

BUILDING TODAY



The official magazine of the Registered Master Builders Association

www.buildingtoday.co.nz

October 2022

Volume 32 Number 9



WIN!

A Showerdome worth

\$339

Details, page 25

Inside:

BROADER OUTCOMES EXAMINED

Opportunities arising in the lucrative Government procurement process

WAIKATO 'INLAND PORT' HERALDS STRONG ECONOMIC FUTURE

The massive Ruakura Superhub on the outskirts of Hamilton is officially opened

INPUT SOUGHT TO IMPROVE BIM-LED HEALTH & SAFETY

BIMSafe NZ looking to use BIM to reduce risk on NZ construction sites

ALSO INSIDE: CONSTRUCTION PRODUCTIVITY SHOWS ROOM FOR GROWTH

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BUILDING TODAY

October 2022
Volume 32 Number 9

From the editor

Just under \$62 billion of the Government's budget will be spent on infrastructure over the next four years.

Infrastructure New Zealand chief executive Claire Edmondson says this investment is certainly welcome in addressing the quality of long-neglected social infrastructure.

However, Treasury's 2022 Investment Statement estimated the country's infrastructure deficit at \$210 billion. The Infrastructure Commission - Te Waihanga estimates \$31 billion will be needed annually, for the next 30 years, to build our way out of current and future infrastructure challenges.

In any case, it's a big pie that many will be wanting a slice of. And in this issue, our columnists from Greenwood Roche Project Lawyers examine the "broader outcomes" that are becoming increasingly prevalent in the governmental procurement process — and how to achieve them.

And also read new RMBA president Johnny Calley's industry views as he pens his first column for *Building Today*.

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Focus should remain on membership services, advocacy

Johnny Calley says it's an absolute privilege to be voted in as national president of the RMBA, an organisation he says has helped shape the industry and raised standards over the past 100 years.

Being part of an association that has guided New Zealand's building industry for more than 100 years is truly humbling, and it's an absolute privilege to be voted in as national president of the Registered Master Builders Association.

Before I let you know a bit about me, I would like to thank Kerry Archer for the contribution he has made to the association as national president over the past two years.

I also want to acknowledge the time he has given and been away from his family and business, during what is, essentially, a four-year term as vice-president and president.

Kerry's time as president was continually disrupted by Covid-19 restrictions, but through a combination of Zoom meetings and physical appearances he did a fantastic job, and showed real leadership during a very challenging period.

My journey towards the national president's role commenced when I left school prematurely at the age of 16 and entered the building industry as an apprentice builder.

At the time, I was oblivious to the unique and diverse range of opportunities that lay ahead, and that my chosen career would lead into extensive overseas travel and business ownership within a short number of years.

Today I run my building company, Calley Homes, out of Tauranga, alongside my wife Michelle, and we specialise in residential design and build of all kinds across the wider Bay of Plenty region.

Although I haven't been on the tools for quite a few years, I am extremely proud to be a trade qualified builder and a Licensed Building Practitioner.

RMBA a game changer

I joined the RMBA in 2014 which proved to be an absolute game changer for our business, and it gave me the appetite to further involve myself in the association.

What I discovered when joining the RMBA was that the breadth and depth of resources available to members was second-to-none.

The development of these services has been primarily due to members across New Zealand contributing their knowledge and experience to shape the industry and



New RMBA president Johnny Calley.

raise standards over the past 100 years.

Initially, I was elected to the Tauranga branch executive committee in early 2015 before being promoted later that year to Tauranga branch president.

Those businesses that are prepared to make changes to their operating model and use the changing market as an opportunity to diversify will prosper.

At the 2017 AGM I was elected to the national board of directors where I continue to enjoy working alongside fellow board members who are continually reaching for the best outcomes for this association.

With a strong national board and 23 accomplished branch presidents and executives around New Zealand, I don't see my role over the next two years to reinvent or create change for change's sake.

I am a huge fan of progression and working as a team, so I see myself playing more of a support role to our executives and members to help explore new ideas by

being bold, and encouraging diversity of thought.

Core membership services

Our focus at the RMBA should remain firmly on core membership services that continue to support our members' businesses.

But as the industry enters some potential unstable pipelines, variable market conditions, and a regulator that, at times, doesn't understand what problems they are trying to solve, we must continue to invest in strengthening our advocacy voice, and encouraging regulatory reforms that provide effective and efficient regulation.

At the recent RMBA-led Constructive Forum in Rotorua we saw a collective maturity from nearly 350 industry leaders.

This included Building and Construction Minister Megan Woods and leader of the opposition Christopher Luxon outlining how they intend to tackle key industry topics such as climate change, mental health, government reform, and a slowing economy — all of which pose a risk to our businesses.

Key take-out

The key take-out for me from Constructive was that although we are heading towards a slightly uncertain market due to cost-of-living inflationary pressures and lending restrictions, we have been here before.

Those businesses that are prepared to make changes to their operating model and use the changing market as an opportunity to diversify will prosper.

Equally, those that are not agile, or slow to adapt, may find themselves playing catch-up.

Our Master Builders team, led by chief executive David Kelly, will continue to follow up on the outcomes from Constructive, and work with our members and political leaders to keep the conversations going.

As we head towards the final quarter of the year, and with all the Covid 19 restrictions lifted, it is pleasing to see material supply issues relaxed somewhat — so I hope you all enjoy a productive and free-flowing spring.



A demanding, but unique design for the win

Foodstuffs North Island Head Office

CATEGORY

CARTERS Commercial Project Award

ENTRANT

Hawkins

PROJECT PARTNERS

eCubed (Sustainability Consultant), Hawkins
(Construction Company), Monk Mackenzie
Architects (Architect/Designer), TSA
Management (Engineer)



Successes

Hawkins project manager Sam Gordon was absolutely rapt following the team's three wins at the Commercial Project Awards.

"It was a proud moment to be able to collect the awards and say a few words on behalf of the wider team. There were a lot of people working together to make this project the success it was. I think this project was a stand-out due to the building's unique design, with its curved roof terminating into large earth bunds. The project also surpassed its initial target of a Greenstar-5 built rating by being awarded a Greenstar-6 built rating. This could have only been achieved via the right mix of people and teamwork.

"Hawkins is really proud of this project, and it's great to see it being recognised on a national stage by the Commercial Project Awards. The awards are displayed proudly in our office, and are a great tool to demonstrate our capability and experience to deliver great projects."



Challenges

For Sam and the team there were a few problems to solve and challenges to work through during the build.

"The multiple curves created complexity and required us to think outside the box. BIM (Building Information Modelling) was used extensively to enable us to plan and construct components to ensure that we could achieve the sleek lines the design demanded. The large earth bunds at each end of the building were unique in that they really pushed the boundaries of slope stability, and a lot of planning went into their execution."



Judges' comments

This beautifully-executed office headquarters have been well situated to overlook the archaeologically-significant Otuaatua Stonefields reserve and the volcanic craters. The construction challenges included large earth bunds rising from the ground to meet the four corners of an immense curving roof. The contractor and designers worked closely together to enable the overlapping of the fit-out and base-building phases. This was to ensure the watertightness of the interior prior to the completion of the roof, resulting in a compressed construction period.



2022 APPRENTICE OF THE YEAR TOP EIGHT LINEUP

The top carpentry apprentices from across Aotearoa will be going head-to-head at the Registered Master Builders CARTERS 2022 Apprentice of the Year National Finals on November 14 at CONZTRACT, Auckland North.

