

BUILDING TODAY



The official magazine of the Registered Master Builders Association

www.buildingtoday.co.nz

February 2022

Volume 32 Number 1



Project providing solar energy services to NZ schools



Inside:

WIN!



A Channellock 5-plier package worth **\$420**
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APATHETIC BOSSES

One reason workplace accidents still too prevalent

ENTERTAINMENT HUB LAUNCH

Kingpin launches first international entertainment venue in Queenstown

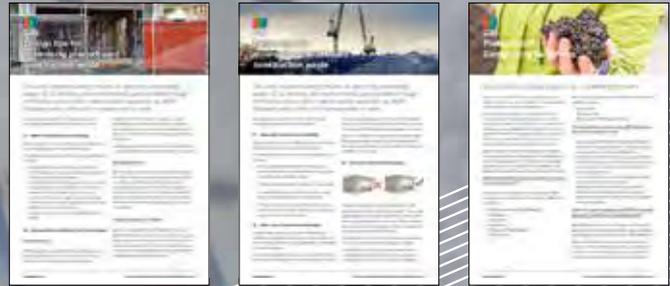
TIMBER

Flexibility the key for smaller sawmills' production output

ALSO INSIDE: TOP KIWI PLUMBERS VIE FOR NATIONAL TITLE



Sustainability updates



Environmental sustainability continues to be a high priority at Winstone Wallboards. Throughout 2021 we've been working to improve our sustainability position particularly around improving the availability of plasterboard offcut recycling options.

GIB® Plasterboard Offcut Recycling

Working with a diverse range of waste collection businesses from around the country plasterboard offcut site collection services are currently available in Auckland, Nelson, Christchurch and Queenstown with further regional services on track to be introduced throughout 2022. There are also a growing number of regional council offcut collection points at landfill sites as well as a growing number of composting companies looking to accept plasterboard offcuts into their operations.

Why does this all matter? Because not only does it reduce the amount of waste going to landfill, but the gypsum that's extracted from the plasterboard offcuts is reused for compost and other agricultural products.

To learn more about recycling options for GIB® plasterboard including a list of current providers go to gib.co.nz/sustainability/

Minimising Plasterboard Waste

Most of us know that plasterboard offcuts are among the largest contributors to site construction waste, and to effectively tackle the problem everybody has a part to play. Clear ownership and accountability for waste minimisation, both during design and construction, is essential, and reducing the amount of plasterboard waste created on site is a vital piece of the puzzle. That's why our team has developed a series of practical steps to help installers

with 'Onsite Tips' and designers with 'Design Tips' to support the building industry minimising construction waste especially as landfill disposal costs continue to increase year on year.

Composting Guidelines

Why you should consider including Gypsum into composting products is outlined on our 'Plasterboard composting guidelines'. It covers best practice guidance through to the many benefits composting brings

Environmental Certifications

Winstone Wallboards' holds a number of environmental certifications to help support your project including an Environmental Product Declaration (EPD) for GIB® plasterboard and other certifications such as Global GreenTag and Declare. In 2021, GIB Aqualine®, GIB Weatherline®, GIB Barrierline®, GIB Toughline® and GIB Toughline® Aqua became the GECA (Good Environmental Choice Australia) Ecolabel certification which is a recognised ecolabel on both sides of the Tasman.

Moving in to the New Year and reflecting on 2021, we take great pride in our achievements and new partnerships. But the journey is far from over, we look forward to having an even greater impact on all things green in 2022 and beyond.

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From the editor

Forecasts of a tricky year ahead abound, with RMBA president Kerry Archer commenting that aside from Covid, supply chain issues, lack of manpower and cost escalations, one of the biggest problems is the sheer volume of work the industry is trying to get through.

He notes that there was a 24% increase in residential consents in 2021 compared with the previous 12 months, and that any industry trying to increase its output by that amount over a one-year period would be struggling.

Key to ploughing through the expected workload is the upcoming opening of the New Zealand border and a hoped-for injection of labour, and an even more eagerly anticipated solution to the supply chain problem further down the line.

As Archer says, there will be casualties, so prudent company management will be essential to ensure survival over the next 12 months.

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Roofing Association of NZ chief executive Graham Moor says the Omicron variant will impact business operations significantly, and that we need acknowledgement across the board that there is so much going on currently that is totally outside of our control.



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34-39 Timber

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1-year subscription (11 issues): **\$57.50**

2022 — bring it on

RMBA president Kerry Archer says it's going to be tough going for the building industry this year. He asks if you're going to be the guy sitting and waiting for something to happen, or the guy who's on his feet, "pumping the boat" and making things happen?

Christmas breaks are all done and dusted and are a nearly distant memory once again.

I hope everyone managed to get some down time away from their day jobs, and enjoyed some time with family and friends over Christmas and the New Year.

With the fantastic summer weather the country experienced, there were no excuses for not getting outside and remembering how lucky we are to live and play in such a beautiful place.

Unfortunately, Santa was not listening — or maybe I had not been good enough during the year — but the issues that our industry faced last year are still front and centre stage, and playing a huge role in disrupting what we do daily.

Supply chain issues, staffing, cost escalations and, of course, the latest Omicron variant, are here to stay, and I don't see them getting any better in the next 12 months.

Many industries, from agriculture to retail, are all struggling with these same issues, and so construction does not stand alone in this, with all being in the same boat.

Speaking of boats, I am sitting here writing this and, looking out of the window I see there is a yacht race going on, but it's missing one thing — wind.

There are about eight small foiling yachts on the water with one person sailing each of them, without a breath of wind to be felt.

Some of the sailors are basically just sitting on their backsides waiting for something to happen, while some are pumping the boats with their feet, willing them to move faster.

Guess which ones are going somewhere — albeit slowly — but they are moving forward.

This is like the building industry at the moment. We're struggling with the basic needs, just like the sailors and the lack of wind, but which one are you — the guy sitting and waiting for something to happen, or the guy who's on his feet, pumping the boat and making things happen?

Looking at the numbers from Statistics New Zealand, it's no wonder the industry is under a bit of pressure.

There were 48,889 new homes consented in 2021. This was a 24% increase from 2020 and, going back a bit further, a



RMBA president Kerry Archer.

63% increase from 2016.

To put this in dollar terms, the total value of residential construction was up 29.2% from 2020 to \$18.8 billion, excluding land. This does not include alterations to residential properties at \$2.4 billion, and non-residential construction at \$8.19 billion.

That gives us a total construction value across residential and commercial building of \$29.39 billion dollars, up 24.1% from 2020.

So, while we can look to Covid, shipping and other issues for some of the problems we are experiencing, one of the biggest problems is the sheer volume of work we are trying to get through.

Any industry trying to increase its output by 24% over a 12-month period would be struggling.

Some of the predictions are that we will see a drop in activity later this year, but even with such a large increase in activity last year it's still going to take time to catch up.

I believe one good thing that has come out of this is that wages are increasing. In my eyes, tradespeople have always been

underpaid for the work they do, and with a shortage of quality staff available, this is pushing up charge out rates which, in turn, results in higher wages being paid.

The downside of this is the increase in poaching of staff occurring at present. I'm hearing a few complaints of people coming onto sites and offering employment.

I'm sure we have all experienced losing a staff member like this and being annoyed about it, so remember that feeling if you're contemplating doing this yourself.

While an extra couple of dollars an hour is a good incentive, if you're providing a good environment for your workers then money is not the only reason for staying.

So, make no mistake, this year is going to be tough to negotiate, and there will be some casualties which is never easy on all parties involved.

You need to keep an eye on the expected price increases and drawing up your contracts so you can pass these on to clients.

Cash flow is king at times like this, so make sure you're keeping a close eye on your finances.



A vision for better health brought to life

Tiaho Mai Acute Mental Health Unit (Stage 2)

CATEGORY

Altus Window Systems Health

ENTRANT

Hawkins

PROJECT PARTNERS

Aurecon (Engineering design),
Hawkins (Construction Company), Klein
(Architect/Designer), Precon (Engineer)



Successes

AJ Spicer, project manager at Hawkins, was pleased to see the team's hard work recognised by the judges.

"I think that the project was an all-round success, starting with Klein Architects' brilliant vision for the building. The Hawkins project team then worked well together to finish the project early and to exceptional quality levels.

"The best aspect of the project for me was the appreciation I gained for the Middlemore Hospital staff who worked in the Acute Mental Health Unit adjoining the Stage 2 building site. The work they do helping our most vulnerable is a very special service to our community, requiring distinct skills and experience."



Challenges

The team faced a few challenges along the way — for example, managing the complex services within the building.

"Due to the level of integration required for security and control, the doors were highly specialised. There were special features throughout — for example, there are rooms in the unit where each water source in the ensuites can be individually switched off remotely from the room, with all services designed around patient safety.

"The first Covid Alert Level 4 lockdown in 2020 hit at the peak of the project. While we had to close the site, we spent the lockdown re-planning the project, so we were able to start up again under Level 3 and maintain production rates for an early finish."



Judges' comments

This building reflects the importance of changes in mental health treatment in New Zealand, with positive results in patient behaviour being observed since completion. The building is based on recent international innovations, and is tailored to the unit's specific needs in Manukau and its wider catchment. The judges were impressed by the collaboration of everyone in the project, in particular, the client for allowing staff involvement, which helped deliver a world-leading mental health facility. The Hawkins team delivered the project two weeks ahead of schedule, and achieved an exceptional level of quality, which included several sustainability features.

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REGISTERED MASTER BUILDERS

HOUSE OF THE YEAR

AHEAD OF THE CURVE

CLIVE BARRINGTON CONSTRUCTION

2021 National Supreme House of the Year



Successes

Andrew Walker, the general manager of Clive Barrington Construction, was very proud and extremely pleased when they won.

"I'm very proud to have won the Supreme House of the Year Award. It demonstrates the consistency of the team to deliver high-end architectural builds to an exceptional standard. This then builds trust with our other clients and assures them that we can build their dream home.

"I'm also grateful to the home owners for giving us the opportunity to build this one-of-a-kind, architecturally-designed home. I think this build stood out because of the curved ply ceiling; we used some serious innovation to achieve and bring the owner's vision to life."



Challenges

Building a home of this calibre was no walk in the park.

"Honestly, the whole home was a challenge. This was mainly due to the to the high level of detail required, whilst working to specific tolerances to achieve what the architect had envisioned," Walker says.

"However, it's often the most challenging aspects of the build that make it stand out the most. For example, the curved features were very difficult to construct, but they are one of the things that makes this home so special."



Judges' comments

Beneath a sculptural copper roof that crests and curves like waves is a home that is expansive yet intimate, crisp yet cosy. The clients wanted *gezelligheid* (the Dutch term for conviviality, friendly, enjoyable and cosy) and that's precisely what they've got. The roof, a complex feat of construction, rests atop a concrete structure with myriad angles that create interest for the owners as they move through the 405sqm home. Multiple living spaces, inside and out, provide plenty of spots to relax, and make entertaining a breeze. The practical yet elegant kitchen spills into the dining room and then onto the patio, which is sheltered by another of those astonishing copper waves. This one-of-a-kind outdoor room further links the interior of this special home to the garden and stream beyond.

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REGISTERED MASTER BUILDERS

HOUSE OF THE YEAR

CONTRAST RESULTING IN COHESION

W.G. DE GRUCHY CONSTRUCTION

2021 National Supreme Renovation of the Year



Successes

Willie De Gruchy, managing director of W.G. de Gruchy Construction was elated, proud, and excited when his team won the Supreme Renovation Award.

"It was such an awesome result for everyone involved and although it was a little disappointing not being able to enjoy it at an awards dinner, it was really special to watch the recorded show with our two young kids. They had their little fingers crossed before each announcement and whooped like crazy when our name was read out - it was a huge buzz for all of us.

"This win is a great boost and pat on the back for the team who put so much of themselves into the job. Our whole team, subbies included, really went the distance on this one so it was special. People always talk about 'attention to detail' - this project really took that to the next level."



Challenges

Like any project of this level there were a few challenges! For Willie De Gruchy there were two that stood out.

"One of the major challenges was excavating a huge cut alongside and under the original historic villa complete with brick chimney. It certainly required plenty of thought and planning. The second challenge was suspending a steel fireplace and flue through the centre of a skylight on a green roof.

"Despite these challenges, the build was a major success. There are so many amazing bespoke details throughout, but my favourite would have to be the Insitu Post Tensioned Suspended Garage Roof. It came up really well."



Judges' comments

A grand 1890s heritage villa with magnificent Auckland harbour and bridge views has been beautifully renovated throughout. Off to the side, and without casting a shadow on the old house, is a finely detailed modern extension that's been expertly crafted on a post-tensioned suspended concrete slab. The space, comes complete with a floating roof garden and fireplace that sit above the cavernous garage. Complete walls of glass panels ensure the long space - a new kitchen, dining area and lounge - welcomes in light and warmth. You'd be hard-pressed to find a better entertaining space - there's natural flow from inside to out, the wide eaves provide shade from the sun and shelter from the rain, and the stylish suspended fireplace keeps things cosy in winter. It's a house of major contrasts, but also of sublime cohesion.

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HARD WORK RESULTING IN SECOND PLACE



HAYDEN LAMBERT

WAIKATO REGIONAL WINNER
2ND PLACE NATIONAL
REGISTERED MASTER BUILDERS
CARTERS 2021 APPRENTICE OF
THE YEAR.

Hayden Lambert is employed by SJR Builders and was trained by Building & Construction Industry Training Organisation (BCITO), a division of Te Pūkenga.

THE COMPETITION

Coming second in the competition was a massive achievement for Hayden.

“To achieve anything within a national competition feels great. It was a good payoff for all the years of hard work and effort I’d put into my apprenticeship. Of course, like everyone that entered I had my eyes on taking it out and winning, but I was clearly going up against other apprentices that had the same passion and drive for their job and the building industry as I did.”

