

BUILDINGTODAY



THE OFFICIAL MAGAZINE OF THE REGISTERED MASTER BUILDERS ASSOCIATION

VOLUME 28 NUMBER 11
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CHRISTCHURCH SCOOPS
RMB 2018 SUPREME
HOUSE AND RENOVATION
OF THE YEAR AWARDS



Exterior
green walls
growing
taller



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FROM THE EDITOR

Another year has just about bitten the dust, and in this final issue for the year you'll find full coverage, results and comment from the RMB 2018 House of the Year, the national gala dinner for which was held late in November.

It's been a memorable year for Christchurch builders who not only won both Supreme Awards, but who, earlier in the month, also provided the RMB CARTERS 2018 Apprentice of the Year national winner. Must be something in the water down there!

Building Today would like to take the opportunity to thank the RMBA, our advertisers and you, our readers, for your support during the past year.

Have a Merry Christmas and a Happy New Year.

Andrew Darlington — Editor

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Understanding risk

Understanding the concept of risk is critical for all contractors.

By RMBA president
Darrell Trigg

There is a lot of discussion currently about risk in the industry. Who should bear risk? What is risk and what effect does it have on contractors' ability to meet their obligations to the contract they have with their client?

There are many questions associated with risk, and it is of critical importance that contractors understand the concept of risk.

There are several forms of contract, but my focus for this article is fixed price lump sum contracts, which are probably the most common form of agreements in the New Zealand construction industry.

By my thinking, there are two types of risk for builders:

- **Commercial risk:** This is where builders decide the quantity and cost of materials, labour and preliminary and general items that it will take to complete the project they are pricing. Builders assess these costs in various ways to ensure they have enough of everything to complete the works.
- **Contractual risk:** These are the conditions that spell out how the contractual relationship will be administered during the works and, for some, a period after completion of the works — eg, a defects liability period.

Typically, there are two parties to a construction contract — the client (principal) and the builder (contractor).

A contract document typically consists of three parts:

- **The contract agreement:** This sets out the date of the agreement, who the parties to the agreement are, the price for the contract works, and the documents that comprise the contract — ie plans, specification, and pre-tender and post-tender correspondence, along with any other information relevant to the project.
- **General or specific conditions of contract:** These are the normal conditions of the contract that exist in the unaltered document. They set out how specific items are managed throughout the contract period, such as payment process, variation management, time for completion, and information on insurance.
- **Other, additional and/or amended conditions:** These are where the general or specific



RMBA president Darrell Trigg.

conditions of the contract are amended, altered or added to. The net effect of this is that it can shift the balance of the contractual risk profile to one or other of the parties to the contract.

I have made it a mission of mine to focus on the other, additional or amended conditions, as this has been where there are changes from the client that can shift the balance of risk firmly into the contractor's lap.

Assess the impact of any changes

Each of the other, additional or amended clauses needs to be carefully examined and understood by contractors.

Together with that, contractors need to assess the impact of the changes, and look at how they are going to cover the risk.

For example, if the contract states that the contractor cannot claim for escalation in costs during the contract period — for example, if the price of concrete goes up — then it is prudent for the contractor to cover that risk by assessing the duration of the contract versus the cost, and then to allow a sum to cover unforeseen cost escalations and to include this in the tender.

To help assess the risk, I encourage contractors to seek the appropriate advice from their legal representative. I also encourage them to read each of the changes and ask what is the meaning of the clause? Ultimately, they are only words, but they can sometimes be interpreted in several different ways.

There is a critical word in the document which is "agreement". So, if you do not like an amended or additional clause, you have the right not to agree to it prior to signing.

This is critical to protecting the amount of risk contractors accept with regards to how the contract works are administered.

My company once had a large house to tender for on the client's coastal site that they had owned for some time.

Reading through it, there was a clause that said "if the site subsides and causes damage to the building, the contractor must rectify the damage at its cost".

So, to summarise, we had no control or supervision of the site selection, geotech engineering or design of the dwelling, but this clause made us responsible if any of the above failed!

Needless to say, we did not even look at the plans, and gracefully declined the offer to tender.

As builders and clients, both parties need to understand the balance of risk that is embodied within the contract document.

The balance of risk shifts every time there is an additional or amended clause added to a contract, and careful consideration needs to be taken to cover that risk.

This may mean that additional cost is added to the tender that the client may not be comfortable with.

Rebalancing the risk

A conversation then needs to be had about sharing or rebalancing the risk profile so that each party has a responsibility for an acceptable amount of the contractual risk.

In summary, I encourage you all to seek advice prior to signing a contract if you're not sure about anything in that contract.

More importantly, read the changes to the contract and understand what it is you are entering into, even before you price the job.

It may be worth bowing out at that stage rather than committing resources to pricing it when the risk is too high.

Please note that this article is based on personal building and business experience, and I encourage you to seek the appropriate advice at any stage.

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Fine-arts student turned carpentry apprentice impresses national judges

Peter Ravn's solid performance and quality craftsmanship saw him take out the title of Registered Master Builders CARTERS 2018 Apprentice of the Year last month.

The 26-year-old, employed by Armitage Williams Construction Ltd, says he was in disbelief when he found out he had won, but was very happy with his achievement.

"I was really nervous throughout the event, and I also felt pressure to live up to the high standards I put on myself. But, overall, it turned out to be an amazing experience," he says.

"I competed in the regional competition last year, and I wasn't sure if I should give it another go, but my employers were really encouraging and said I should put myself out there. I'm so glad I did!"

Peter says the most enjoyable part of the competition was getting to know the other competitors.

"I really enjoyed building a friendship with the other finalists. It was great to spend time with a group of apprentices at the top of their game. We all wanted to do well at the event, which meant I could get along and relate with all of them."

As part of the national competition, the 10 finalists had to complete a six-hour practical challenge, which Peter says was the hardest part of the competition.

The apprentices were tasked with building garden stations, which were donated to local schools.

"It wasn't so much the task that was the challenge, but the nerves that came with it," Peter says.

"You didn't have a lot of time, and you couldn't afford to make many mistakes. You were definitely up against it! But I was happy with how my garden station turned out."

Judges called Peter an outstanding all-rounder, who gave a solid performance throughout the competition.



Registered Master Builders CARTERS 2018 Apprentice of the Year Peter Ravn of Christchurch.

"To be successful in this industry, you must be an all-rounder. Peter demonstrated high competency across all aspects of the competition," they said.

"He shows maturity and passion for his craft, with a clear vision to be an industry leader. His professional demeanour is admirable, and he is a worthy winner of the 2018 Apprentice of the Year."

However, Peter's career so far hasn't all been plain sailing, having switched career paths after struggling to find work with his degree in fine arts.

"After university I was looking for a job in set design, but employers kept telling me I didn't have the right skills. So, I decided to do a carpentry apprenticeship. My brother had done one himself, and told me it provided a great set of skills.

"I obviously have the skills now, so I could try again to find a job in set design, but I am

enjoying carpentry so much that I think I'm here to stay!"

Peter says his apprenticeship was crucial to his success in the competition.

"The knowledge I have accumulated over the past three years at Armitage Williams Construction has been invaluable.

"They have an older workforce who have mentored me and taught me a range of interesting techniques. I picked them up quite quickly and applied them at the national competition."

Peter says the win has helped him stand out in his company as a possible leader.

"Because I put myself out there, they're bringing up the possibility of a leadership role within the company, which is amazing."

He says he learned a lot from the experience, and encourages other apprentices to enter.

"You learn a lot, gain confidence, and really put yourself out there. Even though there is a lot of pressure, that does positive things for you as well."

As well as the title of Registered Master Builders CARTERS 2018 Apprentice of the Year, Peter won the use of a brand new XLT Ford Ranger, courtesy of CARTERS, for one year, a \$5000 CARTERS Business Tools Grant, an Apple iPad worth \$1000 from the Ministry of Business Innovation and Employment (MBIE), and tickets and accommodation to attend the Registered Master Builders House of the Year gala dinner held in Auckland recently.

Apprentices, employers and young people aspiring to be part of the construction industry are also encouraged to join the Registered Master Builders 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 sponsor the MBIE.