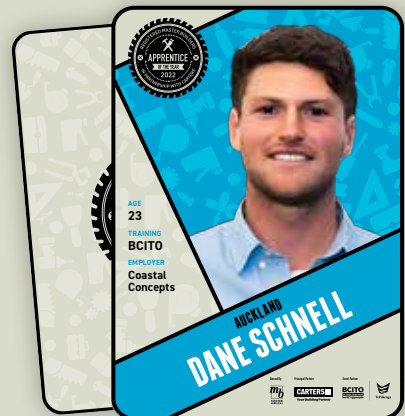
All eight apprentices have gone above and beyond to prove their talent during the regional phase of the competition. They each excelled in their written submissions, panel interviews and practical challenges, earning themselves the title of Apprentice of the Year Regional Winner. Now they have a chance to take out the 2022 National Apprentice of the Year title. The national event takes place across two days. It involves individual interviews, and a practical building challenge. This year the National Practical will be co-located at CONZTRACT Auckland North on Monday, November 14, 2022 at Eventfinda Stadium. Come on down anytime from midday to see the action. The event will conclude with the National Awards Gala, where the Registered Master Builders CARTERS 2022 Apprentice of the Year will be announced.

The competition highlights the incredible talent in the construction sector and helps accelerate the careers of our future industry leaders.



NORTHERN REGIONAL WINNER PAULO OLIVEIRA

Despite only arriving in New Zealand from Brazil four years ago, Paulo's submission was most impressive. Sound technical knowledge was displayed throughout, which was enhanced by Paulo's flowing and professional style of writing. This came across in Paulo's site visit presentation, which showcased his detailed project knowledge, passion, confidence and shining enthusiasm.



AUCKLAND REGIONAL WINNER DANE SCHNELL

Dane is a great all-rounder and a clear and concise thinker. His submission was detailed and professional, which was further reinforced with well-constructed responses to the interview questions. The pride that Dane takes in his own work was also mentioned, underscoring his great attitude and why he is running jobs. He will be a great asset to the industry.

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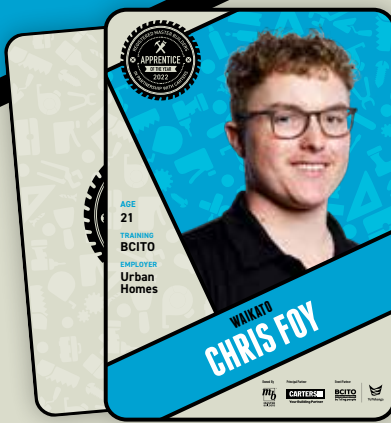


PRINCIPAL PARTNER



EVENT PARTNER





**WAIKATO REGIONAL WINNER
CHRIS FOY**

Chris is an impressive, keen and organised apprentice with a maturity beyond his years. He has a very good skill set and fantastic tool technique, which enabled him to work at a steady but strong rate during the practical challenge. Chris' submission impressed the judges — it was well detailed, and his involvement in the project was clearly described.



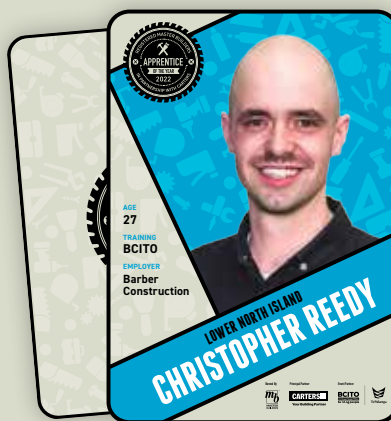
**BAY OF PLENTY /
CENTRAL PLATEAU REGIONAL WINNER
VISHAL TOI TOI**

Vishal's passion and enthusiasm for his job really shone through. He demonstrated a positive attitude and willingness to learn, enabling him to acquire the fundamental skills required to be a good builder. He has developed great self-management skills, and is able to think critically to achieve his goals.



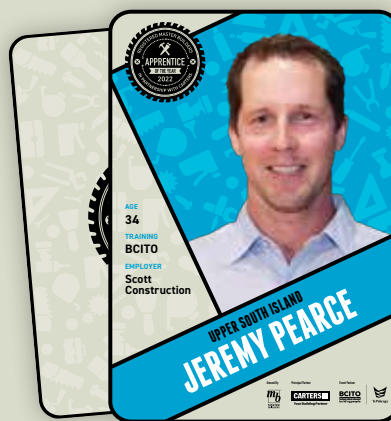
**CENTRAL NORTH ISLAND / EAST COAST
& HAWKE'S BAY REGIONAL WINNER
RYAN MANCER**

Ryan is a very impressive apprentice who has a great skill set, and his workmanship is at the level of a qualified carpenter. His site visit and interview were excellent, and he has done an amazing job on his classroom conversion. Ryan will go a long way in his building career.



**LOWER NORTH ISLAND
REGIONAL WINNER
CHRISTOPHER REEDY**

It was clear that Christopher had put a lot of effort in to ensure he was well versed on the required interview topics. His passion for the industry really shone through, particularly his extensive building knowledge. It is obvious that Christopher keeps up to date with industry changes, and is now running his own jobs. He will go a long way in the construction industry.



**UPPER SOUTH ISLAND
REGIONAL WINNER
JEREMY PEARCE**

Jeremy is an apprentice who is well regarded by his peers. He showed very good knowledge of his worksite, health, and safety, and understanding all facets of the build. Jeremy demonstrated professionalism and good communication skills during his interview. He was able to clearly explain his plans, materials, and the legislative requirements.



**CENTRAL SOUTH ISLAND
& SOUTHERN REGIONAL WINNER
LEON HINGSTON**

Leon is an excellent example of a mature and competent apprentice. He has been well trained by his employer and is naturally talented, with skills and capabilities that will serve him well in the future. As a recently qualified carpenter, Leon's attitude, leadership qualities and practical knowledge set him apart. Leon's calm demeanor is another asset, allowing him to problem solve on the spot and consistently deliver strong results.

2022 SAPPHIRE AWARD WINNER

Clive Barrington Construction

A Sapphire Award recognises outstanding achievement in building excellence, and is awarded to companies who win three or more Regional Supreme titles. Clive Barrington Construction is one of the companies who was awarded a Sapphire Award this year at the Canterbury House of the Year Awards.

This is Clive Barrington Construction's second Sapphire Award. The team entered the very first House of the Year Awards over 30 years ago where they took home an award. The Award ceremony was held at the Master Builders office in town at Latimer View House with about 25 people present alongside a few beers and savories!

Since then they have won Regional Supreme Awards in 2001, 2003, 2004, 2006, 2007, and 2021. They also won National Supreme awards in 2003 and 2021. This is a great achievement and something to be celebrated. Check out some of Clive Barrington's highlights from previous House of the Year events over the years.



Clive Barrington accepting the Sapphire Award at the 2022 Canterbury House of the Year Awards. From left to right: John Hamilton, Canterbury Branch President, Clive Barrington, Ivan Stanicich, Canterbury Branch Vice President.



This unique build won the Supreme House of the year Award back in 2003. The build required outstanding construction skills and great teamwork.



Clive Barrington Construction took out the Regional Supreme Renovation of the Year Award in 2007. Clive Barrington said, "A renovation of this scale requires a lot of time and effort, and is inevitably costly, but the result is a stunning home."



"I'm very proud to have won the 2021 Supreme House of the Year Award. It demonstrates the consistency of the team to deliver high-end architectural builds to an exceptional standard."

**ANDREW WALKER, GENERAL
 MANAGER, CLIVE BARRINGTON
 CONSTRUCTION AT THE 2021
 NATIONAL HOUSE OF THE
 YEAR AWARDS**



Clive Barrington Construction's first ever quality mark from 1991.