CHALLENGES

For Hayden, the biggest challenge was his nerves in the lead-up to the regional practical challenge, and not knowing what was coming next.

“The anticipation of the timer starting and flipping over the plans was the worst, but as soon as the timer went off, I was in the zone and the stress of the crowd watching me just disappeared. The practical challenge required a lot of work in a tight time frame, while making sure to produce the best work I could. However, I was happy with the outcome as I used every second that was available.”



EMPLOYER’S COMMENTS

Hayden’s employer Steve Ross was very proud of his success in the competition.

“Hayden joined our team when he was part way through his apprenticeship. He has a clear vision of his goals and career path. I always encourage our apprentices to look at the bigger picture and to step outside their comfort zone and face new challenges.

“Apprentice of the Year is a great opportunity for a challenge, and a great learning curve in their career. Hayden was very keen to step up and enter the competition. I was very happy to support and encourage him during the judging process as I saw very early on the potential and ability he was demonstrating on site. He is showing huge potential, and I believe he has a great future in the building industry.”



JUDGE’S COMMENTS

Hayden’s skill and ability to manage shone throughout the competition.

“Despite being in his apprenticeship, Hayden has the responsibility of onsite foreman. The project is complex, and requires someone with skill, craftsmanship, and organisation to manage. Each day he starts with a toolbox meeting where he delegates tasks with superb organisation. Hayden is very knowledgeable and has an in-depth understanding of the treatment of construction methodology. Congratulations Hayden, we look forward to seeing your bright future unfold.”



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Helping business is our trade.

Next-generation modelling to improve EQC's natural disaster planning and response

The Earthquake Commission's new, next-generation loss modelling capability will boost its ability to plan for future natural disasters and respond to them when they happen, the organisation says.

In conjunction with two of New Zealand's leading crown research institutions, EQC is now using GNS Science and NIWA's sophisticated risk modelling tool RiskScape to model damage and losses from earthquakes.

The new software will allow EQC to continuously bring its wealth of research and insurance data into its risk modelling, creating an increasingly comprehensive picture following an event, as well as improving EQC's ability to model and plan for future disasters.

EQC head of risk modelling Andrea Gluyas says as the relevant science develops, the new tool we will be able to

model losses from other perils, such as tsunami and volcanoes in the future.

"Loss modelling is a critical part of the EQC's role in helping reduce the impact of natural disasters," Gluyas says.

"This new tool will allow us to incorporate the latest science to understand the impact of natural hazards on New Zealand homes, helping us to better plan for future events, as well as providing critical information immediately after an event to help us best prioritise assistance to the most affected communities and scale our response accordingly."

The new loss modelling tool is being used for reinsurance modelling to start with, with scenario planning being incorporated in the coming year. It replaces the Minerva platform that the EQC has been using for 20 years.

RiskScape has been developed as a joint venture

between GNS Science and NIWA, with EQC making a significant contribution over the past three years.

"Having all three organisations working together means we are developing top-class New Zealand-specific natural hazard risk modelling and science," Gluyas says.

EQC chief financial officer Fraser Gardner says the new modelling would also help maintain the high level of trust the EQC has developed within the international reinsurance industry.

"This new tool will continue to give reinsurers confidence in our ability to provide an accurate view of our risk profile through the addition of new science and understanding of the other perils covered by the EQC," he says.

"It's providing a New Zealand-specific view on our risks, based on world-class modelling, research and data."

Understanding natural hazards

Understanding natural hazards and their potential impact is vital for New Zealand's physical and economic security. Loss modelling helps the EQC understand the impact of a disaster by providing realistic estimates of likely damage and loss. It is used in:

- Post-event modelling to provide near-real-time loss estimates and the spread of damage. This allows the insurance and emergency response sector to quickly understand the scale and spread of damage after an event.

- Modelling potential natural disaster scenarios to plan how to respond and build community resilience.

- Providing international reinsurance partners with an advanced view of hazard risks in New Zealand — a critical part of securing reinsurance.

Southern Cross to begin fit-out of Silverdale healthcare facility

Southern Cross Healthcare is set to begin the fit-out of its next wholly-owned hospital in Silverdale, to cater for the growing demand for quality care in Auckland's fast-growing Hibiscus Coast and Bays area.

Work to complete the hospital, which will have three operating theatres and a 10-bed ward, is set to commence in mid-2022, with expected completion due in mid-2023.

The facility will also have nine recovery chairs for day surgeries. The surgical specialities will be confirmed at a later date.

The new hospital will be located on the second floor of the Silverdale Medical & Surgical building. Several other medical providers are already working out of the purpose-built facility, including a general practice, physiotherapy, dental, radiology and a pharmacy.

Hibiscus Coast and Bays is one of Auckland's most populous areas, and residents currently have to travel further afield to access private surgical care.

The region has experienced rapid

population growth in recent years, increasing by 16% between the 2013 and 2018 censuses, and is forecast to increase to 144,800 by 2038.

Southern Cross Healthcare interim chief executive Chris White says the organisation purchased the Silverdale site eight years ago, recognising the growing community would need more access to healthcare, particularly among its ageing population and for the many families in the area.

"We have several strategic landholdings around the country in anticipation of meeting future healthcare needs in fast-growing regions," White says.

"We procured the Silverdale site in the

early days of the area's development as part of our long-term hospital expansion strategy.

"We're pleased that we'll be able to bring hospital services to market in a relatively short time frame because we're going into an existing building."

Southern Cross Healthcare has received carbon reduction certification from environmental assessors Toitu Envirocare for its work in measuring carbon emissions across its wholly-owned hospital network.

Once completed, the Silverdale hospital will feature state-of-the-art green technology and features to reduce energy consumption, and to ensure the carbon footprint is minimal.

The Silverdale Medical & Surgical building.



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WITH YOU ALL THE WAY

Apathetic bosses one reason workplace accidents still too prevalent

'A good health and safety culture starts at the top but, in our experience, there isn't very much engagement from business leaders.'

Apathy from some senior leaders may be a significant reason why deaths and accidents on New Zealand worksites have not reduced appreciably in the past few years, despite strict legislation.

New Zealand health and safety training provider Besafe Training Ltd general manager Jason Braithwaite says the most common question he gets from workers attending the company's health and safety programme is: "How do I persuade my boss to implement these safety measures?"

"Safety legislation passed in 2015 has

not made a big difference. We still had one person dying a week in 2020, and that's because legislation is a blunt instrument," Braithwaite says.

"A good health and safety culture starts at the top but, in our experience, there isn't very much engagement from business leaders.

"Participation in our senior leadership and management health and safety programmes — targeting SME business owners, general managers and directors — remains at less than 5%, and workers frequently express frustration at the lack of senior leadership engagement."

Braithwaite says some business decision-makers only send staff on health and safety training programmes — often on a Saturday and Sunday when they should be resting — because they want to avoid penalties and win contracts.

Braithwaite says recent New Zealand Police action targeting company proceeds — using the Criminal Proceeds (Recovery) Act 2009 (CPRA) where a health and safety conviction has occurred — demonstrates that health and safety is also a bottom-line issue with severe consequences.

"Protect your people, yourself and your business. Get more engaged with health and safety. Do the training. Your staff should not have to be the ones trying to convince you about what safety measures to take," he says.

For more information visit besafetraining.co.nz.



The Tenstar tracked excavator offers a full-scale training tool for the education of excavator operators. Containing a full simulator with realistic audio and visual display, it provides self-instructive exercises that portray real-life construction environments.

Contractor appointed to lead upgrade of Wainuiomata Town Centre

Hutt City Council is investing in the heart of Wainuiomata with streetscape specialists John Fillmore Contracting Ltd (JFC) appointed as lead contractor to complete work on the Wainuiomata Town Centre.

"The Queen Street upgrade will build on the momentum of some pretty significant developments over the past few years," Lower Hutt mayor Campbell Barry says.

"Investments in the likes of the Les Dalton Dog Park, Masonic village, the new Countdown, and the mall re-development mean it makes absolute sense to upgrade the heart of Wainuiomata too.

"JFC have been chosen to turn the design by Local Landscape Architecture Collective — based on the community's vision — into reality," Barry says.

JFC has extensive experience developing

streetscapes in city centres, and they come highly recommended by other councils," according to Kara Puketapu-Dentice, director of economy and development.

Where possible, JFC will be working with local businesses and contractors to ensure the community directly benefits from the project when it is completed.

The Wainuiomata Town Centre Upgrade will be split into four stages to minimise disruption to retailers and the community.

Work on stage one of the upgrade will start in mid-March, following engagement with the Queen Street community on the planned construction work. Queen Street will remain open to traffic throughout the work.

Keep up to date on the project as it progresses and sign up for email updates at hutt.city/wainuitowncentre.

More than just legislating H&S

Besafe Training Ltd general manager Jason Braithwaite says people with influence in a construction company have a duty of care to their workers. Some take that seriously, but many do not.

"The leadership needs to understand the regulations, how to apply them, and their importance from a business point of view. They do have duties and responsibilities as officers in a business."

He says more needs doing than just legislating health and safety, including:

• Boss awareness

There are many health and safety awareness and communication programmes across worksites, but almost all target workers and health and safety representatives instead of their bosses.

"A government health and safety communications campaign targeting bosses might make a difference."

• Make it law

Whilst the Health and Safety At Work Act 2015 stipulates training requirements for Health and Safety representatives, there is no legal requirement for senior leadership and decision-makers to participate in specified health and safety training, but there should be.

"Legislation is a blunt instrument, but maybe it is needed until the bosses can see for themselves the value of better understanding worksite health and safety. Some leaders must stop seeing health and safety as a cost and an inconvenience."

• Step up

Braithwaite says he would like senior leaders — business owners, general managers and directors — who take health and safety seriously enough to do the training to step up and influence other leaders to do the same.

"I am a business leader. I know how hard and stressful it is at the top, but we are talking about making sure more people go home to their families at the end of the day. Of all your stresses, the last thing you want is an injury or fatality on your site. Better understanding can make a difference."

COMING SOON

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PlaceMakers

Together we're building
New Zealand

Kingpin launches first international entertainment venue in Queenstown

Entertainment hub includes high-class bowling lanes, escape rooms, karaoke rooms, arcade games, cutting-edge VR experiences, table tennis, pool tables, electronic darts, a winners vault and live music.

Kingpin has opened the doors of its first international venue in Queenstown, with the 3000sqm, two-level complex offering breathtaking panoramic views over the CBD, Lake Wakatipu and the Skyline Gondola.

Kingpin is a first-class entertainment hub, featuring more than eight different attractions and activities, paired with two bars and a full-service restaurant and cafe.

The venue caters for a wide range of audiences and occasions, including family fun throughout the day, special occasions with friends, and young socials partying until 1am on the weekends.

The attractions and activities on offer include 10 bowling lanes, two escape rooms, three karaoke rooms, 120 arcade games, multiple cutting-edge Virtual Reality experiences, table tennis, pool tables, electronic darts, a winners vault, live music and more.

Visitors can also choose to sit back and relax in the cafe, restaurant, bars or the two outdoor chill-out zones with fireplaces and luxurious lounge-style seating.

Each Kingpin entertainment complex is designed to please the most discerning of guests. No two Kingpins are alike, and each venue is designed with the local community and environment in mind.

Designed by award-winning architects Guru Projects, Queenstown's Kingpin exudes a luxury ski-lodge aesthetic, inspired by the famous alpine surroundings.

"Our project vision, executed in partnership with Guru Projects, Fitout Solutions and local tradespeople, was to deliver high-end interiors

and exteriors, focusing on curating elements that deliver big on comfort, quality, detail and sophistication," Kingpin chief operating officer Belinda Falzon says.

Kingpin is housed in the brand new custom-built Upper Village development, which sits in a prestigious position on the north-eastern side of Queenstown's Brecon Street.

"The complex is an exciting new attraction for the area, and joins a stellar line-up of entertainment offerings, including The Bavarian, El Camino and Max Brenner," Falzon says.

"Being a premium brand, we are very selective of where we build a Kingpin, but as soon as the developers presented the space to us, we knew we had to be a part of it, and bring a new type of fun to Queenstown.

Kingpin customers will be the first to experience the premium entertainment hub outside of Australia, as it continues to explore expansion opportunities internationally.

Investment has been made into the latest entertainment and most advanced technology, a gourmet menu of delicious food and cocktails, and a majestic environment for people to unwind, have fun, and create everlasting memories with friends, family and colleagues.

With the precinct being located only 400m from the Town Centre and Lake Wakatipu, and just 150m from the Skyline Gondola entrance, Kingpin is perfectly positioned to become a key ingredient of the Queenstown experience for locals and visitors.

The multi-attraction venue has also created more than 100 local jobs in the area.

Kingpin highlights include:

- Ten bowling lanes: With advanced BesX technology, the Kingpin lanes take classic bowling to the next level.

Visitors can personalise their scores, share them on Facebook, talk to other lanes, and order food and drinks directly to their lane.

- Two Escape Rooms: The Cryptology escape rooms will have guests sharpening their wits and putting their teamwork to the test to solve puzzles and crack the codes to complete their mission before the time runs out.

- 120 arcade games: Kingpin features a royal selection of some of the latest and greatest arcade machines. Guests can lap their mates on the classic driving simulator Daytona, or test their skills on Mega Stacker or Maxi-Claw. Once guests are done collecting tickets, they can redeem them for the freshest gadgets in the winners vault.

- Virtual reality: Kingpin invests in the most innovative and immersive VR games on the market, so guests can experience hyper-realistic simulation and run, fight, explore and play in a host of new realities.

- Three private karaoke rooms: Complete with the latest karaoke technology, the private karaoke rooms offer extensive playlists that are updated monthly with all the latest hits as well as classic hits.





