, the problem just compounds, and your creditors increase, you get further into debt, the supplier accounts go on stop,

and the stress goes through the roof. All because you had no money to start off with.

Now that's a very simplified version of what can, and does, happen. There are many variations and even more contributing circumstances which make up all the stories of the thousands of construction liquidations.

There is a number one common factor that crops up in most cash-strapped businesses, and is one of the leading causes of liquidations. That factor is the Inland Revenue Department (IRD).

Before you start throwing things at the wall and shouting obscenities all directed at the IRD, it's not their fault. They are only doing their job.

Yeah, they could do it a little more kindly sometimes, but if you pay your taxes they will not bother you.

So why do they become the common factor? It's simple — they become that creditor that's the easiest not to pay because we don't have to see them every week — they are just a faceless entity.

To their own detriment and also yours, it can sometimes be months before they start chasing you, by which time the small amount has doubled, perhaps tripled, with the addition of interest and penalties.

From experience, I can tell you this problem is so common it's scary. But, as mentioned earlier, in most cases things are definitely redeemable. It is also totally avoidable — if you started off with proper financial planning, forecasting, budgeting, reporting and collateral.

That's a lot of ifs there, and in an ideal business set-up you would have had them all. But we live in a human world and not an ideal one.

So let's skip the avoidable bit and concentrate on the redeemable, just in case you are one of the many thousands of businesses that owe money to that faceless entity.

How is it redeemable? First, get your head out of the sand and deal with it because ignoring it just increases the interest and penalties.

Second, open a dialogue and start talking to the IRD. You need to have a plan to repay. Don't just say, "hi, you reckon I owe you a million bucks? That's a load of rubbish and I can't pay you, so what are we going to do about it?"

Work with them and they will work with you. Have a full cash flow forecast written, file an IR590 form, put together a workable repayment plan over 24 months, and look at the option of an up front lump payment.

Sounds easy right? Yeah, nah, never going to happen . . .

Just don't stick your head back where it came from. There are companies out there that can do all this work for you or with you. Call your accountant — some of them are good at this and some aren't interested. If all that fails give me a call and I will talk you through it.

Now don't get your hopes up here, but there are lots of cases where the IRD has greatly reduced your debt with them because you have made an effort to pay.

Don't be just another statistic just because your head was stuck.



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Building Consents Information

For All Authorisations, September 2016

Dwellings	\$1,040,088,000
Domestic Outbuildings	\$22,032,000
Total Residential	\$1,062,121,000
Non-residential	\$508,563,000
Total All Buildings	\$1,570,684,000
Non-building Construction	\$27,782,000
Total Authorisations	\$1,598,466,000

Number of new dwellings consented

	Sep 2016	Aug 2016	Sep 2015		Sep 2016	Aug 2016	Sep 2015
Far North District	20	38	29	Horowhenua District	25	26	16
Whangarei District	46	59	45	Kapiti Coast District	21	27	14
Kaipara District	30	36	20	Porirua City	26	20	12
Rodney District	64	72	86	Upper Hutt City	27	18	7
North Shore/Albany Wards	316	277	199	Lower Hutt City	22	12	61
Waitakere Ward	47	68	39	Wellington City	179	60	24
Auckland Wards	97	305	93	Masteron District	5	9	4
Manukau/Howick Wards	61	62	88	Carterton District	7	8	3
Manurewa-Papakura Ward	91	112	91	South Wairarapa District	7	7	1
Franklin Ward	76	74	47	Tasman District	35	34	24
Thames-Coromandel District	21	28	24	Nelson City	16	24	19
Hauraki District	10	11	9	Marlborough District	26	17	19
Waikato District	69	49	63	Kaikoura District	5	5	3
Matamata-Piako District	18	29	10	Buller District	1	0	0
Hamilton City	116	122	124	Grey District	3	8	3
Waipa District	36	41	47	Westland District	2	3	1
Otorohanga District	3	4	2	Hurunui District	7	6	8
South Waikato District	5	5	8	Waimakariri District	49	51	42
Waitomo District	1	0	0	Christchurch City	242	330	308
Taupo District	32	25	33	Selwyn District	112	131	119
Western Bay of Plenty District	43	48	39	Ashburton District	10	21	17
Tauranga City	134	143	125	Timaru District	25	13	22
Rotorua District	6	11	15	Mackenzie District	5	7	5
Whakatane District	9	9	7	Waimate District	1	3	1
Kawerau District	0	3	0	Chatham Islands Territory	2	2	0
Opotiki District	1	3	2	Waitaki District	8	4	6
Gisborne District	7	2	8	Central Otago District	36	38	16
Wairoa District	1	0	1	Queenstown-Lakes District	84	109	65
Hastings District	24	21	15	Dunedin City	37	37	25
Napier City	13	15	14	Clutha District	1	5	3
Central Hawke's Bay District	3	0	2	Southland District	9	4	8
New Plymouth District	46	49	40	Gore District	1	1	2
Stratford District	1	1	0	Invercargill City	14	7	31
South Taranaki District	2	6	2	Area Outside TA	0	0	0
Ruapehu District	3	1	3				
Wanganui District	10	16	3				
Rangitikei District	4	2	0				
Manawatu District	11	15	7				
Palmerston North City	22	24	11				
Taranaki District	1	1	2				
Total	2550	2834	2242				