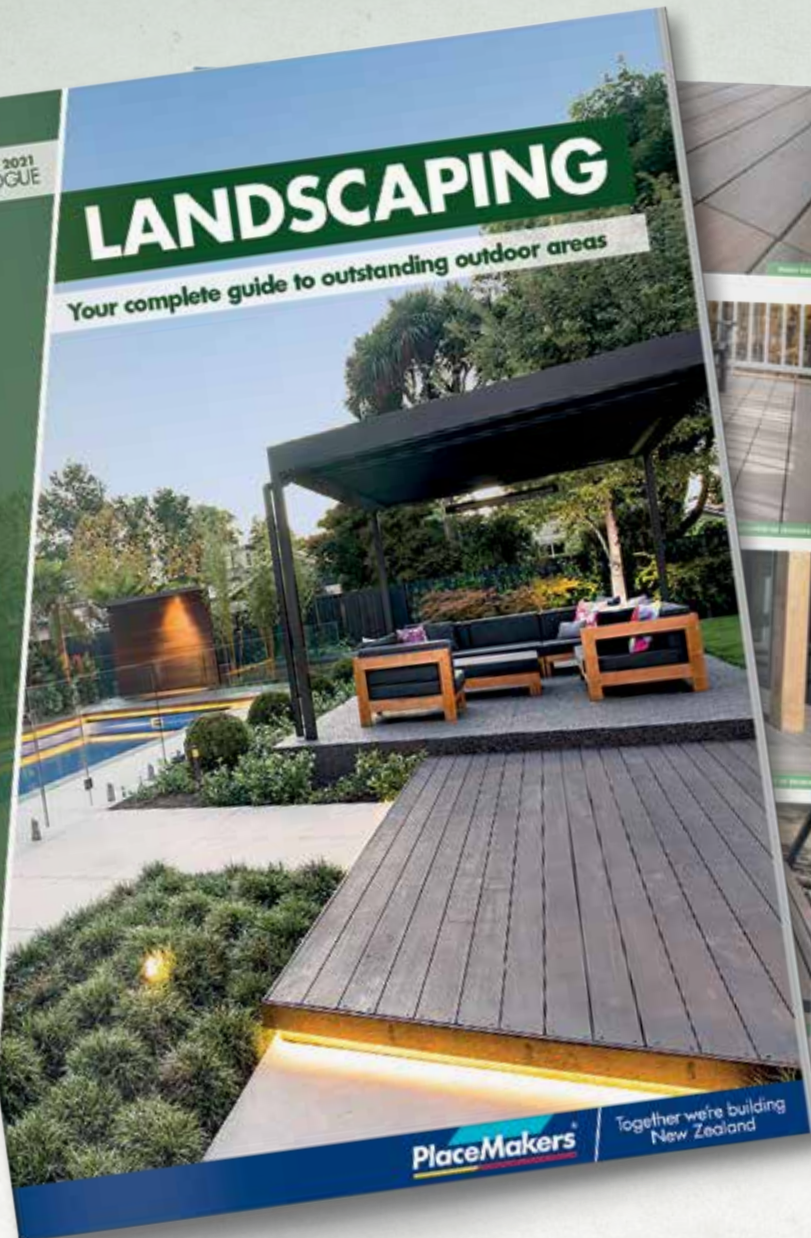
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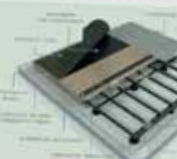
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Ruakura Superhub arrives at landmark juncture

The recent official opening of the Ruakura Superhub is a landmark juncture for the Waikato-Tainui iwi, and heralds a stronger economic future for the wider Waikato region.

Te Puhī Ariki Ngawai Hono I Te Po Paki (standing in for her father Kiingi Tuheitia who was attending the funeral of Queen Elizabeth II) and Deputy Prime Minister Grant Robertson jointly headlined an opening ceremony held on site at Ruakura to mark the recent opening.

Speakers reflected on a 16-year journey to bring the first stage of the 490ha superhub, located on Hamilton City's south-eastern boundary, to fruition.

Tukoroirangi Morgan, who chairs Te Arataura, the executive committee of Waikato Tainui, said the sustained effort to bring the superhub to life reflects the intergenerational thinking of the iwi, and its wish to hold and develop whenua.

"Ruakura opens the doorway for a bold and intergenerational investment as affirmed in our strategic plan, Whakatupuranga 2050. We are committed to building a legacy for those who come after us," he said.

Deputy Prime Minister Grant Robertson said Ruakura Superhub is a superb



example of the benefits to Aotearoa when iwi and the Crown work together.

"This is due to the dogged determination and courageous investment by Waikato-Tainui and Tainui Group Holdings to continue to pursue the idea through a long period of minimal investment in the regions, and long before most people had even heard of an 'inland port,'" Robertson said.

Tainui Group Holdings (TGH), the commercial entity of Waikato-Tainui, has been developing the superhub since 2006, navigating a raft of planning, financing,

construction and tenancing milestones.

Stage 1 of the Ruakura Superhub includes the first 9ha of what will eventually be a 30ha inland port, served directly by the East Coast Main Trunk rail line and a dedicated interchange on the recently opened Waikato Expressway.

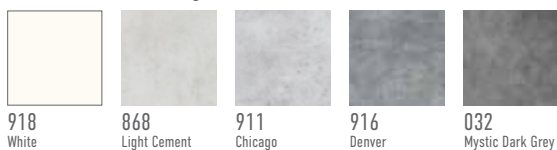
The first stage includes a 35ha logistics hub, 25ha of industrial space, a 10ha wetland, and a network of local roads.

Future plans for the full 490ha estate include major industrial, commercial and retail sub-precincts, along with provision for up to 3230 residential sections.

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Construction productivity shows room for growth

A new report by the New Zealand Infrastructure Commission - Te Waihanga highlights the importance of productivity growth in reducing construction costs and addressing workforce demands.

Economic performance of New Zealand's construction industry, a new report by the New Zealand Infrastructure Commission - Te Waihanga, has found that between 2000 and 2020, labour productivity increased 23% in building construction and 25% in construction services — but only 5% in heavy and civil engineering construction.

This compares to economy-wide labour productivity growth of 30%.

"Faster productivity growth can help bring down costs, improve quality and reduce pressure on an already stretched workforce," according to Te Waihanga director of economics Peter Nunns.

Overall news positive for construction

"While the overall news is positive for the construction sector, low productivity growth in civil construction is concerning as it represents about 80% of the cost of building and maintaining New Zealand's infrastructure networks," Nunns says.

"This is everything from power and water connections to transport and telecommunications.

"Our estimate is that if civil construction had matched building construction for productivity growth over the last 20 years, our



infrastructure construction prices would be about 10% lower, workforce requirements would be about 11% lower, and we'd be building 5% more infrastructure than we do now."

The researchers also compared New Zealand's construction labour productivity growth to other OECD countries, and found that New Zealand sits in the top half of the pack.

"New Zealand's productivity performance is not as strong as some Eastern European countries that are experiencing 'catch-up' growth.

"But our productivity growth outpaces a number of countries that are considered high performers in construction, such as the United States and Japan.

"An interesting finding from this research is that, internationally, construction productivity growth doesn't appear to be affected by boom-and-bust cycles, such as the 2008 Global Financial Crisis.

"We also found that economies of scale don't play a strong role. If anything, larger countries experience slower productivity growth than smaller ones," Nunns says.

Inefficient permit processes slow growth

"However, international comparisons do show that construction permit processes have an impact. Inefficient processes are correlated with slower construction productivity growth.

"This could reflect the fact that they make it more difficult to adopt new designs, technologies and building methods.

"We have an opportunity to significantly lift infrastructure construction productivity. This is essential for addressing the infrastructure challenges ahead of us."