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Freightways invests \$2.7 million in rubbish-to-building supplies conversion solution

Investment by Freightways is reducing transport and construction greenhouse gas emissions in New Zealand, with a new plant in Hamilton now converting up to 4000 tonnes of waste per year into 200,000 desperately needed construction boards.

Freightways has made a \$2.7 million investment in SaveBOARD, an innovative solution that upcycles packaging waste into construction board.

The cash has enabled SaveBOARD to open a plant in Te Rapa, Hamilton, which became fully operational at the end of last year.

The plant is now converting up to 4000 tonnes of waste per year into approximately 200,000 desperately needed construction boards.

The investment is not only commercial but the right thing to do, Freightways chief executive Mark Troughear says.

It converts materials such as Tetra Pak and fast food cartons, which were previously not recyclable, into building board that performs similarly to plywood, oriented strand board and particleboard, and that can be used indoors and out.

With transport and construction accounting for nearly 30% of greenhouse gas emissions in New Zealand, Freightways recognised the business as an opportunity to meet needs at both ends.

It sees SaveBOARD as a means to achieving a number of goals. It is able to offer its clients a way to deal with waste within their own businesses, maximise efficiency on its existing waste collection services, and accelerate its goal of a 50% reduction in carbon emissions by 2035.

“One of Freightways’ core principles is to take ownership and solve problems through action. We’re in the business of getting things done now, rather than relying on suppliers and customers to come up with solutions,” Troughear says.

“Through the Australian arm of our companies Shred-X and Med-X, we already divert over 98% of our collected waste from landfill.

“SaveBOARD provided an exciting



proposition in that it offered a reliable and clean method of disposal for hard to recycle waste — things we already collect and shred through our business units like Tetra Pak cartons and fast food packaging — and delivered a viable finished product that is much needed in the New Zealand building industry.”

Spearheaded by chief executive Paul Charteris, SaveBOARD uses patented Smart Technik technology to convert waste that previously could not be recycled in New Zealand, including fibre and poly-coated packaging such as coffee cups, carton board and soft plastic waste, into world-class products.

Initial backing in 2020 from Freightways in the form of a \$1.1 million loan was later converted into a 22% shareholding in November 2021 after significant interest was generated in the venture.

“The technology has seen incredible uptake offshore from leaders wanting to demonstrate green solutions to building. For example, Tesla opted to use SaveBOARD for the membrane substrate of its 200,000sqm roof of the Gigafactory One, which has saved 2000 tonnes of waste from landfill.

“Locally, we have phenomenal interest in our first run, and we need less than 1% of the market here to reach our initial capacity,” Charteris says.

Freightways also encouraged SaveBOARD to add a wash/dry line to its production facility, a crucial element missing from many recycling facilities resulting in recyclable — but contaminated — materials heading to landfill. The wash/dry line is now operational after receiving funding from Callaghan Innovation.

The Government has a widely circulated goal of reaching Carbon Zero by 2050, and cutting emissions by half before 2030.

Many in the delivery business have promised 100% recyclable packaging by 2025 but, for Freightways, the time to take action is now.

The company has backed its initial commitment to SaveBOARD with an additional \$1.6 million to help establish the business model in Australia, and the New South Wales Government has subsequently provided A\$1.74 million in funding for the business.

“With the transport and construction sectors being large contributors to carbon emissions, we wanted to invest in a solution that would make an impact to both,” Troughear says.

“We saw the huge potential of SaveBOARD early on and, with our name behind it, many other investors have followed suit.

“Investing in SaveBOARD made sense for Freightways as the perfect complement to our current collection and destruction service offering, creating a circular economy for those collections from right now — not by 2025, or by 2050.”

For more information visit www.saveboard.nz.

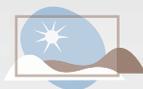




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The new face rebuilding Scott Base

Antarctica New Zealand has a new project director steering the redevelopment of New Zealand's home on the ice.

Jon Ager has been brought in to lead the delivery of the Scott Base Redevelopment project and manage Antarctica New Zealand's engineering portfolio.

Ager says it is an honour to be invited to join Antarctica New Zealand and navigate the redevelopment through to its completion.

"Antarctica is a pristine and

unique environment which holds a treasure trove of scientific insight. The capability that a redeveloped Scott Base will provide the scientific community will be invaluable," he says.

This isn't Ager's first Antarctic station modernisation project. He was the director of the Antarctic Infrastructure Modernisation Programme at the British Antarctic Survey.

He led a programme of work that delivered the Sir David Attenborough polar research vessel and supporting

infrastructure, including new wharves on the continent and in South Georgia.

He also commenced the construction of a new science operations facility — the Discovery Building — at Rothera Research Station, despite the impact of Covid-19, and he is excited to bring this experience to the Scott Base rebuild.

"Project management is a human endeavour, requiring strong relationships and great communication. I look forward to working with our industry partners and stakeholders to successfully deliver the Scott Base Redevelopment project for New Zealand," he says.

Ager previously served for more than 30 years in the Royal Air Force (RAF) and in the aerospace industry. He not only flew around the world but delivered some of the UK Ministry of Defence's largest and most complex projects.

His portfolio included military aircraft programmes, a new flying training system, simulators, a Hi-Gravity

centrifuge, and a specialised field hospital.

He retired from the RAF with the ranking of Air Commodore, and was awarded a Commander of the Most Excellent Order of the British Empire (CBE). He is also a Chartered Project Professional with the Association of Project Management (APM).

Chief executive Sarah Williamson says Antarctica New Zealand is fortunate to have someone of Ager's calibre join the Antarctica New Zealand leadership team.

"Having spent time in Antarctica, Jon not only understands but has overcome the challenges of delivering complex projects in one of the most extreme environments in the world," Williamson says.

With a passion for mountain biking and photography, Ager and his wife will surely fit in well in New Zealand.

"Like Antarctica, I have always been fascinated and inspired by life in New Zealand, so this new role is a double blessing," he says.



Jon Ager has been brought on to lead the delivery of the Scott Base Redevelopment project and manage Antarctica New Zealand's engineering portfolio.



More efficient consent process for Tauranga developers

Members of local advocacy group the Urban Task Force (UTF) have initiated regular meetings with the Tauranga City Council (TCC) Building and Environmental Planning teams to discuss problems and recommend solutions to help improve efficiencies for building consent applicants.

The UTF is an incorporated society formed to provide powerful, knowledgeable leadership and the benefits of years of experience to Tauranga city's local authorities.

Members comprise some of the city's most influential developers, investors, professionals and iwi deeply concerned about the direction the city is taking.

It initially identified 19 areas of concern and corresponding recommended solutions which were raised at their first meeting late last year.

Tauranga City Council's Barbara Dempsey, general manager regulatory and compliance, heralded the meeting as a success.

"Planning teams have met with the UTF, and we really appreciate the collaborative approach between the parties," Dempsey

says.

"Balancing the objectives and requirements of both parties can be challenging at times, but working together will result in better outcomes for the developer, the council and the community of Tauranga.

"We look forward to growing this relationship over the coming years."

UTF chairman Scott Adams says the meeting was a major step forward in aligning the interests of the building community with the city's regulators.

"Tauranga's housing crisis isn't going away. We need to increase capacity quickly and efficiently, which requires an effort from the council and the building community.

"The initial 19 points we raised with the council's regulatory teams have all either been addressed or are in the process of being resolved in such a way that we have every confidence our concerns were heard, and significant progress is underway," Adams says.

Issues identified in the first meeting between the parties include inconsistencies with the processing of

consents, communication breakdowns, possible efficiencies with building inspections, and the need for system changes to prioritise large-scale housing projects over single dwelling consents.

"We had some really positive discussions with the council that confirmed our collective goal of addressing the shortage of homes in the city," Adams says.

"It was encouraging to hear that the TCC was already working on software to improve processing systems which will speed up consenting and open up the lines of communication and co-operation."

With a number of points of action underway to address developers' concerns, the UTF has already booked in a second meeting — and both parties have agreed to schedule bi-monthly catch-ups to monitor progress.

Members of the development community who are interested in the collaborative process the UTF has initiated with the council are encouraged to contact the Urban Task Force for a detailed outline of progress to date at www.urbantaskforce.co.nz/get-in-touch.

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Graphene has left the lab — and it's proven itself in New Zealand concrete

At 6% of global CO₂ emissions, the concrete industry has a lot to gain from graphene.

It's been said that graphene is currently the world's most promising material with its impact on civilisations comparable to the Stone, Bronze or Iron Age.

GtM Action is the New Zealand company that has distribution rights for high-quality, industrial-scale graphene, and it has completed the first phase of testing using locally-sourced coarse aggregates, sands and cement.

GtM has been working with New Zealand companies to understand how graphene interacts with local aggregates, and whether the strength advantages that have been proven in the lab can be replicated in less controlled, industrial-scale scenarios.

Multiple research studies have shown that graphene-enhanced concrete provides up to 59% improvement in compressive strength and 33% improvement in tensile strength.

GtM managing director Mike Ogle says they have been able to get similar strength gains using local materials, averaging 31% improvement over control tests.

"We have had some failures but we are now on the right track, and we understand how

to overcome one of graphene's biggest challenges, which is achieving consistent dispersion throughout a mix," Ogle says.

"Mix design and accuracy of quantities within a mix are also very important to monitor."

With concrete manufacturing being such a big contributor to global CO₂ emissions, estimated between 6% to 8%, being able to remove even 25% of materials without affecting strength would be hugely beneficial.

For the New Zealand concrete industry, this would be equivalent to 23 million trees sequestering carbon over 10 years.

Additional to strength and reducing CO₂ emissions, there are other benefits graphene brings to the concrete industry.

With good mix design these include faster cure rate, reduced water permeation, less rebound for sprayed mortars, and reduced micro-cracking and fractures.

Some research also points towards graphene-enhanced concrete creating an improved barrier for salt water applications, and properties that improve concrete's fire-retardant capabilities.

Working with a prefab concrete manufacturer, New



GtM managing director Mike Ogle.

Plymouth's C&O Concrete Ltd, has enable GtM to quickly test graphene on a larger scale, with batch sizes of up to 1.3 cubic metres.

This has enabled quick turnaround of testing in a variety of products, from portable shed floor slabs, landscape products and explosive goods sheds.

C&O Concrete managing director Stuart Ogle says his team were able to learn a lot by working with a new advanced Nano-material such

as graphene.

One of the unexpected benefits discovered when working with graphene-enhanced concrete was the notably improved workability of the end product.

Phase two of testing involves GtM selecting projects that can take advantage of the new and exciting benefits graphene offers New Zealand's concrete and wider construction industries.

About GtM Action:

GtM has been in the business of helping customers take high-tech products and services to local and global markets since 2013.

Its focus is on using new technologies in traditional industries, enabling step change in productivity, growth in knowledge, and wealth creation, while minimising waste and detrimental environmental impacts.

GtM is the exclusive distributor of First Graphene products to the concrete industry across New Zealand.

It also supports other industries to understand the benefits of graphene throughout the product design, manufacturing and deployment processes.

Constructive 2022: Tackling the issues facing commercial and residential construction

This year's Constructive Forum will be held in Rotorua, again over two days, and will tackle the issues facing residential and commercial construction.

Constructive is different in that it is the only construction industry forum that brings the entire construction supply chain together, from Government decision-makers through to those out in the community delivering the projects, to find practical solutions based on collaboration.

The sector is in a building boom, with

demand growing across the country. As the industry strives to meet demand, it is facing disruption in the supply chain, and shortages of skilled labour.

The issues are complex, and require a range of solutions, as those in the sector navigate the current challenges and ensure a sustainable industry for the future.

The sector is also grappling with how New Zealand responds to the significant issues of housing supply, affordability, sustainability and climate change.

Regulatory change and increasing analysis of how the industry operates to meet these challenges means builders and subcontractors are having to adapt.

Constructive will discuss the impacts on what and how we build. So save the date — August 25-26, 2022 in Rotorua — and be part of the solution. Registrations open in June 2022.





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Top Kiwi plumbers set to test skills for national title

It's all cisterns go for the 10 young plumbers from across New Zealand who are gearing up to compete in the 2021 Young Plumber of The Year final – in 2022!

On February 19, 10 of the top plumbers, representing regions from across the country, will put their skills to the ultimate test at Wintec in Hamilton for a chance to be crowned with the prestigious winning title.

Plumbing World New Zealand general manager Robb Kidd says the competition, now in its fourth year, continues to support up-and-coming talent in the trade industry.

"Achieving the Young Plumber of the Year title is no mean feat, and we're thrilled to see this years' competition begin with such enthusiasm and drive by our skilled young plumbers," Kidd says.

"The aim of this competition is not only to recognise the talent that is currently in the plumbing trade, but to hopefully encourage other young Kiwis to consider a career in plumbing.

"In recent years we've recognised the need for more people to join the trades, but due to the pandemic we've seen many New Zealanders spending on home renovations instead of holidays.

"This has increased the demand for qualified plumbers, and with this comes an abundance of career and growth

opportunities."

New Zealand currently needs 30% more qualified plumbers to join the workforce to meet the demand.