Wellington office building revitalised

McKee-Fehl Constructors' modern transformation of a group of ageing industrial buildings in Wellington saw them win the CARTERS Commercial Award at the 2018 New Zealand Commercial Project Awards.

"After such a long and challenging project, it was great to gain recognition for our work," McKee-Fehl Constructors project manager Helen Moate says.

Ms Moate felt the project stood out from the competition due to its complexity, with the project combining multiple buildings each with different structures from across the past century.

"A big challenge for us was that we were working with three structural forms from the 1920s, 1960s and 1980s," she says.

"This meant there were a variety of things to consider when strengthening and reconstructing the buildings to make it feel whole again. This was all while retaining the original character of the buildings.

"We ended up using existing and new structural elements to create an architectural aesthetic that embraced both the new and old.

"We had a strong vision for the project, but with the many structural unknowns, we had to constantly be creative and adapt our plans.

"Another challenge was that our client, Transpower, required a co-ordination centre that could operate continuously regardless of any event.

"The final build had to be resilient enough to withstand disruptions from power outages or natural disasters."

Competition judges said the end result had created a state-of-the-art office environment.

"The buildings were stripped right back to their frames, carving out an atrium, strengthening and adding extra floor space," they said.

"The multiple buildings were knitted together into a cohesive whole with big open floor plates, despite multiple mismatched floor levels.

"The result is a delightful and characterful workplace, which anticipates achieving a five Green star rating."



McKee-Fehl Constructors' modern transformation of a group of ageing industrial buildings in Wellington saw them win the CARTERS Commercial Award at the 2018 New Zealand Commercial Project Awards.



Ms Moate says the award helps her company be recognised beyond the Wellington region.

"For us it's a huge validation of what our designers, engineers, site team members and apprentices can produce, and how effectively they work. Seeing that recognised nationally is important to us.

"While this project has done well in other competitions, the construction focus of the Commercial Project Awards was especially important for us to excel in. It provides the peer recognition within the industry that we

really appreciate"

The award follows several successes for McKee-Fehl Constructors at the Commercial Project Awards.

In total, they've won seven awards in the competition over the years, including two Restoration Gold awards.

The New Zealand Commercial Project Awards are owned by the Registered Master Builders Association, and sponsored by PlaceMakers, Altus, GIB, Allied Concrete, CARTERS, Resene and Construction Marketing Services.

NEW ZEALAND'S 2018 SUPREME HOMES

Christchurch has come out on top at this year's Registered Master Builders 2018 House of the Year Awards, taking out both the Supreme Awards with a Redwood home and Merivale renovation.

Christchurch company Metzger Builders (MBL) was awarded the coveted title of Registered Master Builders 2018 Supreme House of the Year with their Redwood home. They also took out the national category win for the New Home over \$2 million Award and the Plumbing World Bathroom Excellence Award.

Christchurch's Takahe Construction won the title of Registered Master Builders 2018 Renovation of the Year, with their superb renovation of a Merivale home. The company also took out the national category win for the Renovation over \$1 million Award and the Outdoor Living Award.

The awards were announced at a gala dinner attended by over 550 people from the building and construction industry. The event was held at The Cordis Hotel in Auckland on 24 November. Other national category winners and lifestyle awards were also announced.

Registered Master Builders Chief Executive David Kelly says House of the Year epitomises building excellence and showcases Master Builders as the custodians of quality and innovation across all types of homes and price brackets.

"Residential building continues to fuel the construction boom, and while these homes need to be built quickly and cost effectively, it must not be at the expense of quality. House of the Year sets the standard of what is possible, both in quality and innovation.

"The craftsmanship demonstrated within all of our finalists shows that our members are building quality homes for all New Zealanders. From the luxury homes, to the cost-effective builds, to apartments, these homes are some of the finest in the country.

"Congratulations to our Master Builders, especially to our Supreme Award recipients, Metzger Builders (MBL) and Takahe Construction. Your projects represent the dedication and workmanship of all of our members. We are incredibly proud to represent you and provide platforms like these awards to highlight the amazing work you do."

The Awards are made possible through the support of PlaceMakers, Master Build 10-Year Guarantee, GIB, Nulook, CARTERS, Plumbing World, Resene and Bunnings Trade.

For more information about the competition, and to see all of the results visit www.houseoftheyear.co.nz.



Christchurch company Metzger Builders (MBL) was awarded the coveted title of Registered Master Builders 2018 Supreme House of the Year with their Redwood home.



Christchurch's Takahe Construction won the title of Registered Master Builders 2018 Renovation of the Year, with their superb renovation of a Merivale home.

ANNOUNCED

SUPREME AWARD FOR THE REGISTERED MASTER BUILDERS 2018 HOUSE OF THE YEAR



Metzger Builders (MBL)

FOR A HOME IN REDWOOD, CHRISTCHURCH

JUDGES' COMMENTS

The clever and balanced design of this home had a considered approach in every respect. The large home sits boldly on a rural site, but peacefully in its landscaped environment.

The impeccable crafting and attention to detail demonstrated by the builders and subcontractors is truly exceptional. The collaboration between client, architect and builder has made this a home that perfectly suits the needs of the growing family.

It is a well deserving winner of this award.



SUPREME AWARD FOR THE REGISTERED MASTER BUILDERS 2018 RENOVATION OF THE YEAR



Takahe Construction

FOR A HOME IN MERIVALE, CHRISTCHURCH

JUDGES' COMMENTS

This is a grand home that was extensively damaged in the Christchurch Earthquakes. This renovation required a team with an extensive skillset.

Originally built in the 1990s, the client chose to engage the original architect to complete a full re-design, whilst retaining the elegance of the original home. A collaborative approach between client, architect, engineer and builder made this project a success.

The quality demonstrated in both the re-build work and the overall renovation is a credit to the team involved. This is truly a spectacular home, which the builder should be extremely proud of.



CRAFTSMANSHIP AWARD



Percival Construction FOR A HOME IN OTAMA BEACH, WHITIANGA

JUDGES' COMMENTS

When you fully understand the client's brief and consider the close location and exposure to the panoramic ocean views, it becomes immediately obvious the architect and builder have achieved an innovative and stunning result for this beach side holiday home.

A demanding and difficult build, the craftsmanship can only be described as perfection. This was a house we did not want to leave.

Congratulations to a young and very capable builder.



MASTER BUILD 10-YEAR GUARANTEE RENOVATION UP TO \$500,000



Calley Homes FOR A HOME IN TAURANGA SOUTH, TAURANGA

JUDGES' COMMENTS

This was a standard cottage-styled bungalow, which has had a complete and very successful makeover.

With further adjustments to the home's interior, the builder has renovated this home to a very high standard.

This has produced a top result for the home owner.



BUNNINGS RENOVATION \$500,000 - \$1 MILLION



Cove Construction

FOR A HOME IN FLAXMILL BAY, COOKS BEACH

JUDGES' COMMENTS

This seaside holiday home has undergone a significant renovation. As a result, a substantial and well-appointed living environment has been created for family and friends to enjoy.

The considered layout offers spacious indoor and adjacent outdoor living areas, and separate bedroom wings for adults and children.

The builder's high standard of workmanship throughout, combined with his common-sense approach to detailing, makes this a stand out renovation.



RENOVATION OVER \$1 MILLION



Takahe Construction

FOR A HOME IN MERIVALE, CHRISTCHURCH

JUDGES' COMMENTS

This substantial home suffered extensive damage from the Christchurch earthquake. This meant it needed a very measured and structural approach prior to alteration and renovation work.

This provided an opportunity to modernise the home and create something special and unique.

This was a demanding and challenging project, and the builder and his team are to be congratulated for delivering such a superb result for their client.





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VOLUME/GROUP HOUSING NEW HOME UP TO \$450,000



Mike Greer Homes Nelson FOR A HOME IN STOKE, NELSON

JUDGES' COMMENTS

This home is the complete package. It offers well-balanced design and functionality, with good detailing, workmanship and appropriate material selections.

The home demonstrates excellent value for money, with the builder achieving a great result for their clients.