Other findings in the report revealed that during the early stages of the Covid-19 pandemic, large construction firms' profitability, solvency risk, and liquidity risk improved slightly.

This highlighted the resilience of the construction sector during this period, and significant government financial support through measures such as the Covid-19 wage subsidy.

However, the sector remains vulnerable to ongoing cost pressures and demand risks.

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Input needed to enable BIM to make sector safer

BIMSafe NZ is asking for the construction industry's input to help reduce accidents and injuries on New Zealand construction sites in an industry-wide survey launched recently.

Currently, construction accounts for 10% of the national workforce, but 15% of all ACC claims. Construction has more injuries and claims than any other sector and, to date, rates of serious injury and deaths in New Zealand are higher than OECD equivalents.

BIMSafe NZ wants to do something about this by using the collaboration and visualisation powers of Building Information Modelling (BIM) to improve health and safety outcomes in the sector.

The technology aims to create safer and healthier work environments by reducing workplace harm.

BIM can be used for all components of a build project's design process, and facilitates greater collaboration between all stakeholders.

By being able to visualise the work to be done and see the risks involved through the 3-D model, architects, engineers, contractors and workers can identify potential health and safety risks before they happen.

It also allows those who are exposed to

the risks to have a say on how they are best mitigated.

The online industry questionnaire will assess the current state of BIM use and awareness in New Zealand, and takes only 10 minutes to complete.

BIMSafe NZ Project Lead Paul Duggan says the research is being conducted to better understand how (BIM) technology is currently used in construction health and safety practices.

Accurate data needed

"In order to set a benchmark and measure the industry's progress over the next three years, we need accurate data from all stakeholders in horizontal and vertical facilities projects in New Zealand to enable greater reach and impact across the industry," he says.

The project's aim is to accelerate the use of BIM, which has already doubled

in the past six years — from 34% to 68% according to the latest BIM in New Zealand Benchmark survey.

The use of BIM has been mandated for all government projects with a value of more than \$5 million, and will be the primary way information is shared between construction stakeholders in the future.

"We really want to hear from all members of the construction industry," Duggan says.

"By donating just 10 minutes of their time, industry members can help us reduce accidents and injuries, raise awareness of the powers of digital engineering, and help to keep New Zealanders safe on construction sites.

• **Participate in the survey by scanning the QR Code.**



What is BIMSafe NZ?

BIMSafe NZ is a \$1.7 million, three-year collaboration between the Canterbury Safety Charter and the Building Innovation Partnership (BIP) at the University of Canterbury.

The project is funded by ACC's Workplace Injury Prevention Grants and the MBIE. It aims to change behaviour in the way risks are identified, managed and communicated on construction sites in New Zealand.



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Sports clubs in desperate need get celebrity makeover!

Clubhouse Rescue is a heart-warming and uplifting new Bravo New Zealand reality series that sees New Zealand sporting heroes coming to the rescue of the nation's most deserving grassroots sports clubs and bringing the community together.

Ex-All Blacks Israel Dagg and Stephen Donald are joined by an expert makeover team of designers Hamish Dodd and Catherine Portland, and project manager Dean Larritt.

Armed with their comedic banter and chemistry, they tackle major renovations with gusto, and drive fundraising opportunities to help struggling local grassroots sports clubs stay alive and thrive.

The clubs are often the heart of their communities, bringing kids and parents together. They have all seen better days, and many have been the breeding ground for national and international



Ex-All Blacks Israel Dagg and Stephen Donald are coming to the rescue of deserving grassroots sports clubs around the country.

sporting stars over the years.

The series kicks off at Hibiscus Coast Football Club on the stunning shores of Stanmore Bay, just north of Auckland.

With more than 1000 members, this is the main hub for the coastal football community.

However, the club's changing rooms (known as "the dungeon") were in a desperate state, without doors for privacy, making them inadequate for the large and growing female membership.

The team gets to work kicking some transformational goals and bringing the much-loved club back to life!

Bravo New Zealand premieres this new series at 7.30pm on Friday, October 21.



Ex-All Black Israel Dagg and designer Catherine Portland.

Draft FWP industry transformation plan outlines shared objectives

The forestry and wood processing industry has started its own journey of transformation towards a high-value and resilient sector to underpin its low emissions future by releasing a draft industry transformation plan on August 19, 2022.

A productive forestry and wood processing sector will enable the construction sector to keep building New Zealand's homes and buildings efficiently and affordably.

The Construction Sector Accord

welcomed the draft industry transformation plan, and is working with the forestry and wood processing sector on shared goals, including:

- reducing carbon emissions and waste from the built environment through any products that provide environmental benefits,
- supporting Maori aspirations and driving innovation to increase productivity, and
- increasing domestic supply chains for timber products.

Aliaxis NZ announces \$12.5m investment to dramatically reduce plastic construction and demolition waste in NZ

Aliaxis New Zealand and Waste Management New Zealand are proud to announce a significant \$12.5 million investment in their mission to dramatically reduce plastic construction and demolition waste in New Zealand.

The investment includes a grant of \$4.46 million from the Ministry for the Environment's Plastics Innovation Fund (PIF), and is the result of a joint application by Aliaxis with Waste Management New Zealand, Unitec ESRC and the Building Research Association of NZ (BRANZ).

The \$50 million fund was set up by Government in 2021 to support ways to reduce plastic waste in the environment. Aliaxis is one of the first four recipients of grants from the fund.

The joint project supports all five desired outcomes for the PIF — minimising plastic waste, supporting circular solutions, protecting the environment from harm, supporting the reduction of imported plastic and improving the behaviour of people and businesses.

The project includes:

- investing in new plastic recycling facilities across New Zealand which will sort, wash and shred PVC and HDPE plastic from construction and demolition, commercial and industrial sources,
- establishing a network of metropolitan and regional PVC and HDPE collection services in partnership with Waste Management New Zealand, and
- carrying out research with Unitec ESRC and BRANZ into practical solutions to minimise plastic construction waste and help to raise awareness of plastic recycling.

Collected plastic will be used at Aliaxis New Zealand's sites to manufacture the next generation of PVC and HDPE piping systems used in building, infrastructure and agriculture projects across New Zealand, completing the loop and reducing overall plastic resin importation.

Scott Townsend, General Manager of Marketing at Marley (one of four Aliaxis businesses in New Zealand), says that the company is incredibly proud to be among the first to participate in this fund.

He says a key to the success of the project is the partnership with Waste Management to manage collection, sorting and collating of the product before on sending it to Aliaxis for re-processing.

"It was important that we had the collection and the logistical aspect that Waste Management provides. And as Waste Management operates nationally, it allows us to scale nationally, and to collect and recycle reasonably



close to source to reduce the transport factor," he says.

Townsend says in the past three years he's seen a significant change of perception across the construction industry and, indeed, the general public.

"Sustainability and environmental factors have often been 'nice-to-have', as long as they didn't affect the commercial aspects of a project. When it got to the actual practical end, in terms of the installation of the products and systems and delivery of a completed building project to a client, they were lower down the list of priorities.

"Whereas now the environment and waste reduction are definitely more front and centre," he says.

The Aliaxis group has a global focus on sustainability, with a goal to reduce their carbon footprint by 75% by 2025. They're already the largest manufacturer of PVC and PE in New Zealand so are well positioned to re-use end-of-life and off-cut PVC and PE.

In fact, they have already recycled about 400,000 kilograms so far this year from a variety of external sources within and outside the construction industry.

"PVC and PE are fantastic products when they're used in long-use applications because they're so durable and flexible, and can be used in so many different products," Townsend says.

"There are challenges to overcome in recycling PVC and PE, but the beauty of it is, if you can, the new products go back into service for another 20, 50, even 100 years sometimes — so you can genuinely create a circular loop that's very long-lasting. If you look at it from a whole-of-life perspective, that's a really good story," he says.