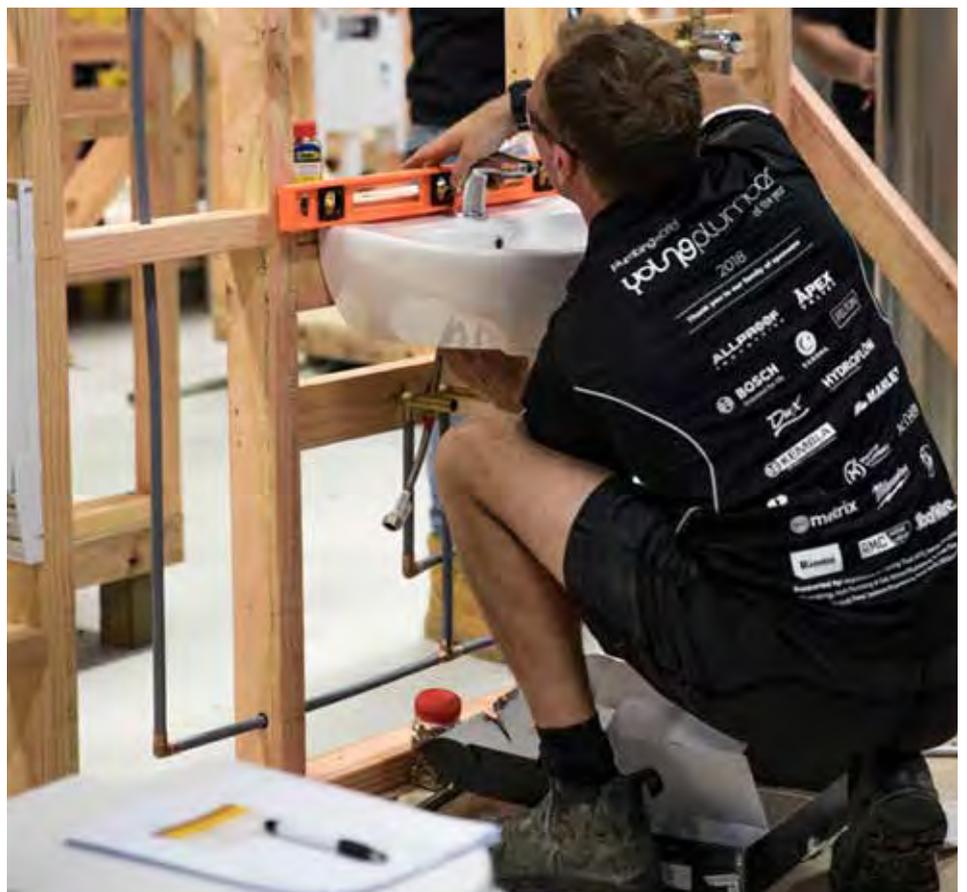
Newly qualified plumbers stand to earn between \$45,000 and \$55,000 per year, dependent on their location across the country, with huge earning potential as their career progresses. A qualified tradesperson can earn more than \$75,000 per year.

To qualify for the Young Plumber of the Year competition, participants had to be under the age of 31 and working or training as a plumber.

The final competition will see the young plumbers attempt a series of plumbing disciplines, which are assessed by a panel of judges, in addition to a written test.

The winner of the national final stands to receive a share in \$55,000 worth of prizes, including \$5000 in cash, an \$8600 Toolware prize pack, a \$5000 Milwaukee prize pack, \$1500 in NZPM RPS shares, tools and gift vouchers, and a one-year subscription to *NZ Plumber* magazine.

For their support, the winner's employer will receive a prize including \$1000 in NZPM RPS shares, a \$750 Puma Golf voucher, a \$500 fuel voucher towards the running of the winner's van, and a one-year supply of Red Bull energy drink.





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NZ construction costs see biggest jump since Global Financial Crisis

The cost of residential and non-residential construction rose more than 10% last year — the greatest increase since before the Global Financial Crisis — and similar forecasts are expected for 2022, says the NZ Infrastructure Commission, Te Waihangā, in its latest Infrastructure Quarterly report.

“Infrastructure providers, property developers, and households are trying to build more than ever, but labour shortages, material supply chain bottlenecks, and Covid-induced slowdowns have gotten in the way,” Te Waihangā director of economics Peter Nunns says.

“While Covid-19 revealed our problems, it is not the only cause. Even before the Covid pandemic, New Zealand struggled to scale up to build, and had a heavy reliance on an international workforce.

“This reflects long-term issues around workforce capacity and capability, material supply chains, and volatility of investment.

“These ‘preexisting conditions’ have made our construction market unusually

vulnerable to Covid, highlighting the importance of solving those issues to build resilience and meet our long-term infrastructure challenges,” Nunns says.

Government policy on immigration has materially changed since Covid-19 came along.

The relief valve to periods of rapid demand growth was previously resourced by international labour, a factor that contributed to residential construction workers in Auckland doubling between 2011 and 2019.

However, despite having various immigration pathways for “critical workers”, industry feedback suggests that immigration and MIQ constraints have effectively closed the door on the international workforce, leaving us critically short of skilled construction workers.

This has led to an extremely tight construction labour market, fuelling cost pressure, Nunns says.

New Zealand’s construction cost inflation is amongst the highest in the OCED.

“New Zealand had the 10th highest construction price inflation in the OCED

during this time but, again, this isn’t just a Covid-era phenomenon.

“Over the last five years, New Zealand had the seventh-highest construction price inflation in the OCED. Our residential construction price inflation averaged 5.2% per annum from 2016 to 2021.”

Te Waihangā is considering these issues as it develops a New Zealand Infrastructure Strategy.

In its draft strategy it included recommendations that will help address cost inflation, such as ensuring a stronger focus is placed on good decision making and planning for the construction workforce.

“We can only build high-quality infrastructure at an affordable cost if we make good decisions about how to plan, invest in, deliver and manage our infrastructure.

“Likewise, we need the right people, at the right time with the right skills to build our construction sector,” Nunns says.

The Infrastructure Quarterly Report is available at www.tewaihangā.govt.nz/strategy.



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Popularity of branded masks may come back to bite SMEs

A health and safety company is warning employers to avoid issuing staff with branded cloth masks.

New Zealand health and safety training provider Besafe Training Ltd says while they're good marketing and may meet current Government guidelines, they are not enough to keep the team safe from Omicron.

General manager Jason Braithwaite says employers are responsible for the health and safety of their staff on-site, and issuing PPE equipment that is not fit for purpose could have serious implications.

The ambiguity, and potential unreliability, of public health advice was brought to light recently when Canada Post insisted an employee wear the company's branded cloth mask.

The worker was stood down after he insisted on using an N95-grade mask to protect his wife, who has pre-existing conditions.

"If your staff were working at heights, you wouldn't issue them with a poor quality harness," Braithwaite says.

"The same applies to masks. Besides the fact that staff members are more likely to get ill, even seriously ill, your business will suffer when half your team is off sick. There is also the risk of an employee grievance or potential prosecution."

Braithwaite says his company has had to review the use of their branded cloth masks to align with the current recommendations.

"It's a great bit of branding, and you think you're doing the right thing. But if you want to protect your team and your business, toss the branded cloth masks and go with an N95-grade mask."

He advised companies that want to treat Omicron as a workplace hazard to:

- Use good quality safety equipment

"The evolving nature of the pandemic has resulted in oscillating messaging over the past couple of years, but the world has steadily moved towards best practice.

"I don't doubt that it won't be long before N95 becomes the standard. It is better to equip your staff with the best when it comes to protecting them, your business and your customers," Braithwaite says.

- Train staff in how to fit the mask

"Like any other health and safety measure, your staff should be trained in best practice, and that includes fitting a mask properly. Even an N95 mask that has been poorly fitted will fail."

- Monitor maintenance

"You can wash disposable surgical masks or implement a rotation system if using N95 masks. New Zealand research suggests that washing surgical masks saves money, helps the environment and is still 10 times better than a triple-stacked cloth mask.

"Ensure your staff are cleaning and maintaining their equipment."

Braithwaite says companies could take a guidelines approach or a standards approach, but should adopt a standards approach with PPE gear because it is a health and safety issue.

"You can aim to be compliant, or you can aim to be a leader and do a job that will get the better result."

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Kiwi schools to benefit from NZGIF solar investment

Investment will help lead the way for NZ communities to transition to 100% renewable energy.

NZ Green Investment Finance (NZGIF) is continuing its investment in solar by providing an \$8 million senior debt facility to finance solar panels on schools across New Zealand, alongside energy services provider solarZero.

The new energy initiative, called solarZero Schools, will enable Kiwi schools to convert sunshine into solar energy to power their school, and contribute to an increase in New Zealand's renewable electricity generation capacity.

solarZero Schools provides solar energy services to schools for no upfront cost and with long-term fixed costs at a price below the current cost of retail electricity, making it an attractive option for schools.

NZGIF has established an \$8 million finance facility to fund the operation of solar panels in schools across New Zealand.

It has done this by setting up a facility to provide financing for the installation of solar arrays (including operating costs) using power purchase agreements (PPAs).

NZGIF is also holding \$10 million in reserve for future extensions to the finance facility as demand grows.

solarZero estimates the potential generation capacity of the sector to be

up to 200MW of solar over time. This is equivalent to more than all of New Zealand's currently installed photovoltaic solar power generation.

NZGIF is pleased to be supporting solarZero, who are showing real leadership in the market, according to chief executive Craig Weise.

"By financing solar panels in schools, we are helping demonstrate in a tangible way to future generations what a low carbon world can look like," Weiss says.

"NZGIF's finance will enable solarZero to deploy distributed solar across schools. This investment will accelerate the uptake of distributed renewable energy projects, and contribute to the decarbonisation of the education sector."

A key feature of NZGIF's facility is its ability to scale to meet demand across the education sector. The same facility also has the potential to finance solar PPAs with similar public sector counterparties without the need for duplicated costs.

solarZero chief executive Andrew Booth says tens of thousands of school students from across Aotearoa have called for action to meet the climate emergency head-on.

"Now, for the first time, there is no financial barrier to stop schools from going solar to lead the way for our communities' transition to 100% renewable energy," Booth says.

Distributed solar will play a key role in achieving New Zealand's emissions reduction targets because it is a flexible energy solution that can be deployed relatively quickly.

Independent reports by Transpower and the Energy Efficiency and Conservation Authority (EECA) both forecast the growing role distributed solar will play in New Zealand's future energy portfolio.

Distributed solar is expected to reduce the total grid investment required to achieve New Zealand's renewable energy targets, and support decarbonisation.

Schools will also have the option to register their interest in installing a battery, which will improve the resilience of schools and communities in the event of a natural disaster.

solarZero is taking registrations for the Schools programme now, and initial interest is high. School principals interested in the joining the programme can register their school at www.solarcity.co.nz/schools.



The solarZero Schools project will enable Kiwi schools to convert sunshine into solar energy to power their school, and contribute to an increase in New Zealand's renewable electricity generation capacity.

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Entries open for 2022 New Zealand Building Industry Awards

Entries for the 2022 New Zealand Building Industry Awards are now being sought.

For main contractors, the traditional cost-band categories are open to those who have run a construction project with distinction, with eligible projects being those that have been completed in the period from November 1, 2020 to May 31, 2022.

Other categories include:

- Interdisciplinary Collaboration (for builder/consultants/client project teams),
- Innovation (for new products or processes that change the way we build), and
- Young Achiever (for those under 30 years of age).

For non-builders, the Consultants category provides for high performing architects, engineers, quantity surveyors and project managers.

“What sets the New Zealand Building Industry Awards apart is that the full



range of construction practitioners have a category in which they are likely to be eligible to enter,” NZIOB chief executive Malcolm Fleming says.

“This sees a good cross-section of design consultants, project managers, builders, and subcontractors being recognised, either individually or as part of a project team, in front of the full construction industry, rather than in front

of professional peers only.

“The challenges brought about by Covid-19 in the past two years has brought the construction industry together,” Fleming says.

“The sense of unity that was expressed throughout the 2020 and 2021 lockdowns was a feature that helped the majority of companies engaged in construction emerge from the pandemic well placed.

“That sense of a strong construction community has stuck, and is why forums that involve the full construction supply chain, like the New Zealand Building Industry Awards, resonate so strongly — the industry loves to come together.”

The deadline for entries into the 2022 awards is May 6, 2022. The Awards Ceremony and Gala Dinner is scheduled for Friday, September 2 at the Cordis Hotel in Auckland.

More information and access to online entry forms can be found at nzbuildingindustryawards.org.nz.

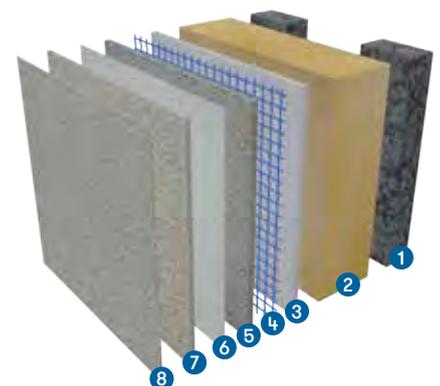


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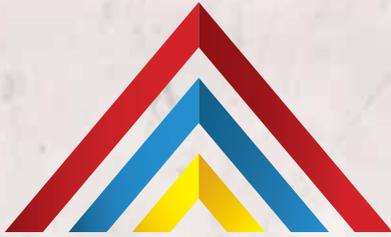
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NEW ZEALAND Building Industry Awards 2022



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ENTRIES NOW OPEN

The 2022 New Zealand Building Industry Awards are open to anyone who participates in the design and delivery of New Zealand's built environment. For employers of finalists, it is an opportunity for them to showcase their company's capability and talent. Entries are judged by a panel of senior construction practitioners. **The closing date for entries is 6 May 2022.**

AWARDS CEREMONY & GALA DINNER

The 2022 New Zealand Building Industry Awards Ceremony & Gala Dinner is being held on **Friday, 2 September at the Cordis Hotel in Auckland**. Finalists will be approached in early June about purchasing tickets, and general ticket sales will open on 13 June. In the meantime, save the date and stay connected for updates.

nzbuildingindustryawards.org.nz
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(04) 282 1484



Industry needs to face facts to get through 2022

Roofing Association of NZ (RANZ) chief executive Graham Moor says we need acknowledgement across the board that there is so much going on currently that is totally outside of our control.

With the current Omicron outbreak, as business owners and contract signers we'll likely find ourselves in positions which, in some cases, may not be achievable, let alone prudent.