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

Source: Statistics New Zealand

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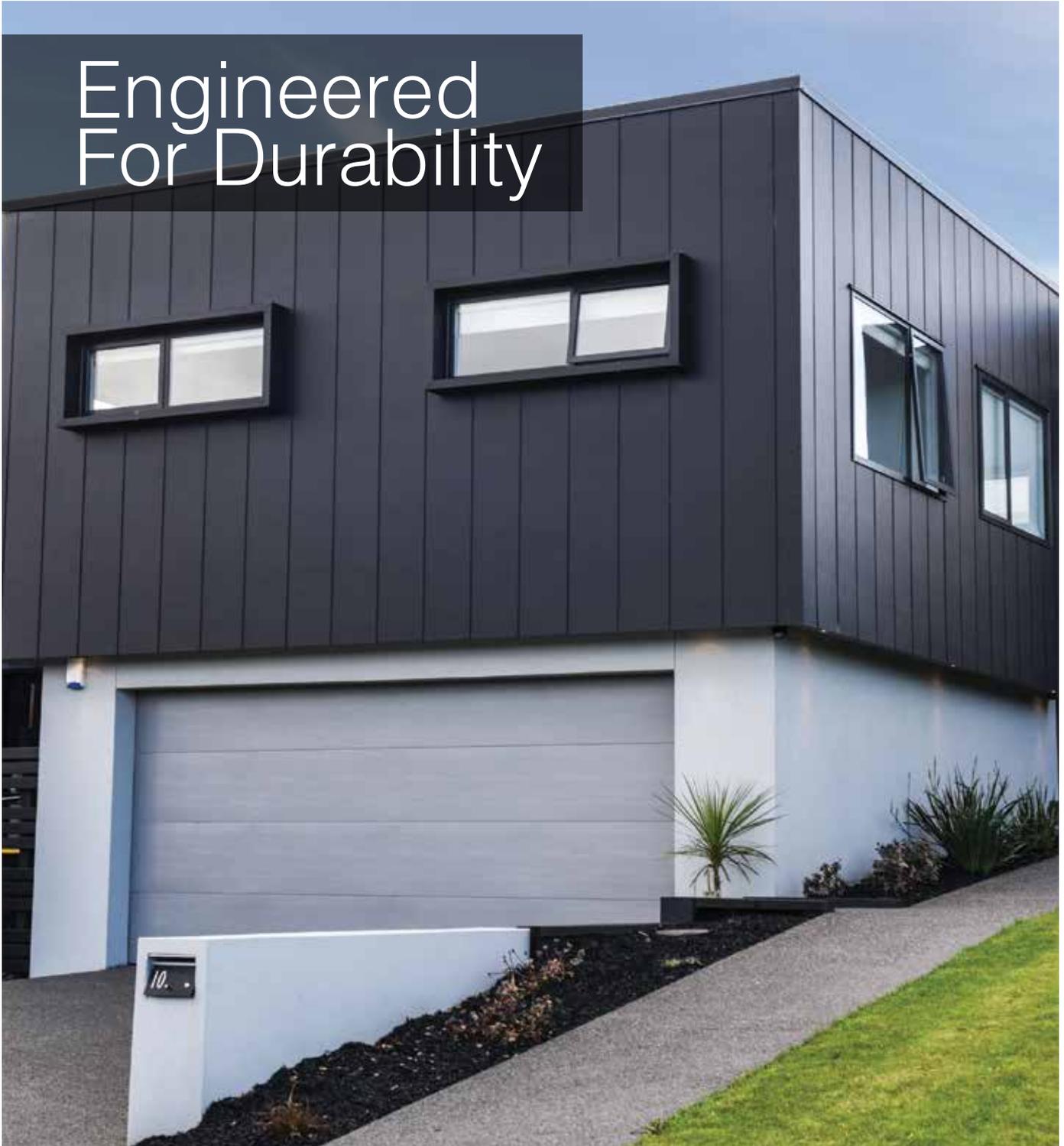
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