VOLUME/GROUP HOUSING NEW HOME \$450,000 - \$700,000



Peter Ray Homes FOR A HOME IN BARTON FIELDS, LINCOLN

JUDGES' COMMENTS

This home has been well designed for comfortable living, with sound detailing and appropriate choice of materials throughout.

The house is well built, providing exceptional value for money. It sets a high standard for others to follow.

A worthy category winner.



RESENE NEW HOME UP TO \$450,000



Keane Building

FOR A HOME IN AMBERLEY, NORTH CANTERBURY

JUDGES' COMMENTS

This small, but unique, home is a fine example of innovative design. It maximises the available space in the best possible way.

Good product selection and the builder's high standard of workmanship has produced a very functional and satisfying result.

This home provides exceptional value for money.



PLACEMAKERS NEW HOME \$450,000 - \$550,000



Precision Homes NZ

FOR A HOME IN WAIU PA, AUCKLAND

JUDGES' COMMENTS

This is a traditional bungalow set in a pleasant rural environment.

The home offers a well-balanced design that considers the overall functionality.

Matched with good detailing, workmanship and appropriate material selections, the builder has achieved a great result for the clients.



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NEW HOME \$550,000 - \$700,000



Ninety Degrees

FOR A HOME IN PAUANUI, HIKUAI

JUDGES' COMMENTS

The kiwi bach has been a New Zealand icon for many years, but this holiday home takes it to another level.

An extremely well thought through and clever design has provided the ultimate kiwi holiday experience for its owners.

There is a clever use of space and the builder has embraced the beauty of natural materials and raw building techniques. There is a high level of finish, which has provided a stunning result.



NULOOK NEW HOME \$700,000 - \$1 MILLION



Inhaus Developments

FOR A HOME IN REDWOOD VALLEY, RICHMOND

JUDGES' COMMENTS

This well-designed home, with a sensible approach to detailing by the builder, makes this house feel very special.

The home owner, architect and builder worked well together to produce a fantastic result.

This home was a real test of the builder's skills, and a first-class result has been achieved.



CARTERS NEW HOME \$1 MILLION - \$2 MILLION



Todd Grey Builders

FOR A HOME IN MOUNT MAUNGANUI, TAURANGA

JUDGES' COMMENTS

This is a very well designed and functional family home, with a focus on good materials and product selection.

It has excellent indoor and outdoor living options and utilises the site and views over the adjacent golf course.

The builder's attention to detail and high standards has achieved excellent results.



NEW HOME OVER \$2 MILLION



Metzger Builders (MBL)

FOR A HOME IN REDWOOD, CHRISTCHURCH

JUDGES' COMMENTS

This large two-storey contemporary home nestles well between the many large existing trees on the rural site. It is clad predominately in air-rated celcrete panels, with alucobond facades. This means the exterior has a well-balanced and striking appearance.

The comprehensive detailing throughout, and the style of structure and cladding, commands an accurate and accomplished skill set by both the builder and his subtrades.

We believe this builder has managed those requirements perfectly.



GIB SHOW HOME



A J Saville Builder

FOR A HOME IN MILLBROOK COUNTRY CLUB,
QUEENSTOWN

JUDGES' COMMENTS

This energy efficient home is well-crafted and has all the benefits of modern fixtures and fittings. Situated in the heart of Millbrook Golf Resort, it has the charm and character of a Central Otago cottage.

The home has been well designed to capture all-day sun and magnificent surrounding views.

The builder and architect have achieved a great result, demonstrating their design initiatives and building skills with a very good all-round presentation. An excellent and very appealing home.



BUILDERS OWN HOME



Glover Homes

FOR A HOME IN COATESVILLE, AUCKLAND

JUDGES' COMMENTS

The Builders Own Home Award is an opportunity for a builder to demonstrate their construction skills and knowledge which they have accumulated from previous experiences.

This pavilion-style house, with its rural setting, is a fine example of skills being used to produce an excellent result.

This is a project that has been well planned and constructed to the highest level.



MULTI-UNIT (APARTMENTS/DUPLEXES/TERRACE HOUSING)



Contract Construction FOR A HOME IN FENDALTON, CHRISTCHURCH

JUDGES' COMMENTS

A superbly designed complex of apartments, with good consideration to outdoor living spaces and privacy.

Variable sizes and configuration of units provide different living options for potential buyers.

The low maintenance cladding and materials was a sensible choice, and the builder's attention to detail ensured that high standards were achieved throughout the build, making this complex a deserving winner.



SPECIAL AWARD



Percival Construction FOR A HOME IN OTAMA BEACH, WHITIANGA

JUDGES' COMMENTS

Judges said this home had a wonderful story attached to it and they did not want to leave it.

The clients, who are based in New York, wanted a holiday home that was very different, and could be completely closed up for the 10 months that it wasn't used. This was creatively achieved with large steel folding screens that essentially wrapped the entire house up. This provided security and protection from the environment to keep maintenance to a minimum.

Also, during the design process, the clients had a baby daughter, so they decided to have her and the family's DNA laser-cut into the screens. This not only created a stunning visual aesthetic, but added to the protection of the home.

Aptly named, 'The DNA House', the architect and builder have achieved an innovative and stunning result for this beachside holiday home.



LIFESTYLE AWARDS



SUSTAINABLE HOME AWARD

Glover Homes
FOR A HOME IN COATESVILLE, AUCKLAND

JUDGES' COMMENTS

Commitment to creating a sustainable home was the focus for this project right from the beginning. From the insulated concrete slab and insulated construction methods, to the filtered rain water collection, every aspect has been chosen with a purpose. The choice of glazed windows to increase insulation values, recycled construction waste, combined with 20PV panels generating 6.8kW, create a very sustainable family home. The current 14.4kw battery storage allows this house to run off the grid when necessary for several hours. The provision for additional battery back-up enhances this already very sustainable home.



HEART OF THE HOME KITCHEN AWARD

Red + Black Construction Grant Waghorn
FOR A HOME IN FENDALTON, CHRISTCHURCH

JUDGES' COMMENTS

The photos truly don't show how this kitchen works so amazingly with the rest of the home. Designed for both entertaining and a growing family, this space has everything and more. The stand up, sit down bar, with its own fridge and oven, allows the family to congregate without getting in the way of the main kitchen. The hidden open scullery connects perfectly with the outdoor service area, adding a practical element to this well thought through kitchen.



PLUMBING WORLD BATHROOM EXCELLENCE AWARD

Metzger Builders (MBL)
FOR A HOME IN REDWOOD, CHRISTCHURCH

JUDGES' COMMENTS

The resort-style ensuite of this home is truly spectacular, exuding luxury and quality at every glance. Linked to the main bedroom by a stunning dressing room, this bathroom leaves you wanting for nothing. The moody colour palette, clever use of materials, and the practical storage solutions, make this a place you won't want to leave.



plumbingworld



OUTDOOR LIVING AWARD

Takahe Construction
FOR A HOME IN MERIVALE, CHRISTCHURCH

JUDGES' COMMENTS

This outstanding outdoor living area is a slick addition to this beautiful home. Leading seamlessly from the multiple indoor living areas, this space has an expansive and luxurious feel, and includes an outdoor fire, built-in outdoor kitchen, pizza oven and big screen. It is a spectacular outdoor living area that connects well with the garden, pool complex and tennis court.



Another entertaining House of the Year gala dinner had by all

Another entertaining night was had by more than 500 guests at the Registered Master Builders 2018 House of the Year Awards Gala Dinner held at the Cordis Hotel in Auckland recently. Here are some pics from the evening.



New Zealand's tallest exterior green walls feature in new Auckland apartments

Soaring five stories high, Natural Habitats has completed New Zealand's tallest exterior green walls for the St Mark's luxury apartments in Remuera, Auckland.

The project has also earned New Zealand's first Homestar Innovation Point from the New Zealand Green Building Council.

The series of three green walls is one of the largest green walls in the country at more than 112sq m.

With more than 5000 predominately native plants, the walls' design features organic swathes of plants selected for textural contrast and explosions of seasonal colour change, Natural Habitats senior landscape architect Mel Robinson says.