The impact on operations will be significant, with not only the requirements where anyone who presents positive for Covid 19 must stand down, but also the close contacts of the positive case, which obviously includes those they were working with.

Given most businesses that operate in the construction sector are SMEs with small teams (and I don't know many, if any, that have a subs bench), the business operations are basically grounded to a halt immediately for the period.

And our suppliers face the same predicament. Stand down a significant manufacturer's team for 14 days or so, and with the state of our current supply chain tell me when that gear is going to arrive?

So could someone out there also tell me why we now bother to sign contracts with delivery promises which may no longer be feasible? We can only control what we can control.

We need acknowledgement across the board that there is so much going on currently that is totally outside of our control.

I have stayed away from the price increase issue here — but don't expect that these businesses will have the financial capacity to simply be able to absorb what's coming, is all I'll say on that.

There are builders out there that accept a finish date and then down the track turn to their specialist trades and, despite the changed landscape, say this is still the date we must all be finished by — "all good?"

Not all of you, but plenty do — why? Oh, and to add to the pressure pile, we make a promise we can't keep, and then agree to be financially penalised for not making the unattainable date.

Looking through the recent Registered Master Builders Awards, I would make a reasonable assumption that the builder and their specialist trades took a collaborative approach to achieve such great outcomes for their client.

No doubt there would have been some commitment dates. Going forward, hitting those dates is going to be comparatively really hard.

I am not looking for a get-out-of-jail-free card for specialist trades here — rather just some pragmatism between



what was promised and what can actually be done.

Our members want to complete their work, just like you do. To that you may be thinking, easy for you to say but you are not dealing with the client.

We need to realign the client's expectations with reality. Simply put, we will try our best, but facts need to be fairly faced that too much is beyond our control in these times.

Personally, I have fielded calls from our members reporting being straight-out bullied by builders, with a lack of acknowledgement of our shared reality, cropping up in a number of forms: "You signed the contract with that date." "But you said you could." "Don't care, get

“

Personally, I have fielded calls from our members reporting being straight-out bullied by builders, with a lack of acknowledgement of our shared reality, cropping up in a number of forms

”

here!" . . . I'm sure you get the picture — it's not pretty!

We have to bring some realism to the table. We need to set parameters that still strive for a finish date, but have everyone involved knowing and accepting that there is every possibility that the finish date cannot be achieved.

And, as mentioned, this will also need to include factoring in the inevitable absences that Omicron is going to leave us with. Having to stand down the infected and their close contacts will decimate workforces.

And, bearing in mind that staff may also be lost for days on end for being close contacts when other members of their household test positive — up to 24 days without one or several of your people will be tough.

Toughest consequence

The toughest consequence of all of this change, complexity and strain is the impact on peoples' mental health.

The pressure and stress we are under is palpable. Most of us are not fully cognisant of our own mental state, let alone those around us. We need to be mindful of ourselves and our people.

We all know our industry's poor mental health statistics. We and our people will certainly have pressure for all sorts of reasons and from various quarters.

We need to be observant, encouraging, engaging, receptive and good listeners. There are some great initiatives to help, such as Mates in Construction. RANZ has a free Employee Assistance Programme (EAP) for members available as well. Check with your association and see what they offer.

As important as anyone with all that is going on is ourselves. I speak frequently with many members, and there is no doubt that plenty are labouring under the pressure load.

I was speaking with someone the other day, for instance, with a full order book but, understandably, unsure as to how they're now going to get it all done.

Last year was tough. Lockdowns, a dreadful supply chain and more work than one can cope with and, by the looks of things, here we go again this year.

We just need to be patient, stock up on our resilience, and communicate better with each other than we ever have before.

And remember, your association is here to help you.

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Cost increases placing huge pressure on construction industry

Payapps chief operating officer Tony Simonsen says business leaders are embracing digitisation to limit increasing cost pressures.

Without a doubt, one of the ongoing issues in the construction industry is the supply chain disruption and increased cost of goods and raw materials.

Shortages around raw materials such as timber, steel, and even diesel to power tools and vehicles, has led to constant fluctuations and increases in costs.

In addition, it's become much more difficult to accurately predict how long a project will take, which also leads to higher prices around the likes of labour and equipment hire.

Rising costs: The numbers don't lie

Highlighting this issue, the global consultancy firm Rider Levett Bucknall released a forecast of construction cost increases for capital and regional cities around Australia in 2022.

The projections are that costs will increase by 2.5% in Darwin, 3% in Adelaide, Melbourne and Townsville, 4.5% in Perth, 5% in Brisbane and the Gold Coast, and 5.6% in Sydney.

CoreLogic's Cordell Housing Index Price (CHIP) indexes have already increased around the country by more than one percentage point in only a matter of months.

For instance, South Australia's quarterly CHIP index rose 1.5%, up 3.6% for the year, rising at the fastest rate since September 2014.

In New Zealand, construction costs have risen at their fastest pace since 2012. According to CHIP, residential construction costs grew 2.2% in the June quarter, the largest since the index began.

This marks an annual growth rate of building costs to 4.5%, up from 3.3% in March.

Interest.co.nz analysed Stats NZ's building consent figures and found that average residential building costs rose 4.3% over 12 months to the end of September 2021, and the cost of some types of dwelling increased by up to 8.0%.

That equates to an average construction cost of \$2484 per square metre for a new dwelling, up from \$2391 in the 2020 September quarter.

These numbers provide an indication of the challenges our construction companies and contractors are facing, and it still doesn't include rapidly growing and exorbitant shipping costs and the fallout of month-long delays.



Digitisation in construction: A landscape of change

Payapps' recent Frost & Sullivan study on digital transformation within construction flagged supply chain issues as one of the top roadblocks for construction firms.

Of the respondents, 55% cited supply chain transformations as the top shift impacting workplaces of the future in Australia and New Zealand.

However, our whitepaper also highlighted that digitisation and the adoption of technology tools presents a possible solution.

Real-time collaboration, the ability to manage and track key tasks, and having a centralised platform with a single source of truth can help to develop the relationship between head and subcontractors, and bring together a fragmented environment.

If you ask an average person to imagine a typical construction worker, they'll probably think of a male in work pants, boots, a high visibility vest and helmet.

But the face of the construction industry is changing. For one, more than 40% of our users are female.

We're also seeing the next generation of leaders coming through. For a long time, construction firms have been led by their founders, but now those with fresh ideas and approaches are stepping into leadership positions.

While it's important to not lose the momentum we have built up over time, it's crucial to embrace the new, to be open to the power of digital tools, and the new thinking that comes along with that.

On top of this, most organisations are small — they might have fewer than 10

people in their team, not 50 or 100.

These factors also lend themselves to tools that will help people become more effective and efficient, and better engage with all stakeholders.

In this scenario technology becomes an obvious choice.

Payapps sees that most organisations may not think they are engaged in digital transformation but, in fact, they do have some form of construction management platform, whether that's around estimation, project management, or financial aid.

And that's across all sizes of organisations. In beginning to recognise these tools and actively adopt more, leaders can create more efficiencies and help teams to meet ongoing and, at times, severe challenges.

Payapps is primarily focused on using technology to improve efficiencies and clarity around progress claims, which has long been a manual process.

It has become a critical piece in reducing complexity for builder and subcontractor, enabling them to have live, collaborative documents that can be adapted and changed to match their activities and costs, and to work within a contract.

This is even more important as prices and projects are changing so rapidly.

In this instance, digitisation also becomes about lowering the cost of doing business and increasing satisfaction with subcontractors.

In moving from manual to automated processes, you create a cost efficiency opportunity. It helps contractors to deliver on what is promised each time, and reduce risk of misinformation or miscalculation.

This gives people the best chance of being paid the right amount at the right time, and to keep all parties happy and in the know about what's going on.

Knowledge is power, especially when faced with difficulties around price increases, delays in projects and changing teams.

What gives a sense of optimism within the construction industry, despite the current landscape, is to see organisations that are moving into a new phase of growth, and adopting digital tools and technologies to drive greater efficiencies, collaboration and risk mitigation.

Connecting the Construction Workplace of the Future

Digital Transformation & Collaboration in Construction

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Or scan this QR code using your phone camera.



PAYAPPS

Timber and carbon — the case for using treated timber to lock up more CO₂

A significant highlight of last year's COP26 Glasgow was recognition for the positive role that wood plays in tackling CO₂ emissions, the principal cause of global warming.

The 2021 United Nations Climate Change Conference — more commonly referred to as COP26 Glasgow — highlighted just how hard it is to get united global action on climate change.

Although agreements were thin on the ground, a significant highlight of the conference was recognition for the positive role that wood plays in tackling the principal cause of global warming — CO₂ emissions — and why the increased use of wood should be a key feature of strategies to decarbonise economic activity around the world.

The world has known for some time that there are only two ways to reduce CO₂ in the atmosphere — to either reduce emissions, or capture and store it. Wood is unique as it can do both.

Treated wood locks carbon up for longer

Man-made materials such as concrete, steel and plastic are manufactured from finite raw materials — once they're gone, they're gone for good.

However, timber can be harvested indefinitely under sustainable forest management schemes. The more wood is used the more trees are planted.

Europe's forest areas have increased by 10% over the past 30 years, at a rate of 643,000 hectares per year. In North America, sustainable forest management has resulted in more than 50 consecutive years where growth has exceeded harvest.

The benefit to the environment is substantial. Growing trees capture CO₂ from the air and store it as carbon — typically 1 tonne of CO₂ for every cubic metre of growth — while releasing 0.7 tonnes of the oxygen that is essential to

life.

Wood's sustainability, carbon capture and storage ability, low-energy production and sheer versatility make it a standout choice in a net-zero carbon building material strategy.

The ability to improve the durability performance of wood using modern wood protection technologies adds significantly to its versatility and efficiency.

By extending the service life of wood with a preservative or wood modification process, carbon is stored for a significantly longer time.

One of the most effective ways to decarbonising the built environment is to use treated wood and wood-based materials in place of "carbon-intensive" man-made materials such as concrete, steel and plastic.

A study by BRE Centre for Sustainable Products — an innovative British-based group of researchers, scientists, engineers and technicians who share a common goal to make the built environment better for all — further underlines the value of treated wood in tackling climate change.

The study found that a terrace made from preservative-impregnated softwood had a global warming potential 200% lower than a terrace made from concrete slabs, and 700% lower than composite plastic decking.

Eco-credentials of wood not compromised by treatment

BRE has also published guidance on how different design and material choices impact the environment, such as the *Green Guide to Specification* and *BREEAM*, the world's leading sustainability assessment

method for infrastructure and buildings.

These publications share some key conclusions about treated wood.

The first is that the wood protection process is so insignificant a factor overall as to not alter a wood product's environmental impact rating, regardless of whether it is treated or not.

The second is that the use of chemically-treated softwood in structural and non-structural elements does not undermine the very strong environmental case for using wood.

In true circular bio-economic principles, when treated wood products have fulfilled their design service life they can be recovered, recycled into other applications, or used in a biofuel plant to generate heat and power.

Making the most of wood resources

Preservative pre-treatment and modified wood technologies make it possible to use lower-cost, low durability softwoods in a wide range of construction applications that would not otherwise be possible.

The use of wood protection technology to deliver products with a predictable service life justifies the use of wood in the face of competition from less sustainable man-made materials.

Until now, wood protection processes have been largely viewed as optional insurance against the risk of wood decay or insect attack.

But as zero-carbon strategies gather pace, the building industry is likely to rely increasingly on the science of wood protection technology.

Source: wpa.org.uk.

Funding to increase forestry workforce in Otago

Forestry's future workforce has received a boost through a partnership between the Ministry for Primary Industries (MPI) and an Otago secondary school.

The MPI funded a two-week silviculture course for students at Milton's Tokomairi High School to support them going into employment or enrolling in the school's one-year forestry training course called Tokomairi Training.

"The new taster course, which was funded in December 2021, was set up

to get students thinking about a career in forestry," according to New Zealand Forest Service manager - skills, training & workplace safety, Marion Schrama.