To learn more about Te Tahua Putea mo te Kirihou Auaha — The Plastics Innovation Fund, see the Ministry for the Environment web site: <https://environment.govt.nz/what-you-can-do/funding/plastics-innovation-fund>

Te Pukenga — a new era of learning for industry

Te Pukenga will be Aotearoa New Zealand's largest tertiary education provider, and will create better ways of learning for the industry.

Like strands of harakeke being woven together, the country's work-based training organisations, institutes of technology and polytechnics are joining together to become Te Pukenga.

Te Pukenga will be Aotearoa New Zealand's largest tertiary education provider. It will create better ways of learning for industry, focused on where our workforce needs to be, now and in the future.

As one national network, Te Pukenga will provide flexible, career-focused learning that fits around the learner's life — including on-the-job, on-campus and online vocational training.

Working for everyone

Te Pukenga will be the cornerstone of a

cohesive, sustainable vocational education system that helps improve well-being for all New Zealanders, and supports a growing economy that works for everyone.

It will help New Zealand move to a vocational education system that puts learners in the centre.

Closer to industry

Te Pukenga will work closely with industry and business to understand their needs, directly aligning the training it provides with the needs of employers and their staff.

It's about helping communities and workplaces grow and thrive together, and providing businesses with knowledge and skills that are relevant to their changing industries.

Fit for purpose

Te Pukenga is supporting a modern, future-fit workforce for Aotearoa. Learners are encouraged to stay connected with their whanau, culture and communities as they work and learn.

The same, only better

Local campuses, courses, support and training teams will remain in place, but are now part of Te Pukenga.

This will create access to a wide diversity of subjects and locations, and flexible ways of learning — on-the-job, on campus and online — helping people, communities and workforces grow and thrive together.

Find out more at tepukenga.ac.nz.

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Te Pūkenga

Labelling for compliance

Rob Champion of the Window & Glass Association NZ touches on the importance of ensuring your windows, doors and glazing comply with the Building Code, and how to tell.



So, how does a building inspector, or anyone for that matter, know that the windows and doors delivered and installed on your site have been designed, tested and constructed in a manner that will be compliant with the building consent and, therefore, the Building Code?

And do they have sufficient information to sign them off as compliant?

The simple answer is to check the labels and markings required by the applicable sections of the Code. Unlike our cars, the labels and badges tend to be a little more subtle, but they're there, or at least they're supposed to be!

These labels and markings are an important part of knowing that your windows, doors and glazing are as they're supposed to be, and that they meet the structural, durability and safety requirements of a home built in Aotearoa.

Windows

The New Zealand Building Act 2004

and the New Zealand Building Code demonstrates its awareness of the importance of compliant window and door products for the weathertightness and structural performance of the exterior envelope.

When it comes to establishing on site the compliance of windows and door frames, section 12 of Clause B1 refers directly to NZS 4211 — Specification for the Performance of Windows, as does paragraph 9.1.10 of Clause E2.

NZS 4211:2008 has recently been updated — but not yet cited — as TS 4211:2022, and renamed as the Specification for the classification of windows.

The new version continues with a section devoted to the labelling of all production windows, and provides a template and set of parameters for the label, for consistency, and to aid with inspections.

The new label (right) has some subtle differences

to the previous editions, but still contains information on the supplier and, most importantly, it indicates the Standard the prototype of the system has been tested to, the wind zone rating, and the air infiltration class achieved.

It is the air infiltration class that varies from the 2008 Standard, but that is a topic for a future discussion.

The labels are typically adhered to the left-hand jamb of opening sashes within the hardware cavity for windows, to the jamb adjacent the top hinge for hinged doors, and to the edge of the leading stile for sliding doors.

The new Technical Specification, rather than New Zealand Standard, includes additional label templates for units tested

Continued page 20



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Labelling for compliance

From page 18

to E2/VM2, referred to as EM7, and for units outside of the generic wind zones, requiring Specific Engineering Design or SED.

In the case of the latter, a test report number is inscribed onto the label for reference.

Glazing

Glazing must be permanently marked for compliance with two differing situations. For some years now, we've been marking our glazing to indicate its compliance for safety with the NZBC — primarily clauses B1 and F2, each referring to NZS 4223.3:2016.

Glass is a fragile and dangerous building component when broken, and strict regulation has been put in place, through these documents, to ensure the ongoing safety of a building's occupants.

To help easily identify safety, whether toughened or laminated glass has been used in the many locations where it is required, and appropriate, panes are required to be etched with a stamp, including information about the supplier, the type and thickness

of the glass, and the Standard to which the glass is deemed to comply (below).



For Insulated Glass Units (IGUs), more commonly referred to as double or triple glazing, Clause B2 requires that each unit be marked to identify the manufacturer or supplier, the year of its manufacture as a minimum, and that it complies with NZS 4223.2:2016.



This marking is not quite as easy to find as the safety stamp, as it is usually printed on the spacer bar between the two panes of glass making up the IGU (below).

Looking forward

The identification of windows and glazing that comply with the New Zealand Building Code is important, and is growing.

With the introduction of Clause H1 updates, the need to understand the make of the IGUs will be important not only to the BCA signing off its thermal compliance, but also to the home owner who might need to replace a pane in the future.

This final piece of the H1 implementation puzzle is still being finalised but is underway, and is equally as important as the existing frame and glazing labelling.

In short, ensure your windows are labelled, and labelled appropriately!

If you have any questions contact your local glass supplier, or come directly to the Association.

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*When used in conjunction with a Yale Connect Wi-Fi Bridge and Yale Access module



State-of-the-art aluminium extrusion facility due online by end of the year

Rapidly expanding company is adding a new 6500sq m plant to its Hamilton site to accommodate the installation of another extrusion press line by the end of 2022.

Aluminium extrusion specialist Altus is on track to have the most state-of-the-art facilities for extrusion and powder coating in New Zealand.

The company is rapidly expanding its Hamilton site with a new 6500sq m plant to accommodate the installation of another extrusion press line by the end of 2022.

Altus national operations manager Mark Kennedy says the expansion is in direct response to the increasing demand for Altus products, which are sold to Window and Door Joinery Franchisees and industrial customers, as well as being part of a strategic plan to revolutionise the way Altus does things.

Once complete, staff numbers are tipped to increase by 25% to more than 230, with developments set to double the extrusion output at the Altus site by July 2023.

"The business has invested in the most advanced technology to maximise the extrusion output," Kennedy says.

\$25 million-plus investment

"With a total investment of over \$25 million, it includes a solar power installation to supply approximately 20% of the new factory's power requirements.

"As a building industry example, the increased capacity is the equivalent to producing aluminium windows and doors for approximately 25,000 houses."

Alongside this, Altus supplies aluminium to many other different industries, made specifically to order to suit many different wide and varied innovations coming from Altus' industrial customers.

"The capabilities we will have developed by the end of 2022 will put Altus at the forefront of the aluminium extrusion and finishing industry in New Zealand," Kennedy says.

"The investment in the Te Rapa site started in 2015 with a new 8in Turla Extrusion Line, followed closely in 2018 with a SAT vertical powdercoat line and, finally this year, with this second extrusion line.

80 new jobs added

"We believe that success is better shared, and so we see this as a real win for our customers and the Altus team," he says.

With a larger footprint due to this recent business investment, team growth is required, with Altus adding 50 new full-time roles in the past 12 months. There will be a further 30 positions to be filled by the end of the year.

"We have a range of employment opportunities available, from machine operators to technical and process specialists. We're really looking forward to growing our team," Kennedy says.