"Apart from visual benefits for the development's residents, visitors and neighbours, the green walls will also have ecological benefits," Ms Robinson says.

"The increased biodiversity provides additional bee and bird food, absorption of contaminants from the atmosphere, and the production of oxygen.

"The walls will also contribute to reducing the 'heat island effect', and can help protect the building from temperature fluctuations and UV radiation."

Located on the corner of St Marks and MacMurray Roads in Remuera, Auckland, the St Marks development is comprised of three separate six-storey buildings.

The vision of property developer John Harman was to develop a community where liveability and ease of living were paramount.

"In order to create a truly enjoyable internal piazza I insisted on the three full height green walls," Mr Harman says.

"These walls created an ever-changing landscape for the apartments.

"They also created an inner sanctum from the noise of the city, and a truly enjoyable space that would bring the residents together into a communal space, thus creating activation."



Natural Habitats has completed New Zealand's tallest exterior green walls for the St Mark's luxury apartments in Remuera, Auckland.

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Bunnings confirms three-year deal in support of Touch NZ

Touch New Zealand and Bunnings have announced a three-year partnership that will make one of New Zealand's most loved social sports even more accessible and entertaining for touch players and spectators alike.

Arguably one of the most popular social sports in the country, Touch New Zealand boasts a membership base of 120,000, participation levels of 225,000 annually, and more than 9000 teams across 18 provincial associations.

To support the great work that Touch New Zealand is already doing around the country, Bunnings has come on board to support the growth of the game, making it easier for everyone to get involved in the fun and be part of the Touch whanau.

Touch New Zealand chief executive Joe Sprangers says they're delighted to welcome Bunnings on board.

"It's been incredible to team up with Bunnings, a brand which is so recognisable to New Zealanders and, like us, has an ongoing commitment to helping communities," Mr Sprangers says.

"Our partners play an important role in helping us to develop, and this relationship will see us do just that by working together to deliver some great experiences for our fans and Bunnings customers."

As part of the sponsorship, Bunnings will supply Player of the Day certificates with a \$10 redeemable cafe voucher, sideline entertainment, and help facilitate volunteer training and vital set-up requirements such as

cones and balls — all of which are key to the success of grass-roots sport.

With the support of Bunnings, the Touch New Zealand team will be able to focus its efforts on community initiatives such as Tamaki Touched, a Touch New Zealand and New Zealand Police programme that aims to deliver long-term results to communities, such as lowering crime rates.

"Now that we have Bunnings' support, we can focus on the bigger picture for our sport. Our priority has, and always will be, to create an environment where whanau and fun meet to ensure our communities are living healthier, safer lives," Mr Sprangers says.

Bunnings NZ general manager Toby Lawrance says Touch New Zealand and Bunnings share very similar values, including inclusivity, care, integrity, teamwork and respect, so it was a natural fit to partner with an organisation making a meaningful contribution to the community.

"Many Bunnings team members already take part in the game of touch, and it is clear there is a lot of passion for the sport. We are really looking forward to working with Touch New Zealand to support their initiatives and great



Junior touch players, from left: Tyra Ngamotu, Luke Kirkland, Rory Kees and Christian Potter at Moire Park, Massey, Auckland.

work in the community."

Touch New Zealand is currently going through a stage of growth, and both parties are confident this collaboration will help the game reach a new level of popularity, while still delivering the whanau-friendly atmosphere that has made the game synonymous with Kiwi summers.

The partnership will cover the next three years, focusing on some of the most popular events on the Touch New Zealand calendar, such as the Secondary Schools tournament, while continually exploring the most beneficial ways that the grass-roots level of the game can be supported.

Shared financial risk will get more homes built faster

The innovative funding that will enable the construction of up to 9000 new homes at Wainui just north of Auckland is an example of new models that need to be more widely used to fund critical infrastructure, according to the Employers and Manufacturers Association (EMA).

Auckland Council, Crown Infrastructure Partners and the private sector's Fulton Hogan Land Development announced the new Government Special Purpose Vehicle (SPV) partnership recently.

It includes \$91 million of Government funding for roading and wastewater infrastructure needed before the 9000 homes can be built.

EMA chief executive Kim Campbell says partnerships like these are especially useful for "greenfields"-type developments — building

from scratch on vacant land — because the finance risk is shared.

"It also enables private investment in these developments which is also partially repaid through a rates contribution," Mr Campbell says.

"The SPV funding will be repaid over time partly by Fulton Hogan Land Development and partly by section owners as an 'infrastructure payment' collected with council rates bills.

"People opt in to pay the extra rates, which are known upfront, to seed the development.

"The property owners are used to paying higher rates and are prepared to continue to pay those rates, even after the upfront contribution to infrastructure is repaid.

"This model is unusual in New Zealand but in

relatively common use overseas, and enables faster construction in new developments.

"Councils also benefit from the growth, as they pick up the extra rates when the repayment period is over so they have an incentive to encourage growth in their areas.

"They also have to borrow less to fund critical infrastructure needed to support those new developments.

"This same model could be used in other parts of Auckland or other fast-growth regions such as Tauranga and Queenstown where development is required to cope with rapid population increases.

"While this funding model is new to New Zealand, similar schemes are widely and successfully used overseas, for example in the UK and the US," Mr Campbell says.

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NZ construction industry trends match global pattern

Increasing demand for services is putting pressure on talent acquisition, with construction companies turning to technology to forecast hiring, manage costs, and grow revenue.

This finding comes from Teletrac Navman's second annual *Telematics Benchmark Report: Global Construction Edition*.

The global construction industry is expected to grow at 4.2% from 2018 to 2023, and to be worth \$15.5 trillion globally by 2030.

Despite growing demand for services, Teletrac Navman research reveals that construction businesses around the world are facing several challenges.

Managing costs (49%) remains the industry's biggest challenge.

However, issues around finding, retaining and developing talent have grown significantly from last year, with more than a third (35%) of businesses affected globally, up 13% on 2017.

The industry's growing focus on risk management and compliance has also resulted in more respondents facing challenges around minimising vehicle/driver incidents (23%), up 6%, managing risk (21%), up 7%, and regulatory changes (17%), up 10%.

Over half of respondents (59%) said they expect to grow fleet sizes next year to cope with rising demand for services (56%).

The survey also revealed the extent of the current labour shortage, technology disruption and economic optimism, in addition to several

other key trends.

Rising global demand is leading to labour shortages and higher costs, with payroll dominating company expenses as firms increase pay and offer greater benefits to attract talent.

- Finding, retaining and developing talent is the biggest planned business investment (42%), with just under half (49%) saying that increasing material and labour costs was their biggest concern.
- Organisations are addressing the labour shortage by increasing pay (50%), offering better benefits (35%), and providing flexible working arrangements (29%).

Construction firms are turning to technology to manage issues, and improve efficiency and results.

- After talent, upgrading fleets (37%), integrating technologies and systems (33%), installing more efficient GPS tracking (26%), and implementing technology for regulatory compliance (22%) are key investment priorities in the year ahead.
- More than three quarters (79%) of respondents are using telematics, with 55% reporting fuel savings as a result (12% fuel saved on average).
- The reasons for deploying telematics include vehicle/equipment tracking (76%), tracking speed (62%), hours driven (58%), and distance (47%). Reducing idling (39%) and fuel usage (32%) were also key drivers.

Early adopters are reaping rewards, with a range of benefits from fleet management

technology.

- The top reported benefits of telematics included peace of mind/knowing where vehicles are (57%), improved driver behaviour (34%), more efficient routing (24%), and cost savings (19%).
- Construction firms have also already embraced mobile technology, with 58% of businesses offering it to their drivers, operators and fleet managers to enable more direct communication (57%), easier fleet tracking (48%), and easier reporting (46%).

Teletrac Navman construction industry specialist James French says the construction industry has long faced pressures to do more with less, while also ensuring the safety of its workers and profitability of businesses.

"Firms also reported a notable upswing on 2017 in facing challenges around regulatory requirements and compliance," Mr French says.