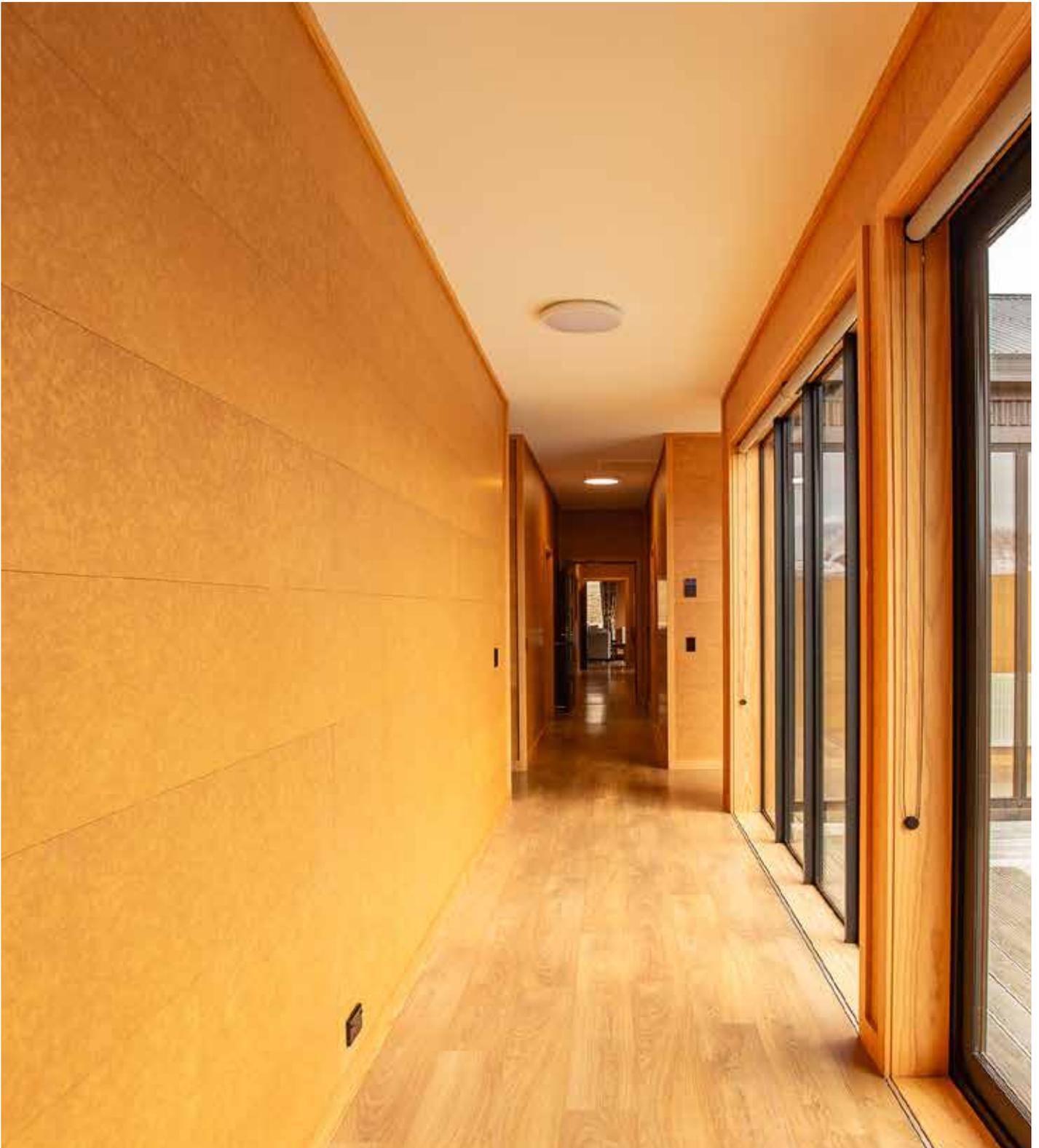
"They were able to learn some basic skills, gain NCEA credits, and understand what is required for working in silviculture. The standards assessed for the course were all prerequisites to joining the industry," Schrama says.

"The students also have the potential of enrolling for the full Tokomairi Training

course. Whether they choose to enrol in the course, or work in the sector, they learn about health and safety, chainsaw use and maintenance, and pruning, which are essential in silviculture and forestry."

Otago/Southland is the second-largest wood supply area in New Zealand, and there is a shortage of young people choosing forestry as a career path.

Schrama says companies are calling out for more workers to meet the demands in silviculture and harvesting.



Engineered by Juken New Zealand, Triboard TGV is a three-layered panel, with a wood strand core, sandwiched between MDF outer “skins”. The result is a clean-lined panel that has great resistance to impact. The dimensionally stable core provides superior screw holding ability, and the tongue and groove system allows for fast and easy installation. For more information go to jnl.co.nz



Flexibility the key for smaller sawmills' production output

Why is Northland sawmill Northpine increasingly focusing on specialty timber products, including SG10, when the country is desperately short of standard SG8 building products? Wouldn't it be easier to just produce as much standard timber as possible and try and achieve better economies of scale? General manager Bruce Larsen provides some answers . . .

The above questions are frequently asked around the Northpine board table, and the answer to the second question so far has been a resounding and emphatic "no".

Like many smaller sawmills around the country, Northpine doesn't have the financial capacity of bigger or more established processors to invest tens of millions of dollars into plant that will achieve significant economies of scale. But it does have two key advantages:

• Location and climate

Northland grows the densest and, therefore, strongest and stiffest radiata pine in New Zealand. So it's a great raw material for producing the higher structural grades of SG10 and SG12, as well as for the bigger structural members that otherwise can only be achieved with Engineered Wood Products (EWP).

• Flexibility

The simple and relatively manual older-style milling plant means the company can be very flexible and nimble with what it produces. This is ideal for small-batch specialist products.

At present, almost all merchants are short of at least some, if not most, structural timber products. Builders and



civil contractors must currently plan well ahead if they want relatively uninterrupted product supply. This message is still not well understood by some.

But the current situation will change — the day will come when the big players in the industry are fighting for share in a smaller marketplace.

Prices will inevitably drop and standard timber supply will be abundant. This is not a comfortable place for a small-scale manufacturer as they would simply not be

able to compete.

Northpine sees a future where verified solid wood beams, square posts and higher quality structural grades such as SG10 and SG12 are more commonly used.

Using less timber but stiffer and stronger studs and joists will fit in with increased spans, and a desire to use less material which reduces weight, carbon footprint and, in some cases, the use of additional materials.

Current BRANZ seminars/webinars with the theme of The Carbon Challenge deal with crucial issues such as this.

The price of specialist solid wood products compares favourably with EWP, and it has the advantage of taking standard treatment solutions with no problems.

Whether H1.2, H3.2 (wet or dry), or even H5, solid wood components have a proven track record that is hard to match.

The "piece lot" distribution of Northpine's Northbeam range means only what is needed for a particular job can be ordered, leaving neither the merchant nor the customer worrying about unnecessarily large quantities or packet lots.

We see a future where value for money dictates that specifiers and builders will find innovative ways to use increasing volumes of specialist solid wood components in a "built environment" where timber increasingly dominates.



Northpine general manager Bruce Larsen (left) with Waipu ITM owner Nick Brothers.



NORTHBEAM

Timber beams, posts and joists

Poolhouse, Northland



For a stunning indoor/outdoor entertainment area, there's nothing better than Northbeam for adding real strength, character and the WOW! factor.

These solid timber beams and square posts from Northpine are made from pine grown in the north because it is stronger, denser and stiffer. Tailor-made in lengths up to 7.2 metres, Northbeam SG8 and SG10 beams and posts are naturally elegant, easy on the eye and very cost-effective.

If you prefer the strength, warmth and charm of solid timber treated up to H5 standard, insist on Northbeam.

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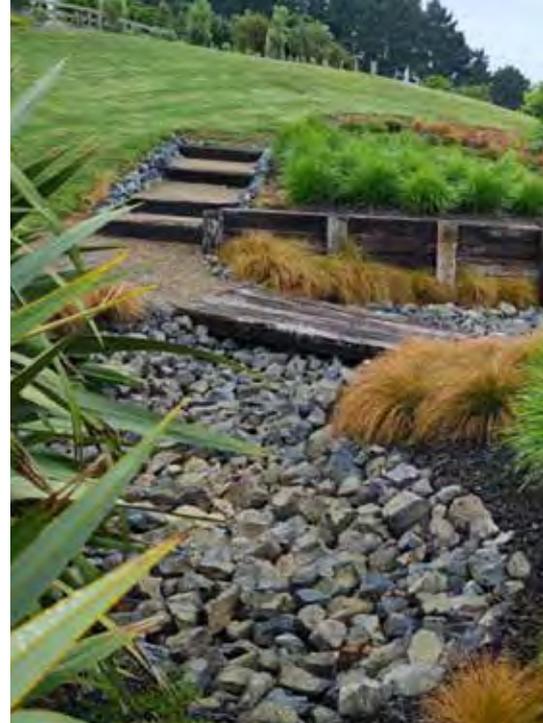
A product range of Northpine



BRANZ Appraised
Appraisal No 986 (2017)

Creating a more sustainable New Zealand

In 2009, Interlink general manager Matthew Kennedy saw an opportunity to provide a connection that linked a customer's need with a solution, hence Inter-link. He identified the need to supply natural, long lasting landscape products directly to the client – and from there Interlink Ltd was formed. We background the company's origins and philosophies around re-purposing sustainably reclaimed rustic hardwood timbers, beams and railway sleepers for landscaping and interior design.



Interlink Ltd is a business that specialises in sourcing and securing rare, quality and natural materials to create a more sustainable New Zealand.

The company supports industries and enterprises big and small by providing long lasting alternatives for greener design and construction in interior and exterior spaces throughout the country.

Committed to constantly improving its processes, combined with a high desire and ability for collaboration, Interlink Ltd strives for excellence amongst all projects.

Whether supplying railway sleepers for private and boutique gardens or much larger communal public and civil spaces, the team at Interlink has its clients' needs at heart.

The company is committed to offering competitive prices by supplying wholesale quantities direct to customers nationwide.

Interlink's office is based in Wanaka, and the company uses storage and transport facilities nationally, delivering its products through an array of major freight companies and contractors.

It encourages clients to get in touch with the company's trusted partners to query

private logistical services that can be relied upon.

Interlink enlists only established and reputable companies in New Zealand and internationally, whose expertise and experience provide the "horsepower" when required.

The team prides itself on outstanding service, and works only with companies who share this philosophy.

business is only as good as its last sale – and a good sale is one that is efficiently and effectively completed to a customer's satisfaction.

To this end, Interlink deals with partners who are specialists in their own fields, to complement its business and its clients' goals.

Sustainability, and why it matters

Climate change, inefficient energy use and land consumption is increasingly detrimental to natural ecosystems, and is becoming progressively noticeable in people's day-to-day lives.

It has come down to the individual and industries to start making a conscious change towards a more resourcefully

sustainable society and planet.

Consumers are becoming increasingly aware of the impact manufacturing has on the environment, and choosing to use quality recycled materials has never been more important.

Interlink has supplied New Zealand bulk wholesale recycled railway sleepers, reclaimed timber and rustic hardwood products for more than 12 years.

This started in the grassroots of the "Green Building" revolution.

Now, 12 years later, sustainable and ecologically-friendly buildings and landscapes are being developed all over the country – and the world.

The products

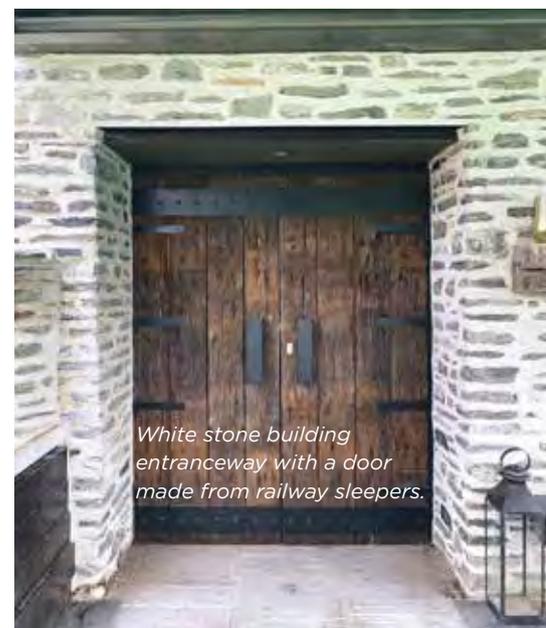
Interlink believes in the reduce, reuse, recycle ideology, and takes pride in its commitment to re-purposing beautiful and durable hardwoods.

Why buy new when you can buy recycled and get even better quality?

In an increasing trend with landscape, public and architectural designs using reclaimed beams and railway sleepers, the appreciation of warm, charismatic



Exposed trusses and recycled materials form a natural outdoor shelter.



White stone building entranceway with a door made from railway sleepers.



Railway sleepers used for a bridge and retaining wall among garden and hillside.

and sustainable materials has predictably increased.

New Zealanders now find it ever more accessible to recreate natural, long-life settings for one another.

Reduce

The company reduces the number of trees being milled for new/fresh timber, and reduces carbon emissions through minimal resource extraction inputs.

Reuse

It reuses old railway sleepers and reclaimed hardwoods wherever possible.

Recycle

It recycles old wharf, bridge and other rustic structures into long lasting natural materials.

Its stock is stored nationwide in secure MPI locations, or transport and storage facilities throughout the country for logistical efficiency, and it often has staff travelling throughout the country.

Ethical practice

As a supplier to hardware stores all over the country, Interlink is providing more eco-conscious, high quality and cost-effective options nationwide for an array of applications, from DIY for homes, to commercial scale and architectural specifications.

In addition to supplying sustainable products, as a business it aims to operate in the most moral way it can. The company's office is getting rid of unnecessary paper waste and going digital.

It is a member of various charities and organisations, supporting the environment and fellow New Zealanders. Its staff are encouraged to walk or cycle to work to reduce carbon footprints, and to enjoy a healthy lifestyle.

Company causes

Interlink is a member of the Living Future Institute, supporting the innovation of the organisation and its ethos — “To lead and support the transformation toward communities that are socially just, culturally rich and ecologically restorative.”

Interlink is an advocate for Treesthatcount, a fantastic movement to gift or donate long-life native trees within New Zealand — a great way to support community organisations and the country's delicate localised ecosystems.

Te Kakano Aotearoa Trust is a Wanaka community-based native plant nursery that specialises in propagating plants of local origin (Upper Clutha region), then using these plants for regional native habitat restoration.

As a proactive marketplace participant, Interlink aims to supply for New Zealand Green Building Council (NZGBC) best practices, assessments and ratings, truly getting behind what it believes will be a more sustainable future.

The company encourages industry and individuals to pursue what's right, which is why it endorses #architectsdeclarenz.

Interlink also donates annually to the Westpac Rescue Helicopter.

For more information visit interlinkltd.com.



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Laser-hardened crosshatch teeth grip stronger and last longer thanks to innovative engineering. There is also a reaming feature for easy deburring of pipe.

Finally, like all Channellock® pliers, Speedgrip™ 440°X Tongue & Groove Pliers are made in the US from high carbon US steel for ultimate strength, and have comfort handles with no-slip grips.



Features include:

- Fast and easy push-button adjustment locks securely into undercut channels.
- Strong, laser heat-treated crosshatch teeth grip 2.5X better than traditional Channellock 90-degree teeth.
- Solid alloy steel fastener is strong and dependable.