"We strongly believe in growing and developing our people, as well as providing support for staff to advance within the organisation. We're also proud of the long service many of our staff have dedicated to Altus.

"With 199 staff having worked more than 10 years or more, and with 57 of those having been employed by Altus for more than 25 years, we have a reputation for care of our people and providing a great work environment."

The Pukete site in Hamilton has been producing aluminium products since the very early 1980s when it traded as South Pacific Aluminium.

It has been through various changes of ownership since then, including being known as Fletcher Aluminium, COMALCO and National Aluminium Limited (NALCO).

In 2016, the joint venture between NALCO and Fletcher Aluminium formed Altus.



Altus national operations manager Mark Kennedy.

Key facts about the new extrusion press being imported from Italy:

- Installation is expected to take three months, with teams working around the clock.
- Extrudes aluminium at over 500° Celsius and over 50 metres in length.
- All aluminium for extrusion is sourced locally from NZ Aluminium Smelters at Tiwai Point in Invercargill.
- All scrap is recovered and recycled via third parties (aluminium can be recycled indefinitely with no impact on its material properties).



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Research and testing provides exciting new product introductions

The team at G D Rutter Ltd (Sylvan Door and Cabinet Hardware) has been through a challenging couple of years, but they've not been sitting idle.

G D Rutter Ltd has been researching and testing new products, and has some exciting new product introductions which will provide the company with the ability to not only grow sales for the future, but to offer New Zealand customers a more comprehensive range of quality products.

Smart home technology is what customers are searching for, and the company's exciting new range of Sylvan Smart locks launched in the first half of 2022 is simple to set up and operate.

The range comes with IP55 or IP66 ratings, ensuring the weathertightness essential for the New Zealand environment.

The sleek and stylish new Sylvan range of Smart locks covers the replacement of an existing deadbolt with a Smart deadbolt suitable for a 54mm hole, a 54mm hole lever handle option, a narrow-style Smart lock suitable for use on aluminium doors, and the full-size Smart lock offering a range of mortice locks from 30mm to 70mm backset.

All locks come with passcode, key tag and, on selected models, fingerprint readers.

The simple-to-follow instructions ensure the set up via the TT app is quick and easy, and the optional extra of a Wi-Fi hub enables the home owner to send virtual keys and connect with Google Home or Alexa.

Smart technology is not the only product extension introduced to the range. The company has recently been appointed the Superior Brass Ltd (Melbourne Australia) distributor for New Zealand under the Superior Architectural brand.

Superior and G D Rutter Ltd have similar synergies, with both companies having a family influence and a strong focus on total customer service and product quality.

This alignment not only brings more than 130 years of hardware knowledge together, but ensures G D Rutter Ltd now has a complete range of door hardware, including:

- traditional-shaped lever handles and knobs,
- pull handles,
- (Superior Brass Ltd) DDA lever handles,
- solid 316 lever handles,
- residential lever handles,
- mortice locks,
- (Austyle, Builders Choice) hinges,
- window hardware, and



• a comprehensive range of door accessories.

This alignment also provides a wider range of finish options, including the stylish and on-trend Satin Brass.

The Superior range also brings a durable internal mechanism for lever handles and knobs.

The patented 304 stainless steel ball bearing system ensures a smooth and friction-free operation.

This is the invisible hero to the Superior range of door hardware, and is backed with a 15-year mechanical warranty.

For full details visit www.sylvan.co.nz.



Safety footwear — stability meets the freedom to move

Iconic footwear brand Blundstone continues to lead the way in safety footwear with the launch of RotoFlex.

This world-leading, biomechanical design is a result of years of customer-driven research and development into the needs of workers in the trades and construction industries.

The RotoFlex range available in New Zealand includes two six-inch, unisex styles — the wheat (#8560) and black (#8561).

Every component used in the RotoFlex range has been researched, tested and trialled in collaboration with the University of Tasmania's School of Health Science's biomechanics experts.

Blundstone's dedicated design team considered several options for each element of RotoFlex to ensure a truly innovative, better performing safety boot.

If they couldn't find the perfect piece, they created it so the company could deliver best-in-market safety footwear.

Along with zip side convenience for easy on, easy off, and laces for a personalised fit,

the range offers a series of safety features, including a Fortalite composite toe cap.

This provides lightweight, compression-resistant protection, suitable for a variety of industries.

The range also has a biomechanically-conforming GripTek sole design. Providing stability with every step, this unique TPU tread pattern and super cushioned midsole offers all-day stability, maximum comfort, and optimum grip.

The innovative design of the GripTek sole also reduces slip-hazard risk, fatigue and ankle injury.

The #8560 and #8561 feature a water-resistant upper and an all-new zoned airflow footbed — AirCell. The AirCell footbed has been uniquely constructed with specialised zoning designed to activate ventilation.

This allows air to be pumped through channels to the heel, arch of the foot and between the toes, offering moisture control and cushioning comfort as the wearer walks and moves.

The overarching comfort system,



SoftCell, uses a combination of specialist materials and a unique biomechanical foot-cradling design.

This increases stability, balance and manoeuvrability — providing all-encompassing comfort from day one.

It incorporates Infinergy — an E-TPU material that is a super elastic energy foam from BASF which is soft but resilient — providing enhanced cushioning and reducing the impact of every step taken.

RotoFlex is the benchmark for the safety footwear market — put Blundstone's innovation to work at participating stores.

www.blundstone.co.nz/rotoreflex

WIN!



We've got another great prize to give away to the lucky winner of this month's Building Today Trivia Question — a Showerdome worth

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Congratulations go to Michael Porritt of Hamilton, who won last month's prize of a Veto Pro Pac tool bag worth \$420.

The transition from performing arts to high-performance homes

A radical change in profession now sees Alex Hannah enjoying a construction career that he loves turning up to every day – and which he shares with thousands on social media.

When Alex Hannah began labouring after school, he never imagined it would be anything more than a way to pay the bills.

Now, doing work he loves every day and sharing his passion for sustainable building practices with his 15,000 followers on Instagram, he believes that becoming a BCITO-qualified builder was the best decision he ever made.

“I was teaching singing and working retail when one day I half-jokingly asked my brother-in-law for a building apprenticeship, not expecting it to turn into anything. Now it’s become a career that I love to turn up to every day!”

Before starting his journey in the trades, Hannah was having to work weekends, which was less than ideal with a new family at home.

So, he began his BCITO apprenticeship in Nelson with Black Design and Build, where he worked on high-end residential renovations and new builds.

“I felt very lucky with my apprenticeship. The hands-on approach to learning helps to build my practical skills which are essential to carpentry, and improves my understanding of the theory behind what we do. I also got to work on a huge range of different and interesting jobs.

“I had an awesome training advisor, Mark Blom, who was incredible in supporting me throughout my apprenticeship. He would turn up to my sites and challenge me to be the best I could – and we always had good banter too.”

Hannah was constantly thinking about



what he could learn next, and began to excel quickly.

“My brother-in-law said to me, ‘as your boss I’m never going to make you do something I don’t think you can do’. That really stuck with me and gave me a real confidence boost.”

Throughout his apprenticeship, Hannah documented his building journey on his Instagram, @buildingwithalex.

As he learned new techniques, worked on different builds, and tried new products, he shared it with his community of aspiring builders, which grew alongside him.

“I wanted to support other apprentices with their training and share the benefits of working in the trades.

“Sometimes I receive questions on certain techniques and products. I want other builders to feel like they always have someone to help, just like I did.”

During his time at Black Design & Build, Hannah learned about passive homes for the first time through a workmate who was a certified passive house builder.

As soon as he learned about the benefits of airtight, energy-efficient homes, he knew it was an area he wanted to explore.