"We're committed to supporting the industry by helping them understand and navigate these market shifts."

The 2018 Teletrac Navman Telematics Benchmark Report is based on a survey of more than 2400 fleet operations and fleet management professionals around the world.

Of the total survey respondents, 646 indicated that their primary industry was construction, mining or oil and gas. This includes more than 120 from New Zealand and Australia.

The full report can be found at www.teletracnavman.co.nz/benchmark/global-construction.

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Architectural promise revealed in Student Design Awards



Victoria University of Wellington's Emily Newmarch has won the top prize in the annual competition for final year students at New Zealand's three Schools of Architecture with her project "Climatic conscience for dwelling design".

Victoria University of Wellington's Emily Newmarch has won the top prize in the annual competition for final year students at New Zealand's three Schools of Architecture.

The Student Design Awards programme, which is staged by the New Zealand Institute of Architects (NZIA) with the support of Resene, is contested by four fifth-year architecture students from each of the University of Auckland, Unitec (Auckland) and Victoria University.

The two-day event, in which students present their work to a panel of three judges, was this year held at St Matthew-in-the-City, Auckland, in November.

Ms Newmarch's winning project, "Climatic conscience for dwelling design", investigated the energy and thermal performance of houses in the rapidly growing Central Otago region.

The awards judges — NZIA president Tim Melville, Nelson architect Rachel Dodd and Sydney architect and academic Iain Maxwell — said Emily's work "ably reconciles the pragmatic requirements and poetic possibilities of architecture".

"The project exhibits an impressive command of technical issues built on a thoroughgoing commitment to meaningful research to produce admirable architecture as exhibited in convincing and beautifully made models."

Ms Newmarch grew up in Timaru and attended local Roncalli College after her family emigrated to New Zealand from

Zimbabwe when she was five.

She put part of her \$5000 cash prize towards a recent trip to Hong Kong, where she presented a paper based on her research at an international conference on sustainable architecture.

Two highly commended awards were made in the competition, both to students at the University of Auckland.

Icao Tiseli was highly commended for her project "Mapping the feke", which the judges described as "a rich and resonant scheme that draws on Tongan traditions of mapping and celestial navigation to locate a people at the centre of their wide and watery world."

Annie Tong's highly commended project "The Fleeting Acts" is a beautifully drawn and highly atmospheric exploration of Auckland city, the judges said.

The other finalists in the 2018 Student Design Awards were Kevin Ding and Jintao Yang (University of Auckland); Annaliese Mirus, Emily Pearce, Carleone Posala and Sianne Smith (Unitec); and Janice Chan, Mikayla Heesterman and Jahmayne Robin-Middleton (Victoria University of Wellington).

Huge promise and potential

Judging panel convenor Mr Melville said the 2018 Student Design Awards demonstrated the huge promise and potential of the country's architecture students.

"It's great to see the imagination, optimism and commitment of young people who are about to enter the architecture profession," Mr Melville said.

"All the students whose work we judged are highly aware of the environmental, cultural and technological issues that confront us.

"This competition gives me hope that the next generation of architects will rise to the challenges our society has bequeathed them."



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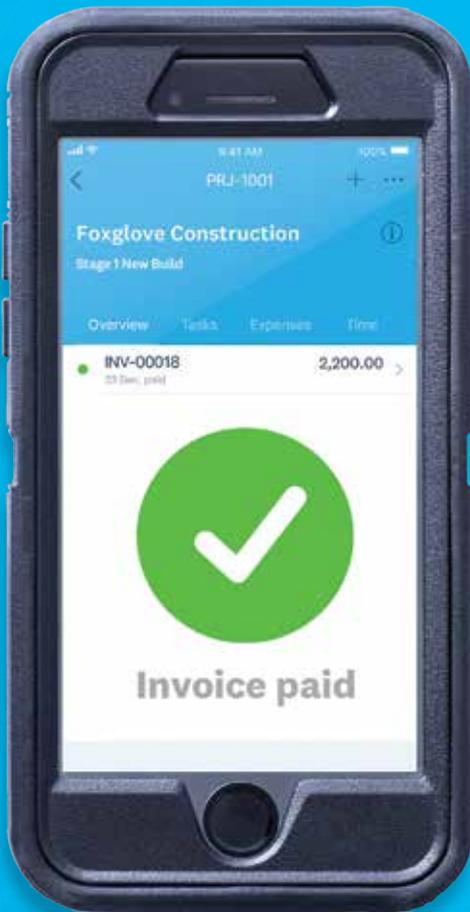
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Beautiful business

BT's Back in Time

20 years ago — December 1998:

- A decision by the BCITO to abandon polytechnic training for its apprentices and trainees would not adversely affect them, according to BCITO chief executive Trevor Allsebrook.

He said they and their employers would benefit from not having to spend time away from work attending block courses.

He also said feedback on the decision to switch from polytechnic to manual-based theory training "has made us wonder why we didn't do it years ago".

The BCITO decided not to enter into any contracts with polytechnics because of a New Zealand Qualifications Authority decision that effectively took control of industry training away from industry and its employers, and put it into the hands of academics.

15 years ago — December 2003:

- RMBF construction firm Leighs Construction from Christchurch was carrying out the unusual task of a trial assembly for a two-storey building, in preparation for its final assembly at one of the world's most remote building sites.

The construction of the heated field store facility for the New Zealand Antarctic programme's Scott Base was the first awarded to a private sector construction firm, with all previous construction being undertaken by the New Zealand military.

Managing director Anthony Leighs said the \$4.6 million project was a real challenge, and a trial assembly was important to ensure nothing was left to chance. Up to 18 construction staff were to work on site.

10 years ago — December 2008:

- Statistics New Zealand figures showed the seasonally adjusted volume of residential building work put in place in the September quarter was the lowest since June 2002.

While the fall-off in house building continued, one analyst said there were fears 35,000 jobs could be lost in the construction sector.

Goldman Sachs JBWere analyst Shamubeel Eaqub said the outlook for the construction sector was very weak. "As activity weakens in the sector the prospect of job losses is intensifying."

Mr Eaqub estimated the sector was over-staffed by about 35,000 workers.

5 years ago — December 2013:

- Demolition of Christchurch Cathedral was given the go ahead, following a judgement from the Supreme Court dismissing an appeal against an earlier decision legally enabling its destruction.

The judgement brought an end to months of legal wrangling between campaigners hoping to save the gothic-style church and custodians of the cathedral — the Church Property Trustees.

The judgement acknowledged the circumstances giving rise to the application for leave to appeal were of "great national importance" to the citizens of Christchurch.



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Quiet achiever reaches his goal



Mark Siviter (second from left) with Licensed Renovations Ltd director Russell Clark (centre, front) and the team at Auckland company Licensed Renovations Ltd.

A building site is a noisy workplace, but not for Mark Siviter at Licensed Renovations in Auckland.

Recently qualified carpenter Mark has hearing loss, but that hasn't stopped him achieving his goals and completing his BCITO apprenticeship.

Mark's employer, Licensed Renovations director Russell Clark, says it was a full-on challenge, but an extremely rewarding thing to help Mark complete his apprenticeship, not just professionally, but for him personally as well.

"Many strengths can be derived from adversity, and Mark's strengths are highly valued in our team. In New Zealand, there are around 9000 deaf people and around 24,000 people who can sign. You can probably count on one hand the number of deaf carpentry apprentices there have been," Mr Clark says.

Mark grew up in Blockhouse Bay and went to Kelston Boys High School. He says he got up to the usual antics, "as you do at school".

When he left school, Mark first worked as a shopfitter for nine years, and says the best thing about that job was that he got to travel nationally and internationally.

Outside of work, Mark is into touch rugby, fishing and rugby union. He says a typical

workday starts with snoozing the alarm at least twice, even though he's real keen to get stuck into it.

Mr Clark first met Mark by chance when he was doing some work for the Deaf Society. At the same time, Mark had a mate who was doing an apprenticeship and enjoying it, so Mark knew this was a good opportunity when Mr Clark offered to hire him.