- Safe-T-Stop® feature prevents finger pinch.
- Reaming feature for easily deburring pipe.
- Forged high carbon US steel for ultimate strength is specially coated for rust prevention.
- Channellock Blue® moulded non-slip grips for ultimate control and comfort.
- 100% Made in the US.
- Available in 3 sizes — 200mm, 250mm and 300mm.

Next generation foundation system

Firth has looked to the future when developing the next generation Ribraft® foundation system.

Fundamental to the design and performance are:

- 100% recyclable — zero landfill waste.
- Constructed from recycled material, and 100% polystyrene-free.
- Stackable pods — vastly reducing storage footprints.
- Lightweight and easy to handle — pods weigh less than 3kg per unit.
- Easily transported — pods for a 180sqm home can be delivered on a single axis trailer.
- Easy installation system — steel rods click into pods and self-lock, reducing steel ties.
- Mini Pods — fit any size foundation.



Unparalleled security and convenience

The MN9000 Digital Lock from Miles Nelson® offers unparalleled levels of security and convenience to the home owner.

It is easy to programme, and lets the user create personal and temporary electronic keys that will allow access. It features four access methods: key, pin, remote or fob, and allows up to 50 user codes at any one time.

It is also designed to withstand New Zealand's extreme climates.

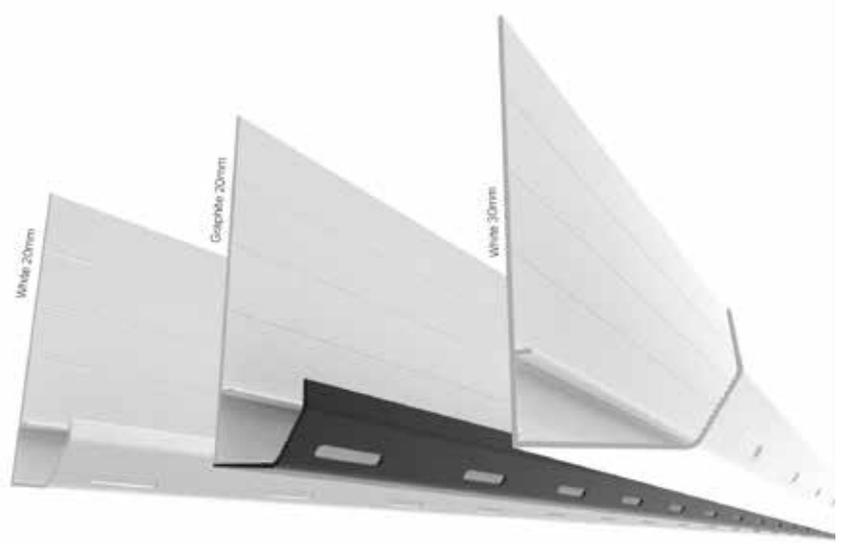
Features include:

- Glass UV reflective front, providing protection against heat, fading and sun damage.
- High IP65 rating for water and dust ingress resistance.

To find your local stockist, visit www.miles-nelson.com/ retailers.



Cavity closers take innovation to next level



Dynex Optivent takes innovation to the next level, with discreet ventilation and unique horizontal nailing grooves for easier installation.

Available in Graphite or White to align with the cladding colour, the obscured slots help deliver an improved aesthetic and better vermin control.

Made in New Zealand from UV and impact-resistant materials, Optivent cavity closers are BRANZ-appraised, and available through leading building merchants nationwide.

Features and benefits include:

- Discreet obscured ventilation slots.
- Horizontal fixing grooves.
- Two colours — Graphite and White.
- Graphite version to match dark cladding options.
- Made from UV and impact-resistant material.

- Designed and made in New Zealand.
- BRANZ-appraised.
- Suitable for use with all relevant cladding types as per the current Dynex cavity closer range.
- Supplied in 3m lengths.
- Made with recyclable materials.



WIN!

WITH **BUILDING TODAY**

Visit www.buildingtoday.co.nz, hit the Competitions link and correctly answer the Building Today Trivia Question to go into the draw to win this fantastic prize!

We're kicking off the year with another great reader competition prize this month — a Channellock 5-plier package worth

\$420

Congratulations go to Molina Thomson, who won the Showerdome competition worth \$449.

Business 101: Documented systems essential for smooth company operations

Terry Sage of Trades Coaching New Zealand continues his Business 101 series of articles by outlining relevant operational documentation that will help maximise profits.

Of all the sexy things one needs to run an efficient and profitable business, the topic of “systems” doesn’t really encourage any warm fuzzy feelings.

However, you will never have an efficient or profitable business if you don’t have systems in place.

At this point there will be those who are saying, “we’re efficient, we make money but don’t have any systems — it’s all in my head mate”.

And they may be right. But you could be more right or, maybe, let’s just go with richer.

Even if you don’t have any systems documented in writing, you still run your business by systems. By this I mean you do the same things to complete a task on a regular basis, whether it’s just in your head or not.

My comment about being richer refers to the fact that the better the system, the more efficient it is, and the more time it saves — which makes you more money, simple as that.

Just a side note here — your

head-based system may be spot on and the best possible, which is great. But write it down anyway.

Why? Because one day you won’t be there, or perhaps you finally said yes to taking a holiday, leaving the job to somebody else.

This poor somebody else doesn’t have your head full of systems, so if it’s written down you have just created a mini you.

So we’ve established that

systems are important, we decided that you already have some systems as the business runs now, and we all agree that a well-run systemised business should be profitable.

None of this is rocket science or even breaking news. And because it’s not the sexy part of running a business, you may be surprised that very few businesses I see are actually what I’d call systems-dependent.



Another wee tidbit for you to store away is that a well-systemised operation is worth a lot more money than one that isn’t. It opens up the pool of potential buyers, making it much easier to sell.

Now I have piqued your interest, where do you start? Monday morning, pen and paper, write down everything you do as you do it. It’s not that bad, and don’t expect the task to be completed overnight.

Break it down into small steps and small segments. First just write down the name of the task and give it a title.

This can include the mundane, everyday stuff — turned off alarm, ran tool box meeting, cleared the previous night’s emails, wrote out last week’s invoice claims etc.

This might take a couple of weeks, or maybe even a month if there are tasks you only do once every four weeks.

Once you have the titles, bullet point out how you complete the task — you don’t have to write a book for each one.

It’s not until you can see it written down that you can decide if it’s 100% efficient. In most cases, it can be fine-tuned to save a step or two, saving time and making you more money.

Here’s side note number three — once you have all the tasks on paper, take a look and see what makes you money and what doesn’t, and put a time next to each one. Also look to see if any tasks could be delegated to free your own time up.

So now, not only are you systemising your operation, but you’re analysing the areas that are a cost against those that are an earner.

And on top of that, delegating the mundane tasks will free your time up and help make you a much better manager. Try it, it’s liberating.

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THE BUSINESS SIDE OF CONSTRUCTION

Cost fluctuation clauses in construction contracts

Timothy Bates and Bodene Robertson-Wright of Auckland law firm TM Bates & Co review and compare the Cost Fluctuation clauses used in two common construction contracts in New Zealand.

This month, we take a closer look at a prevalent way of handling cost increases, being Cost Fluctuation clauses.

The particular provisions that will be looked at here are the Standards New Zealand (NZS) 3910:2013 Conditions of contract for building and civil engineering construction, and the New Zealand Institute of Architects Incorporated (NZIA) National Building Contract 2018.

Purpose of cost fluctuation

In New Zealand, the construction industry has tended to favour lump sum contracts.

However, inflation and other economic factors have created a volatile construction market, in turn making a lump sum contract difficult to achieve considering the level of risk, which primarily falls on the contractor.

In lump sum contracts, the contractor has agreed to carry out the work for a fixed price, in that it has agreed to do the work at a fixed rate per item of work.

A Cost Fluctuation allows a contractor to achieve price increases through a specified method.

In a lump sum contract, the absence of fluctuation clauses will mean that the contractor is unable to recover increases in costs, including labour and materials.

NZIA — NBZ 2018 — Fluctuation clause

Where allowed for under the contract, the contractor can submit a Statement of Fluctuations for the Principal. The Statement of Fluctuations must set out the materials affected, and the dates and prices of the fluctuations.

The key aspect of the NZIA fluctuation clause is that each statement of fluctuations must be verified by a registered quantity surveyor, or a chartered accountant.

The verifier must state that the Statement of Fluctuations is fair and reasonable, and that the labour and materials included in the statement were used in the contract works.

The claims are to be made within three months of the submission of a payment claim in relation to those costs.

In addition to the actual fluctuation of costs for the Statement of Fluctuations, 5% is to be added to the amounts in respect of subcontractors, and a further 10% is to be



added to the amounts of the fluctuations for the contractor's costs.

These are designed to cover related costs for the contractor and subcontractor, and account for the cost of verification by the quantity surveyor or chartered accountant.

The clause allows for contractors to claim fluctuations in labour costs using the proportional movements of the Labour Cost Index, published by Statistics New Zealand.

This contract provides a relatively flexible method of calculating fluctuation and, although accurate, bears the cost of having fluctuations claimed verified by a quantity surveyor or chartered accountant.

NZS 3910:2013 — Fluctuation clause

The cost fluctuation clause that the NZIA clause can be compared with is contained within the NZS conditions of contract.

Clause 12.8 of the NZS contract sets out that a cost fluctuation adjustment must be paid in accordance with Appendix A, and prescribes that the adjustment be

submitted each month.

Under this cost fluctuation clause, the amounts payable under the contract are to be adjusted up or down by the amount using a specified formula.

The application of a formula is a significant difference between the NZIA contract and the NZS contract fluctuation clauses.

The formula used is made up of various aspects, including the valuation of the work completed, the Labour Cost Index, and the Producers Price Index (both published by Statistics New Zealand), for the relevant quarter.

The similarity here with the NZIA fluctuation clause is the use of the Labour Cost Index. However, the method in which it is applied is largely different.

Conclusion

Whilst cost fluctuation clauses provide some protection against material and labour increases in the context of a fixed price or partially fixed price contract, in the current residential market the best an owner can hope for is a part-fixed and part-charge up contract.

The effectiveness of a cost fluctuation clause is therefore somewhat reduced.

Note: This article is not intended to be legal advice (nor a substitute for legal advice).

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Don't panic Captain Mainwaring!

Ross Middleton sees a Dad's Army irony in all the blather around Covid as it continues to disrupt. "Permission to speak sir . . ."

If you are approaching a set of traffic lights anywhere in the world, turning red means stop. In Aotearoa though, it generally means speed the hell up and break through on the buzzer.

In fact, our laissez faire attitude to traffic lights was noticed by our government where colour-coded pandemic restrictions can mean . . . well, who knows, but go for the gap anyway.

This may very well come back to bite the powers-that-be on the bum, as the latest variant of coronavirus-SARS-coV-2 takes hold of our society.

Designated to be "Omicron" by the World Health Organisation, it conveniently missed the Greek letter previous, "Xi." You gotta wonder why.

The Omicron variant (I write this at the start of February) is building here, and is apparently more infectious than laughter at a Billy Connolly concert. But while Billy might cause you a few stomach pains, he won't make you crook, and he won't kill you.

Yet, despite its seriously deadly nature, there is plenty of irony to be found in our current pandemic.

Cunning adaptability

Who would have thought that an organism so small it can only be seen through a powerful microscope could have such an influence on the planet's dominant species?

Its cunning adaptability reminds me of Muhammad Ali, mesmerising his opponents by gently swinging one hand in soft circles down by his waist while viciously punching them in the face with the other. But Cyrus the virus already has several other challengers lined up for the fight.

What I find ironic is that the underlying ethos in media, government, and even implied by the boffins, is "let's get through this wave and into the clear water ahead".

Somehow I don't think Cyrus sees it that way, and he has plenty more swinging tricks in that spiky glove.

But don't panic. In an uncertain environment, more long-term planning is needed, and business, as is becoming more common these days, will be leading the way — unless of course that initiative-taking way is blocked by bumbling bureaucracy.

As I write, Omicron is already here, and we are about to start assessing the damage.



Media have been reporting on panic buying, stockpiling, dire shortages in health infrastructure and numerous other crisis planning issues across the country.

While this version is one of the most transmissible viruses ever detected, infecting some with double-vaccination protection and easily evading ad hoc number eight wire masking, local media have been absolutely ga-ga over the click-baiting opportunities available.

"Body blow", "playing havoc", "bare shelves", "Code Brown", "blowtorch", "surging infections", "chronic shortages", "Big Sick" etc.

It's all out of the Rupert Murdoch Playbook for Idiots; selling news like groceries in a supermarket.

As I see it, the bottom line is that this is something we all have to work

our way through with calm minds and careful planning — not perfidious, pre-meditated panic. At least the hard work of the Government has meant little health damage to date, and given us the ability to scrutinise situations elsewhere and plan accordingly.