In July 2021, he completed his building qualification, and placed third in the Master Builders Apprentice of the Year for his region.

He told the panel he wanted to build

passive houses and start a company. One year later he has already achieved one of those goals.

When Hannah decided to move to Christchurch, he already had his dream company in mind – Ethos Homes, specialists in passive houses. When he reached out to them, he was surprised to find the Ethos Homes team already knew him.

“It turned out that they had been following my Instagram, so they knew who I was and welcomed me into the team,” he says.

Hannah is currently running the build of a high-performance home and, talking to him, you can feel his passion for sustainable building. For him, “it just makes sense”.

“It’s a win-win. Home owners benefit from drier, warmer and fresh homes. Builders get to work on more challenging and satisfying projects. And this is on top of the benefits for the environment.

“When building passive houses, you learn different methods and procedures that are all strings to your bow.

“As carpenters, we are constantly refining our craft, and especially when building high-performance passive homes,” Hannah says.

The BCITO encourages people from all backgrounds to consider an apprenticeship. Learn more at <https://bcito.org.nz>.

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Broader outcomes — and constructing a better New Zealand

With \$61.9 billion of the Government's budget being spent on infrastructure over the next four years, the scale of that opportunity and the impact on the construction industry is increasing. "Broader outcomes" are part of the Government's wider reform agenda, and James Riddoch and Boome Kim of Greenwood Roche Project Lawyers examine their increasing prevalence in the procurement process.

In 2018, the Government expressly recognised that its procurement activities offered a unique opportunity to achieve broader cultural, economic, environmental and social outcomes for New Zealand.

With \$61.9 billion of the Government's budget being spent on infrastructure over the next four years, the scale of that opportunity and the impact on the construction industry is increasing.

The recognition of broader outcomes is part of the Government's wider reform agenda, and was effected through the 4th edition of the Government Procurement Rules (Rules) in 2019.

The Rules are mandatory for much of the public sector, and recognise that Government procurement can, and should, be used to support broader outcomes that go beyond the immediate purchase of goods and services.

Rule 16 of the Rules requires agencies to consider broader outcomes in its procurement decisions and, if appropriate, incorporate them.

Rule 46 applies to the contract award stage of a procurement, and requires an agency to award the contract to the supplier that will deliver the best public value, including broader outcomes, over the whole of life of the goods, services or works.

This is subject to the supplier demonstrating that it understands and can deliver the requirements of the procurement.

This shift of emphasis from price to whole of life value is welcome, and the express incorporation of broader outcomes in assessing value is very significant.

Where contracts have been designated by Cabinet and/or Ministers to achieve a priority outcome, agencies must include requirements relating to that outcome in their procurement.



James Riddoch



Boome Kim

A current priority outcome that applies to the procurement of construction works is the upskilling and development of the construction workforce.

Accordingly, agencies must include in their procurement questions relating to this priority, and then consider the responses to those questions (including by appropriately weighting the response where a weighted attribute model is used).

Additionally, Rule 17 requires mandated agencies to consider how to create opportunities for New Zealand businesses, including Maori, Pasifika and regional businesses, and social enterprises.

This priority has been strengthened through a progressive procurement policy introduced in December 2020, which requires mandated agencies to award 5% of its total number of annual procurement contracts to Maori businesses.

The public sector's understanding and application of broader outcomes has

developed considerably to the point where it is becoming decisive in public procurement awards.

In a procurement evaluated using a weighted attribute model, broader outcomes typically range from 10% to 20%. However, one recent All-of-Government panel tender designated 40% of the total score to broader outcomes evaluation.

This can be decisive where it is difficult to differentiate between suppliers on other attributes.

If suppliers are consistently scoring 6s and 7s on other non-price attributes and are similar on price, then broader outcomes become determinative, even with a weighting of 10%.

This was the case in the recent Waka Kotahi North-Western Auckland roading tender — O Mahurangi Penlink — where the two final, competing consortiums were otherwise level throughout the evaluation process.

Some agencies are making broader outcomes binary by assessing them as a pre-qualification issue — you either pass or fail.

These government policies are now having a wider impact throughout the private sector. Scott Jacobs from The Bridge, a market strategy consultancy involved in broader outcomes delivery, has observed:

"It's now having a network effect throughout supply chains in the construction and property sectors. Not only government, but also head contractors, banks and investors, and changing attitudes from the public, are all demanding a greater demonstration of businesses to act on their social license to operate as they supply goods and services into these projects."

Large construction companies that contract with government are showing a

How to achieve broader outcomes

- *Analyse your current position — do your policies match the Government's approach?*
- *Engage with your customer base and ask: what's important to them in relation to broader outcomes or Environmental Social and Governance (ESG) factors?*
- *Think about where your company should be, and develop a target and a strategy to meet these goals.*
- *Measure and demonstrate your progress to keep yourself accountable.*

Continued page 29

Circle of Influence vs Circle of Concern — what does it mean for your business?



Business columnist Andy Burrows explains the difference between your Circle of Influence and Circle of Concern — and how to focus on making positive changes to one while reducing negative thoughts in the other.

The fact that the past 12 months have been some of the hardest and most stressful times for builders comes as no surprise.

Labour shortages, supply line disruptions, a high rate of inflation and Covid lockdowns have contributed to project delays and a squeeze on profits.

Furthermore, the banks have factored many of these events into their risk equation and made lending tighter for home buyers, further adding to the uncertainty.

And don't even mention a war in Europe and consenting delays!

With all this going on, I am surprised there are not more building company owners curled up in a corner quietly whimpering to themselves.

Resilient bunch

But builders are generally a resilient bunch, and continue to fight on.

However, the danger is that with all the challenges, frustrations and worries out there, you become focused on the big macro issues in the world and lose sight of what you should be focusing on — namely your business and family.

A well-known business author, Stephen Covey, talked about there being two circles surrounding you — a smaller one around you, which he called your Circle of Influence, and a bigger one outside, that one being called your Circle of Concern.

Things such as a war in Europe,

pandemics and government regulations and policies are all things that you may be concerned or worried about, but have little or no control over.

If too many of these things are in your Circle of Concern and take up too much of your thinking time, the effect is to push in on your Circle of Influence and to make it feel smaller.

The danger is that with all the challenges, frustrations and worries out there you become focused on the big macro issues in the world and lose sight of what you should be focusing on — namely your business and family.

That then causes you to feel you have less and less control in your life, and will result in higher levels of anxiety and stress.

People who tend to be more “reactive” often put more energy into this circle.

Things that go into your Circle of Influence are those things you do have control over.

This is where people who are more “proactive” tend to put their energies.

Often, it is how you choose to respond practically to a challenge that provides energy in your Circle of Influence.

A few things that could be added to your Circle of Influence include:

- Improving your business knowledge.
- Putting a plan together and taking proactive and continued steps to putting that plan into action.

- Changing your recruitment processes if you are struggling to find people.

- Improving your staff retention strategies to keep hold of your best people.

- Changing your marketing activities to increase lead flow.

All these actions and others are within your control, and by focusing more positive energy here you will be able to expand your Circle of Influence and, effectively, push out some of the negative worries in your Circle of Concern.

The human mind can usually only focus on one thought at a time. You can choose whether that thought is a positive one or a

negative one.

When you next catch yourself worrying or complaining about an issue you have little direct control over, ask yourself, “will worrying about this issue make my situation improve?”

The answer is invariably “no”.

Positive changes

Instead, ask yourself, “what can I (or we) do to make the best out of this situation, and what do we need to change to do that?”

By focusing on making positive changes at the edge of your Circle of Influence, you will make it expand and reduce the negative thoughts in your Circle of Concern.

Contact me at andy@tradescoach.co.nz if you want help on expanding your Circle of Influence in your business.