"I've been at Licensed Renovations for three and a half years now, and what I like most about the trade is making something from nothing and standing back and looking at what we've created when it's finished," Mark says, adding that his favourite tool is the hammer.

"My boss has been extremely encouraging, and some of the team have learnt to sign which helps us communicate in the workplace.

"The team culture is very inclusive, and there's a lot of banter that goes on at work. It's really important to have a bit of fun because then you enjoy your job and it helps the team bond.

"The foreman explains what has to happen, we have a yarn, a few jokes, and then what has to happen happens. Simple as that!

"Now I'm qualified, I'd like to focus on gaining more experience and increasing my skills."

When asked if there were any challenges to

overcome throughout his training, Mark says New Zealand Sign Language (NZSL) is grammatically very different to English, so that was a challenge initially.

"But then I got the right team on board to help me out — an NZSL interpreter and the BCITO were helpful with literacy and numeracy too.

Mark has some top tips for newbies. "To new apprentices, I say find a good buddy builder to team up with and take advantage of their experience and skill.

"Use your BCITO resources to look up a particular part of the job you're working on — that's what they're there for, and they're a huge help.

"Oh, and don't forget to take loads of photos of the work you've done to use as evidence and to talk about at assessment time.

Mr Clark and the team at Licensed Renovations are a clear sign that diversity can benefit everyone in the team, as well as the business as a whole.

Mark's feeling pretty proud of himself for achieving his qualification.

"It's a huge relief that it's done, but I couldn't have got past the goal post without such a great team supporting me all the way to the touchline."

Star Trek and its relevance to today's business owners

Terry Sage of Trades Coaching New Zealand reveals himself as a hard out 'Trekkie' as he outlines to business owners a concept he calls the Captain Kirk Syndrome . . .

Here we are, the end of another year. And how many times have you heard that it's gone so quickly — or it was only yesterday we were celebrating the new year, or that time goes so fast these days?

So where has it gone and why does it go so fast? What a stupid question. It doesn't go any faster now than it did 40 years ago, and it only goes to one place — the past. And there isn't anything we can do about it, so get over it and move on.

If 2018 was a good year then, fantastic, do it all again next year and add some extras to it.

If it was an average or way below average year then don't sit there and complain or wallow in your well-earned misery — wake up and face up to the main responsibility you have as a business owner.

Okay, there are quite a few main responsibilities, but the one I am alluding to here is that you have the responsibility to make your company work.

It's that simple, you have to make it work. What "work" looks like, you of course, have some influence over.

For some, it is world dominance, for others it's the so-called Kiwi "lifestyle" dream.

Whatever level of "work" constitutes your

dream, it doesn't matter — as long as the company survives, makes money and pays its creditors.

Sounds a bit mundane and boring really, but there are an awful lot of company owners out there that can't even do mundane and boring.

Which is why 2018 and probably 17, 16, and 15 blah blah blah were below average for them.

So here's the elephant in the room question: Do they deserve to be company owners?

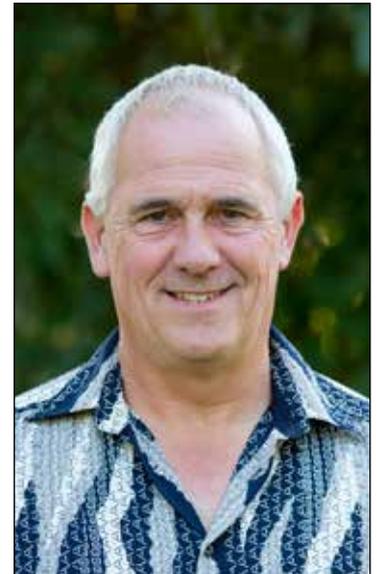
Of course they do, they have as much right to the good life as everybody else. But if they can't make it "work", then what?

Captain Kirk Syndrome

I had the privilege of attending the Registered Master Builders 2018 House of the Year awards gala dinner a few weeks ago, and virtually all the worthy winners had it right — they knew the secret of Captain Kirk Syndrome.

So you remember Kirk right? He's the geezer on *Star Trek* that boldly went where nobody had gone before.

Was he a great captain? He wasn't the smartest dude on the bridge — that was the odd fellow with the pointy ears. He didn't know what a screwdriver or a spanner was — that was the



chap from Scotland, wee Scotty. And he couldn't even put on a band aid — Doc had to do that.

He even had the young guy driving the thing. So what the heck was he good at? He knew his boundaries — well, most of them anyway, apart from the ones where he got lost for an hour each week.

Rather than overstepping his boundaries, he surrounded himself with people better than him. People who could help him achieve his goal of returning from his five-year mission to seek out stuff and things.

The top House of the Year builders all said thanks to their teams, the subbies, and one even thanked his wives!

Truth is, whether or not you know how to make it work, surround yourself with the best team possible, and never be scared that some or even all of them are better, smarter or more skilled than you are.

If 2018 was average, then boldly go where you should have gone a long time ago, ask for some bloody help mate, and get what you deserve — a great working company.

Have a fantastic holiday, which you all greatly deserve. And if it is help you seek, drop me a line and I will try and point you in the right direction.

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THE BUSINESS SIDE OF CONSTRUCTION

High Court consideration of retention provisions under the Construction Contracts Act 2002



In the High Court decision of *Bennett & Others v Ebert Construction Ltd* (In Liquidation), the court was asked to consider the retention provisions of the Construction Contracts Act 2002, and a proposal to distribute 75% of the retention fund.

Facts

On July 31, 2018 the applicants were appointed the receivers of the respondent, Ebert Construction Ltd (EC), which was a large construction company.

The Construction Contracts Act 2002 (CCA) provides that in relation to commercial construction contracts entered into after March 31, 2017, a head contractor (ie EC) must hold sums required to be paid to a subcontractor (retentions), on trust for the subcontractor.

This was implemented as a response to head contractors using subcontractors' retentions as working capital, leaving subcontractors as effectively unsecured creditors for the retention amounts.

EC had a retention account with a balance of approximately \$3.6 million. However, at the date of receivership, EC owed its subcontractors approximately \$24.5 million, of which \$9.324 million was subcontractor retentions.

Timothy Bates and Sabina Boyd of Auckland law firm Legal Vision review a decision involving Ebert Construction Ltd where the court was asked to consider the retention provisions of the Construction Contracts Act 2002.

The general practice prior to March 31, 2017 was that EC would pay out subcontractor invoices after deducting amounts to keep for retentions, but would keep those deductions in their general account.

Subsequent to March 31, 2017, EC used computer software to calculate the amount of monies to be held on retention, and the amount to be kept in their general account.

However, in June 2018, the computer system malfunctioned, which led to the retention amount not being placed in the retention account, and subcontracts being incorrectly identified.

Legal issues

There were three main legal issues in this case, namely:

- Whether the applicants should be appointed by the court as receivers to manage and distribute the fund?
- Which subcontractors had a claim to the fund and on what basis?
- How to distribute the fund if, as expected, there was a shortfall?

Appointment of applicants

The court held that the applicants were entitled to administer the retention fund based on the court's inherent jurisdiction to appoint receivers and managers, for the purpose of distributing retention funds.

It held that if the receivers were not appointed, this would mean the subcontractors would be affected in that they would not be able to recover any of what they were rightly owed.

Subcontractors' claims and how to distribute the fund

There were three months of contentious retention funds (May, June, July 2018) and, therefore, it had to be determined whether the subcontractors with invoices rendered for these months had a claim in the retention fund.

In order to establish that a trust had been

created/that the subcontractor for each specific month had a claim in the fund, the court had to be satisfied of three certainties:

- Intention to create a trust,
- Subject matters of the trust, and
- Object or beneficiaries of the trust.

With regard to the retentions that were calculated but not transferred to the fund, the court held that EC had no intention to transfer monies, as these would have been transferred had there been an intention to do so.

With regard to the retentions that were not calculated and not transferred to the fund, the reasons are the same as above, in that it lacked the element of intention.

With regard to retentions that were reconciled and transferred to the fund, all elements could be said to be satisfied, and therefore these subcontractors did have an interest in the fund.

With regard to the wrongly classified subcontractors, although EC intended to pay the funds into the retention account, the funds were never transferred.