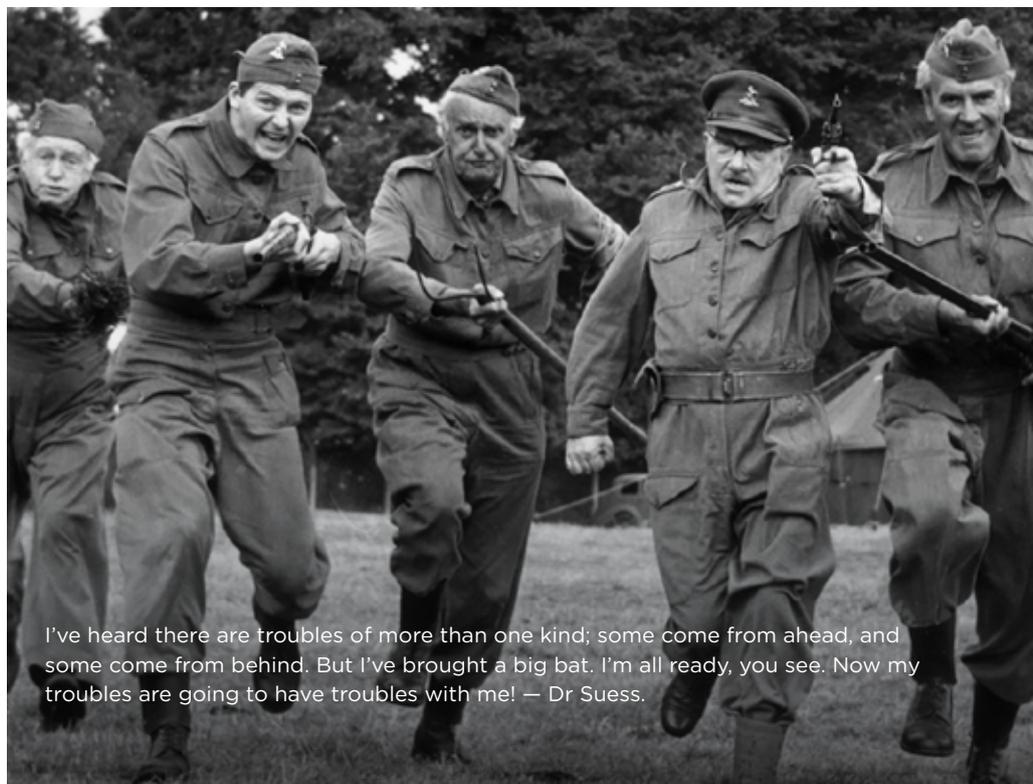
Unlike Australia, for example, where the sudden realisation that letting ultra-contagious, debilitating diseases run rampant is actually worse for the economy than public health restrictions.

Construction businesses (like all the rest) in New Zealand have a long list of imponderables to consider daily, including:

- how Omicron will behave in an, until recently, largely untouched community,
- what the long-term effects on the business will be, and
- in the shorter time frame, how many of the team will be infected or compromised by regulatory dictates, and how to compensate for that while continuing to operate, identify supply chain weaknesses, and solve these issues with the Government and health department seemingly determined to obstruct and obfuscate.

Fingers crossed behind back, Bloomfield asserted he didn't steal, requisition or commandeering RAT tests. Authoritarianism can be a dangerous thing.

Even the most moral and mild mannered can start out with the best of intentions, but the corrupting effect of power (think Mugabe, Modi and Mussolini) means they



I've heard there are troubles of more than one kind; some come from ahead, and some come from behind. But I've brought a big bat. I'm all ready, you see. Now my troubles are going to have troubles with me! — Dr Suess.

can end up somewhere else entirely. After the latest tough-guy gaffe, that halo is starting to look a little rusty.

Incompetence and prevarication

Businesses that have stayed ahead of the game with their planning have had incompetence and prevarication slap them in the face.

Elsewhere, there is high dudgeon all round: "It is a stunning indictment on the government's incompetence that having banned rapid antigen tests for most of 2021 and then failed to order enough themselves, they are now seizing rapid antigen tests ordered by the private sector," the Opposition spokesperson for Covid says.

Maybe government is taking a "just-in-time" leaf out of a workplace manual? At least we are learning from the disasters in Australia where incompetence has been on high-rotate on the bureaucratic playlist.

Prime Minister Scott Morrison epitomises this. At least ours gets important things right, and has the linguistic turn-of-phrase to paper over any cracks.

Morrison's answer to the labour shortage created by sickness and isolation rules was to have children driving forklifts. In my time in this industry I have seen injury and death caused by even well-trained forklift drivers.

After he finished wiping the egg off his dial, Morrison uttered one of the great lines of the pandemic: "We agreed to proceed no further with the issue of 16-year-old forklift drivers."

We can also learn in other areas. The Australian Federal Police is hot on the trail of retailers price gouging RATs. Prison and massive fines are on offer.

At least we seem to be past the old lockdown-and-mandate mentality. Our



“
It is a stunning indictment on the government's incompetence that, having banned rapid antigen tests for most of 2021 and then failed to order enough themselves, they are now seizing rapid antigen tests ordered by the private sector, the Opposition spokesperson for Covid says.
”

industry shouldn't see the absurd situation we saw in Melbourne last September where construction workers, activated by a short-sighted union, protested over mandatory vaccination on worksites across the city.

This saw some 2000 angry young blokes allowing themselves to be infiltrated by the local Nazis and other right-wing extremists, leading to Molotov cocktails, rubber bullets and tear gas at 20 paces.

Dreaded large spreader

The union back-pedalled as fast as it could but the damage had already been done, and the unfortunate fray became a key spreader of the dreaded lurgy.

Issues for the construction community here instead are something of a perfect storm, with a runaway build-now market impacted by lack of materials and exacerbated by a dearth of human resources.

The unemployment rate remains near rock bottom, down to 3.2%, while the under-utilisation rate (I think that also includes all those assiduous watchers of Game of Thrones reruns) is at 9.2%.

On top of all this there is remuneration, with average hourly earnings at \$35.61 and rising, adding to mounting inflationary pressures.

Expect workers and their unions to be lobbying for even more dosh and other "extras". They need it. Their costs are through the roof too.

No need to panic, but we should revisit the short-term influence of the Bug. As seen globally, with our expected rapid spread of Omicron, further challenges on building sites will occur when key staff members are required to isolate after being deemed a close contact of a Covid case.

This could highlight further issues around time extensions, costs and just who is paying the wage bill.

The Construction Sector Accord has released advice on Covid construction risk management, which may be a helpful starting point.

The Government will be trying to keep

its powder out of the rain as it ducks and weaves its way through this one: Captain Mainwaring charging, pistol askance, and Corporal Bloomfield avowing, "There is no substitute for cold steel. They do not like it up 'em."

They will be hoping the proletariat won't panic either, though the emptying supermarket shelves give the lie to that one.

As one economic adviser says, "Supply chain disruptions are a massive headache. Optimists say that things will normalise by the middle of next year but, even then, New Zealand will probably be at the tail end . . . that means disruptions here could last longer than elsewhere.

"Supply-side indicators will hold the key to understanding the inflation outlook. That's not something we're used to watching closely, and the data is a bit patchy. But we can look at shipping costs and delays, port wait times."

So where to from here for Cyrus?

World Health Organisation head Tedros Adhanom Ghebreyesus believes the emergency phase of the pandemic is still very much here, but . . . "It's dangerous to assume that Omicron will be the last variant, or that we are in the endgame. On the contrary, globally, the conditions are ideal for more variants to emerge."

In the long run, many of us might apparently experience a mild infection every few years, as with other coronaviruses. Most of the scientific reasoning currently is that the virus will become endemic, meaning it will still be around, circulating in communities with occasional outbreaks.

The comparison made is to seasonal flu, so while it is still bad and still kills, the world won't tilt on its access.

If you want a tilt at the bigger picture, think about Russia's geopolitical agenda, China's blunt self-interest, financial market collapse, the imploding American dream, or your flooded worksite.

Whatever you do, don't panic! Dad's Army is here to help.

Rapport — the glue for your team

TradieHR director Leigh Olsen says the key to creating a connection in the workplace is through building rapport. Here she offers some top tips to help you do that.

We all have that one person that we struggle to connect with — whether it's a client, a team member or even a boss — that we just cannot quite get on with.

For myself, last year, I found that I just wasn't getting on with an important client, a key decision-maker who oversaw a lot of what I was helping with.

We were simply different. They were all about the numbers; I was all about their people.

Connection is at the heart of what I do, knowing that the key to creating a connection in the workplace is through building rapport. I knew rapport was what I had to start with, using more of it with my client.

Building rapport is all about showing the other person that we understand them, connecting with them in a way they prefer.

With my client, I began our meetings earlier, starting by asking about his family, including his child's recent sporting achievements. He instantly began to share more and relax into the meeting.

For each meeting, I also started with "the numbers" to explain any upcoming HR initiatives and policies. His eyes lit up!

These were simple rapport-building techniques that helped to open up this client, relaxing them into the meeting. After a few meetings, there was a definite positive shift in our relationship, finding common ground that I didn't know was there, and removing barriers that I thought were in front of me. In fact, I was enjoying the meetings a lot more myself!

The greatest form of power is relationship power!

Creating and sustaining rapport leads to the greatest form of power in the workplace — relationship power. The stronger the workplace relationships, the greater results you will gain in your company.

Why is this? Rapport leads to a sense of comfort that you have with someone. This then leads to a deeper trust with each other, creating more impactful working relationships.

Employees that have rapport with their managers tend to be happier in the workplace. This then leads to higher engagement, improved job satisfaction, higher productivity, and longer employee retention — all things managers are wanting in their business to make their business thrive.

Rapport leads to the greatest form of power in any workplace — relationship power.



Getting rapport right

As managers, your role is to coach, motivate and grow your teams, and building rapport is the foundation you have to lay down to make these things happen.

The more rapport you have in the workplace, the easier it is to achieve these key parts of your role. Here are some top tips to help you get that foundation right:

- Create two-way conversations: Make sure that any conversation is not just a "one way street." Use open ended questions to get them talking about themselves, including the personal and professional topics, such as "How was your weekend?"

So simple, but can give you an insight into what really makes them tick. Remember though that once you have asked the question that you wait to listen to their response. I once worked with a client who would ask his staff about their weekend and then move on to something else halfway through their reply!

As you discover things about your people, share a little about yourself. In order to get people talking sometimes we need to share some information about ourselves first to make them comfortable to share back.

Ask questions to keep the conversation going, finding out more about what they are sharing with you. At the same time,

check you're not "over-questioning", going too personal when it's obvious on their face they're just not wanting to share any more with you right now.

- Observe and notice: Take the time to observe and notice things about the person. What does their office set-up tell you about them? If they are drinking out of a Game of Thrones coffee mug, ask them about this show and who their favourite character is. A simple technique, but it shows interest in what makes them tick outside of work.

- Provide undivided attention: My son once said to me, "Mum, listen with your whole face," encouraging me to stop looking at my text messages coming through. This great rule applies to building rapport.

Avoid looking at your texts or glancing at your emails when building rapport. These are instant ways to kill the rapport and lessen the relationship.

- Check your energy level: We all come to work with different levels of energy, so check that yours in is line with the other person. If you're an energizer bunny and the other person hasn't got their morning coffee yet, take the energy down a level, slow down your speech and give them a chance to have that first morning sip of coffee!

Above all, when building rapport with someone new or that we're not connecting with, be patient.

Rapport is not a one-off moment. It's a work in progress that has to be earned and also sustained over time.

To kick-start your rapport-building this year with your team, contact us for some great workshops on how to develop this further to ensure you are ready to enhance your whole team in 2022.

Note: This article is not intended to be a replacement for legal advice.



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Building Consents Information

For all authorisations, December 2021

Dwellings	\$1,825,733,000	Total All Buildings	\$2,617,136,000
Domestic Outbuildings	\$23,433,000	Non-building Construction	\$36,216,000
Total Residential	\$1,849,177,000		
Non-residential	\$767,960,000	Total Authorisations	\$2,653,352,000

Number of new dwellings consented

	Dec 2021	Nov 2021	Dec 2020		Dec 2021	Nov 2021	Dec 2020
Far North District	52	36	32	Palmerston North City	32	52	33
Whangarei District	26	82	75	Tararua District	1	4	1
Kaipara District	22	25	23	Horowhenua District	16	24	20
Rodney District	109	141	76	Kapiti Coast District	80	26	21
North Shore/Albany Wards	378	540	177	Porirua City	40	61	39
Waitakere Ward	209	252	141	Upper Hutt City	37	56	11
Auckland Wards	475	662	491	Lower Hutt City	31	100	131
Manukau/Howick Wards	332	322	420	Wellington City	169	121	154
Manurewa-Papakura Ward	148	165	213	Masterton District	27	45	14
Franklin Ward	83	106	71	Carterton District	8	7	8
Thames-Coromandel District	32	35	25	South Wairarapa District	18	18	9
Hauraki District	9	25	7	Tasman District	45	27	25
Waikato District	84	137	80	Nelson City	16	12	23
Matamata-Piako District	28	34	14	Marlborough District	10	16	21
Hamilton City	138	146	115	Kaikoura District	5	6	3
Waipa District	66	60	58	Buller District	6	11	5
Otorohanga District	3	4	5	Grey District	7	8	1
South Waikato District	9	16	5	Westland District	4	3	2
Waitomo District	10	5	2	Hurunui District	29	16	11
Taupo District	24	18	26	Waimakariri District	85	55	47
Western Bay of Plenty District	57	46	51	Christchurch City	424	367	234
Tauranga City	100	129	222	Selwyn District	90	134	155
Rotorua District	27	37	19	Ashburton District	25	15	16
Whakatane District	12	8	7	Timaru District	22	13	23
Kawerau District	1	0	2	Mackenzie District	6	9	7
Opotiki District	5	2	4	Waimate District	0	4	3
Gisborne District	14	18	9	Chatham Islands Territory	0	0	5
Wairoa District	3	2	2	Waitaki District	5	16	14
Hastings District	53	35	38	Central Otago District	24	23	12
Napier City	35	13	9	Queenstown-Lakes District	116	99	75
Central Hawke's Bay District	6	8	2	Dunedin City	51	47	48
New Plymouth District	44	55	58	Clutha District	5	8	7
Stratford District	1	3	3	Southland District	10	20	14
South Taranaki District	4	7	7	Gore District	3	1	3
Ruapehu District	7	8	6	Invercargill City	27	28	29
Whanganui District	19	25	13	Area Outside TA	0	0	0
Rangitikei District	6	9	7				
Manawatu District	23	20	12				
				Total	4128	4688	3751

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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