Broader outcomes

From page 28

preference to subcontract with, and procure supplies from, parties who will assist them in delivering broader outcomes.

A recent example of this is how a tier one civil contractor, in its own tendering process for subcontractors and landscaping materials for a major roading infrastructure project, required that 25% of those materials be sourced from mana whenua-owned nurseries.

Broader outcomes are, therefore, relevant at all levels of the supply chain, and in the private and public sector.

Demonstrating public value and the achievement of broader outcomes is becoming key to gaining and retaining market share.



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Retaining your best staff

Tradie HR director Leigh Olsen presents some tips to retain your best people without having to drop the standards you require of them.



A few weeks ago, a logistics client had an employee come to them at 10am saying he needed to leave at 1pm for a doctor's appointment.

My client said, "but you haven't followed the leave process". The employee replied, "if you don't agree, I'll go down the road as they are looking for drivers!"

My client was left dumbfounded but felt pressured to let the employee go so he would still have a staff member the next day.

What was even more annoying is that this client had gone above and beyond in setting up the right people policies, clearly stating what's acceptable and what's not when it comes to leave.

And yet in this situation, he felt completely held to ransom to the employee's demand — not request.

Sadly, this is not the first example of this kind that an employer has shared with me recently. Over the past year, the pressure has been building for many of my clients as the reality of the global staff shortage sets in.

Business owners are facing daily dilemmas on how to retain their staff while trying to stay financially afloat, and avoiding compromising their business standards.

It's a tight talent market, and some of your people know this and are taking advantage.

Let's look at how you can uphold your standards and keep your people at the same time.

The reality of a staff shortage

Global staff shortages happen, and when they do, businesses experience a different type of pressure. Add in the twist of the pandemic, and we are facing some new unknown realities, including:

- Covid leave: The leave regarding Covid and isolation periods has resulted in business owners experiencing real issues in

getting their staff back to work.

They are working really hard to entice their staff to work when they shouldn't have to. This is happening everywhere, not just in trades.

- What policy? Some staff are "forgetting" their company's policies around conduct and behaviour, thinking that because there is a talent shortage, they can talk to their manager however they want.

Last month, a client phoned me saying they'd just had an employee walking away from their toolbox meeting whilst the on-site manager was explaining the job!

This company has a solid policy in place that this kind of behaviour is not okay, and has since used that policy to reinforce this unacceptable behaviour.

- More money into wages, less focus on poor performance: Businesses are having to pay over-the-top wages and salaries to attract talent and retain their current people. Yet, small-to-medium businesses have been hit hard in recent times, struggling to meet these financial demands.

Unfortunately, one way business owners have tried to combat this is through turning a blind eye to poor performance and behaviour, in the hope they don't have to fork out any more money.

If this is your reality at the moment, you are not alone. But the good news is there are things you can do to get the right balance back in place.

Keeping your standards and your staff:

- Add engagement initiatives: Wrap up the year by researching some engagement initiatives. Kick-start with a quick staff survey on what really motivates them in the workplace. Ask at your next morning tea: "If we could do three things to help you engage with your job, what would they be?" Find the top three common ones and commit to doing them over a six-month period.

- Grow your people: Grab a cuppa, sit down with each employee, and ask them how they want to grow in the next year. Pull it together into a one-page development plan, showing them you're committed to their growth and development.

Sometimes all it takes is putting them on a different project or job, one that challenges them and develops their skill set. You don't have to give someone a promotion to grow them. Provide something that challenges them, ensuring you provide regular feedback and support.

- Upskill managers in engagement and development techniques: If you've got a team of middle managers or team leaders, upskill them on how to develop and engage their teams. These leaders are your key to keeping your people.

- Catch issues early with 1-2-1s: Another common trend I see amongst my clients is those that have regular 1-2-1s with their people have less people leaving.

Why? Because they know what's happening as they have been actively listening and picking up key signs that something's going on. From there, managers have been able to get their employee back on track quickly.

- Say no to bad behaviour:

You define your business and your team culture when you say no to things that will negatively impact it. If you don't stand up for your policies, standards and team rules then why have them at all?

It can take courage to stand up to negative behaviour, but more often than not, when a client has taken a stand, they've actually ended up retaining the good staff who have been watching this play out.

These are the people you want to keep, and they appreciate it when you stick to your policies and your team culture.

This too shall pass

This is a tough time regarding staff shortages, but we hope it will soon pass.

If you need some help in retaining or managing your people at this unique time in your business, please feel free to touch base, in confidence, with Tradie HR for extra support.

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

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Building Consents Information

For all authorisations, August 2022

Dwellings	\$2,137,341,774	Total All Buildings	\$3,158,459,790
Domestic Outbuildings	\$23,400,465	Non-building Construction	\$61,763,223
Total Residential	\$2,160,742,239		
Non-residential	\$997,717,551	Total Authorisations	\$3,218,684,068

Number of new dwellings consented

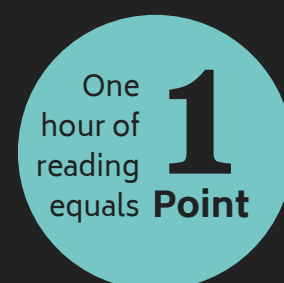
	Aug 2022	Jul 2022	Aug 2021		Aug 2022	Jul 2022	Aug 2021
Far North District	29	33	41	Palmerston North City	32	52	37
Whangarei District	201	72	45	Tararua District	10	8	11
Kaipara District	15	20	22	Horowhenua District	25	22	37
Rodney District	99	136	162	Kapiti Coast District	38	28	23
North Shore/Albany Wards	371	300	380	Porirua City	19	20	14
Waitakere Ward	206	281	312	Upper Hutt City	15	18	24
Auckland Wards	572	345	521	Lower Hutt City	95	106	101
Manukau/Howick Wards	303	274	359	Wellington City	52	36	57
Manurewa-Papakura Ward	202	343	288	Masterton District	6	27	15
Franklin Ward	129	146	140	Carterton District	7	13	9
Thames-Coromandel District	31	46	27	South Wairarapa District	9	31	50
Hauraki District	6	14	23	Tasman District	74	56	40
Waikato District	151	94	112	Nelson City	39	21	10
Matamata-Piako District	17	17	37	Marlborough District	26	25	18
Hamilton City	201	113	160	Kaikoura District	2	5	5
Waipa District	57	89	40	Buller District	3	13	4
Otorohanga District	6	5	1	Westland District	14	1	2
South Waikato District	16	7	7	Hurunui District	16	13	18
Waitomo District	3	3	4	Waimakariri District	57	56	64
Taupo District	17	19	20	Christchurch City	528	377	360
Western Bay of Plenty District	33	26	44	Selwyn District	185	137	208
Tauranga City	88	92	121	Ashburton District	16	10	12
Rotorua District	38	41	39	Timaru District	16	24	23
Whakatane District	20	4	11	Mackenzie District	11	11	7
Opotiki District	2	2	3	Waimate District	2	2	1
Gisborne District	26	11	7	Waitaki District	8	13	14
Hastings District	44	23	47	Central Otago District	28	21	26
Napier City	17	73	36	Queenstown-Lakes District	114	151	93
Central Hawke's Bay District	7	7	10	Dunedin City	50	20	29
New Plymouth District	27	31	59	Clutha District	6	5	3
Stratford District	3	5	7	Southland District	19	8	15
South Taranaki District	7	6	7	Gore District	7	2	2
Ruapehu District	3	5	5	Invercargill City	19	28	25
Whanganui District	19	14	10	Area Outside TA	0	0	0
Rangitikei District	3	10	3				
Manawatu District	18	32	15				
				Total	4547	4100	4490

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