The difficulty was that while EC intended to pay the funds, they were never actually transferred into the account.

The court agreed that as much as 75% of the retention fund could be distributed on a *pari passu* basis — meaning "equal footing" that describes situations where two or more assets, securities, creditors or obligations are equally managed without preference— to the qualifying subcontractors.

It is noted that even though most of this fund was distributed, around \$21 million will still remain owing to the subcontractors.

Overall, the retention provisions have achieved little in this particular instance in terms of protecting the subcontractors' interests.

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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Cults

Architect Don Bunting wonders if we are dangerously attracted to cultish behaviour.

Walk down any main street in the western world and check what is going on inside those large, bare, plate glass frontages, standing out among the more modest shop display windows.

These are Apple stores. I spent a week in Honolulu recently, and was surprised to see the number of people who were spending sunny days looking at electronics rather than enjoying the endless sun and sea on tap.

Is Apple a cult? People sold on the Apple message do exhibit cult-like devotion to bits of shiny, clever metal and plastic.

Sure, the new phones and other devices are appealing, and offer access to all sorts of useful information and entertainment.

But better than lazing in the 25° sea or lounging on warm, coral sand? I don't think so.

I guess we can all go a bit over the top when given access to anything bright, shiny and new. Or is it that these electronic devices make us feel a bit smarter?

Is the construction industry a cult?

One dictionary definition of a cult is: A person or thing that is popular or fashionable among a particular group or section of society.

Sounds just like the current attempts by our design and construction industry to do the best they can to fail by following practices that have, over and over again, proven to be a mistake.

Einstein said: Insanity is doing the same thing over and over and expecting a different result.

He also said: Only two things are infinite — the universe and human stupidity — and I'm not sure about the former. Sound familiar?

Leaky buildings, construction companies failing because of high-risk, fixed-price contracts, and a focus on cheapest is always best.

We continue to aim low and still expect a high quality result. Won't happen.

A recent newspaper article by Derek Firth, an Auckland barrister specialising in construction disputes, described what, in his view, was wrong with the way construction contracts are currently set up and managed.

He believed that:

- There was a lack of a large pool of financially

strong contractors.

- Employers were requiring contractors to take on all the contract risks.
- Employers were retaining the right to reallocate parts of the project work.
- There was a move away from direct negotiation between client and a single contractor.
- Contractors were less aware of the need to look after their subcontractors.
- There was a focus, by those financing a project, on accepting/negotiating the lowest price and the tightest margins.

He said there needed to be a change in mindset — essentially, getting the right contractor for the appropriate project at a fair price and based on fair conditions. So why doesn't it happen?

This also begs the question as to "who is in charge?"

Here we have a construction industry apparently blindly following the leader while seemingly having no idea of who the leader is. Sounds like a cult to me.

Back in what I fondly call "my day", there was a slow move away from the traditional approach of the design consultant — architect or engineer — leading the design and construction process on behalf of the client, a client who was often also the owner and occupier of the completed building.

The reasons why this approach changed have been explained often enough, but it has led to a leadership vacuum at the top of the construction industry.

So the key question for me is, who is in charge? Who is making the key decision on what contract type and form to employ?

Please don't . . .

The French established the Academie Francaise back in 1635, with the specific task of writing the official dictionary of the French language.

This august body still exists today, meeting every year to examine common language usage and to ensure the removal or replacement of what they see as unsuitable new words, particularly the introduction of Anglicised words for describing new



technology and social change.

I don't recommend that this happens with English, if indeed that were possible, because the great strength and the success of English is its flexibility and ability to cope with change.

But that's no excuse for creating new words and phrases aimed at making the user sound more intelligent or erudite.

So at the end of another year I thought I would indulge myself by listing some of the worst examples of buzzwords and jargon appearing in common use:

- Going forward.
- Down the supply chain.
- With a paradigm shift in learnings.
- Resulting in a game-changing win-win situation.
- Right through a window of opportunity to the bottom line.
- What we don't need is a new skill-set for our stakeholders that provides a results-driven road map via a thought shower to help us get off the bus.

And please don't punch the puppy or get your ducks in a row on your way to new blue sky thinking.

And that's without mentioning the annoying habit of people starting every reply to a question with "look", and then turning a whole string of verbs into nouns and nouns into verbs.

The English language has survived so well and has spread its influence so far because of its ability to create and absorb new words for new concepts and new ideas.

But that doesn't mean we have to hide our real meaning behind a bunch of lazy, meaningless jargon.



FISHINGTODAY

Onus is on skippers to know marine environment regulations

Bostik Gone Fishin presenter Graeme Sinclair reminds you to comply with the regulations out on the water, and to have a safe boating and fishing experience over these Christmas holidays.

Recently we cruised out on a flat, oily-looking Hauraki Gulf, hell bent on finishing a fishing story that reflected the state of the area's fish stocks.

The day started with an on-water interview with Mike Rendle, who has just published a very informative new book, *How to Catch Fish and Where – The Big Fish Edition*.

This is a great little fishing guide chock full of tips, diagrams and photographs, and ideal as a Christmas gift to be absorbed over the holiday period.

Mike also had a bin full of very nice snapper that he and his partner, Kim, had hauled in while we were still cruising out of our home port.

As any boat driver/angler in Auckland knows, or needs to know, there are restricted areas in the Gulf known as "the cable zone".

Significant deterrent

There are boundaries marked on charts which are supported by the words "no anchoring or fishing"! Sounds clear, right? The fines for any breach are massive, and are a significant deterrent for anyone breaching the regulations.

Two boats tied together, drifting, and two different sets of electronics and no consensus as to the boundaries of the zone. Two skippers on my boat and one on the other. Our gear telling us we were in the zone and the other guys swearing black and blue that they were out of it.

We were NOT fishing by the way – it was an interview situation – but the potential for error was worrisome.

This is not a mistake you want to make. If you are caught in breach of these rules you will be severely fined, and it will ruin your Christmas.

The onus is always on the skipper to know the regulations governing operations in our marine environment including, of course, fisheries rules and regulations.

"I thought I was okay" is not an excuse, so make sure you operate safely and legitimately over the summer holiday period as a mistake can be costly.

Having separated our boats, we cruised out an extra couple of miles, spotting snapper and bait schools the whole way. Our first hook up proved to be a jack mackerel.

The sounder showed a massive abundance of them, with their bright red signature blobs, and while they are revered as table fish in other countries, we tend to think of them as bait.

Our plan was to hit Anchorite Rock for a kingfish, so a few "jack mack" live baits was ideal. As soon as our sabiki rigs hit the zone they loaded up, and within 15 minutes we had a tank full of "bait".

Fresh bait, micro jigs, blade jigs, soft baits, flasher rigs, stray line gear, rapalas, surface poppers, stick baits and half a tackle store of additional bling – we were ready for action!

It is a fair old run out to Anchorite Rock, and when you sit in a wheelchair, bliss is defined as being able to sit without tearing your finger nails off. It was a day of bliss as the footage clearly indicates.

James was on the helm, but had rigged a 300g catch jig on his beloved Maxell Transformer outfit.

This gear is tough, and it needs to be – 300g of jig getting the "mechanical heave" needs to be attached to a good rod/reel combo.

Don't let it end in tears!

We arrived, set up a drift, and on the first drop James hooked up on the jig. Kingfish have a habit of heading straight for the bottom, and if you don't stop them the game generally ends in tears.

James' solution was to crank the drag up as far as man and gear can endure, and hang on. If you can get a quarter turn retrieve, you grab it!



Graeme and son James, with a few john dory destined for the dinner table!

The result is visually spectacular, with rod and angler straining to make ground.

This first fish succumbed, an 80cm specimen with dinner written all over it.

Bay of Islands skipper Bruce Smith always used to say that if kingfish were as big as marlin they would be impossible to catch – they're far too tough! Pound for pound they are demons and, perhaps, the best scrappers we have.

With dinner taken care of that still left a bin full of live baits. James rigged an exaggerated ledger rig – weight on the bottom, two metre trace and a single hook high on the trace so that the bait was well clear of any bottom

obstruction.

Add a treble hook and a jack mackerel and you have a very simple live bait rig that will hook kingfish, snapper and john dory.

James lowered it in to the blue just on the edge of a jumbled chunk of the Anchorite reef system. No sooner did it complete the journey to the bottom than there was a familiar tap, tap on the rod tip.

It is the signature take of a john dory and, sure enough, the options on the dinner menu doubled. Down went the same poor old live bait and another JD committed the same fundamental error.

Sometimes trying different techniques pays huge dividends.

It is easy to focus on one species, especially with the abundance of snapper in the Hauraki Gulf, but there are plenty more options if you are prepared to experiment.

Remember to ensure you comply with the regulations relating to safe boating and fishing over the holiday period.

Have a great Christmas and we will, literally, catch you next year.

Tight Lines!

BUILDINGTODAY TRIVIA QUESTION

We've got a double pass for a Go Karting session at Hampton Downs, north Waikato, or Highlands, Cromwell, to give away to one lucky reader!

Just answer the following question to go into the draw: After playing 10 years with the Warriors, which Sydney-based NRL team did Shaun Johnson sign with recently? To enter, visit www.buildingtoday.co.nz/competitions. Good luck!



Robust and thorough recruitment processes are a must

Building Recruitment managing director Kevin Everett says pressure to recruit in a market where employers are struggling to find the skills and the people to train long-term can result in hurried recruitment processes that result in a poor hire. He presents some helpful tips to reduce the risk.

2019 is shaping up to be a very busy year for the industry, with a recent survey showing that more than 80% of the industry is expecting growth in the next 12 to 24 months, which is an incredible statistic.

However, our unemployment rate shows we are struggling to find the skills and the people to train long term.

So, what are your company's plans when it comes to ensuring you are securing the right people?

Due to poor hiring processes, the amount of personal grievances and companies trying to remove people for non-performance is increasing month on month.

The costs and risks during these processes are massive, and can place great financial strain on a business, not to mention the stress on staff and business owners during this period.

What's worse is the reason for this happening in the first place.

The survey's initial questioning of employers found that the greatest worry was due to poor processes, including:

- Did the company carry out an in-depth interview process?
- Did the company carry out reference checks and pre-employment checks?
- Did the company set clear expectations on performance?
- Did the company induct the person into the business?
- Did the company supply the candidate with a detailed job description?

The answers to these questions were mostly no — and then companies question why they have employment issues?

You are under pressure to get people in and you make a judgement call, we get that. But at what risk?

In the new year, people move jobs more than at any other time, and companies run the risk of staff being poached.

It could also mean that if companies are not doing due diligence, they could be employing those who have not performed elsewhere. Think about that for a moment.

If you are looking to add to the team, you need to consider:



- Culture matching to your already strong team.
- The skills required moving forward.
- What can you ask to ensure they have these skills?
- Allow yourself enough time, as finding the right people will take time.

- Identify the right place to advertise.
- Ensure your advert is written well, and highlights exactly what you are looking for.
- How do you attract someone to your business?
- Can you do this on your own, or do you need help?
- Do you have the resources and time to do this and do it well?

Nothing is guaranteed in recruiting new staff. However, by having good systems and processes it certainly helps reduce the risk of a poor hire.

• If you need advice, call Building Recruitment on 09 215 2815 or 027 528 4532, or email: kevin@buildingrecruitment.co.nz.

We focus on partnerships, and can often offer free advice.

Some helpful tips:

When interviewing:

- Focus on candidate skills, and ask questions to identify if they truly know what they are saying.
- Set a difficult scenario and ask how they would deal with this?
- What project types do they enjoy most/least and why?
- What was the candidate's most difficult project and why?
- Their biggest achievement?
- Their biggest mistake?
- What are their strengths and weaknesses?
- Why are they looking to move?
- If candidates have moved a few times you must ask why.
- Ask them if you called their last employer what would they say about them?
- How does the candidate like to be managed?
- What motivates the candidate to get out of bed in the morning?
- Explain your plans for the business and expectations on the job. For example, does the company enter awards, and is it looking to expand and move into larger projects?
- Get the candidate involved and excited. This increases your chances of securing the best candidate, improving your employer brand, and gaining buy-in from the start.

Before bringing candidates on board:

- Make sure you obtain a minimum of two detailed verbal references from previous managers.
- Carry out pre-employment tests — drug and alcohol, driver's licence, and a Ministry of Justice check.
- Ensure employment contracts are up to date and signed before they start.
- Have detailed job descriptions, company policies and a robust induction plan.

Building Consents Information

For All Authorisations, October 2018

Dwellings	\$1,282,452,000
Domestic Outbuildings	\$15,593,000
Total Residential	\$1,298,045,000
Non-residential	\$622,300,000
Total All Buildings	\$1,920,345,000
Non-building Construction	\$43,503,000
Total Authorisations	\$1,963,847,000

Number of new dwellings consented

	Oct 2018	Sep 2018	Oct 2017		Oct 2018	Sep 2018	Oct 2017
Far North District	33	20	24	Horowhenua District	38	13	16
Whangarei District	51	45	47	Kapiti Coast District	25	26	17
Kaipara District	15	12	13	Porirua City	21	17	14
Rodney District	86	67	65	Upper Hutt City	28	21	20
North Shore/Albany Wards	242	245	336	Lower Hutt City	36	41	14
Waitakere Ward	156	41	29	Wellington City	63	55	65
Auckland Wards	227	231	117	Masterton District	18	13	16
Manukau/Howick Wards	135	84	197	Carterton District	19	6	7
Manurewa-Papakura Ward	162	143	152	South Wairarapa District	7	13	9
Franklin Ward	69	43	48	Tasman District	42	27	24
Thames-Coromandel District	30	19	30	Nelson City	45	58	20
Hauraki District	7	10	5	Marlborough District	19	20	46
Waikato District	52	61	71	Kaikoura District	3	4	7
Matamata-Piako District	27	19	16	Buller District	4	6	2
Hamilton City	163	151	84	Grey District	5	1	2
Waipa District	48	35	60	Westland District	5	4	1
Otorohanga District	5	4	4	Hurunui District	7	8	11
South Waikato District	2	4	4	Waimakariri District	64	64	41
Waitomo District	0	1	2	Christchurch City	242	234	244
Taupo District	31	28	26	Selwyn District	80	106	78
Western Bay of Plenty District	37	32	40	Ashburton District	14	30	9
Tauranga City	113	133	114	Timaru District	14	6	17
Rotorua District	10	12	14	Mackenzie District	7	19	11
Whakatane District	7	4	7	Waimate District	2	3	2
Kawerau District	0	1	0	Chatham Islands Territory	3	3	0
Opotiki District	3	3	2	Waitaki District	1	9	7
Gisborne District	5	11	14	Central Otago District	30	23	33
Wairoa District	1	0	0	Queenstown-Lakes District	95	77	108
Hastings District	42	26	26	Dunedin City	66	35	28
Napier City	15	16	13	Clutha District	3	8	11
Central Hawke's Bay District	7	5	3	Southland District	23	11	5
New Plymouth District	22	28	30	Gore District	4	2	4
Stratford District	1	4	3	Invercargill City	3	5	8
South Taranaki District	8	5	4	Area Outside TA	0	0	0
Ruapehu District	5	1	3				
Whanganui District	16	5	9	Total	2926	2559	2549
Rangitikei District	5	2	1				
Manawatu District	19	12	14				
Palmerston North City	31	23	21				
Taranua District	2	0	4				

Source: Statistics New Zealand

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



Building Today has a double pass for a Go Karting session at Hampton Downs, north Waikato, or Highlands, Cromwell, to give away to one lucky reader! Correctly answer the Building Today Trivia Question at www.buildingtoday.co.nz/ competitions and go into the draw for this super prize!

Congratulations go to Darran Savill of Palmerston North, who correctly answered that Auckland beat Canterbury 40-33 in the Mitre 10 Cup Premiership final recently. Darran wins a double pass for a Supercar Fast Dash at Hampton Downs or Highlands, Cromwell.

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