

# BUILDING TODAY



The official magazine of the Registered Master Builders Association

[www.buildingtoday.co.nz](http://www.buildingtoday.co.nz)

July 2023

Volume 33 Number 6

## WIN!

Lenox MetalMax  
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blades worth

**\$230**

Details, page 35



# Inside:

## WAIHANGA ARA RAU CEO REFLECTS

Construction and  
Infrastructure WDC chief looks  
back, and to what's ahead

## WINDOW & GLASS AWARDS WINNER SHINES

Wight Aluminium takes out  
top award plus Commercial  
and Sustainability categories

## THE MoE'S CONSTRUCTION DIRECTORY

What is it, and how can  
your company benefit  
from joining it?

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# BUILDING TODAY

July 2023  
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## From the editor

As poor weather continues to batter the country during surely one of the wettest years on record, there's some upbeat news being reported in the sector — including a story in this issue concerning an entity called the Construction Directory.

It's an initiative established in 2018 that is used exclusively for Ministry of Education-led school property projects. And it needs pre-qualified suppliers to tender for school projects worth half a million dollars or more.

That's not a bad opportunity to take advantage of, especially if your phone isn't ringing off the hook with job leads.

And if that is a problem you're grappling with at present, then we've got plenty of tips from Trades Coach Andy Burrows to easily implement in order to get things moving again.

And on a congratulatory note, the New Zealand Institute of Building has just turned 40. Read what they're doing to celebrate that milestone on page 18.

**Andrew Darlington**  
Editor

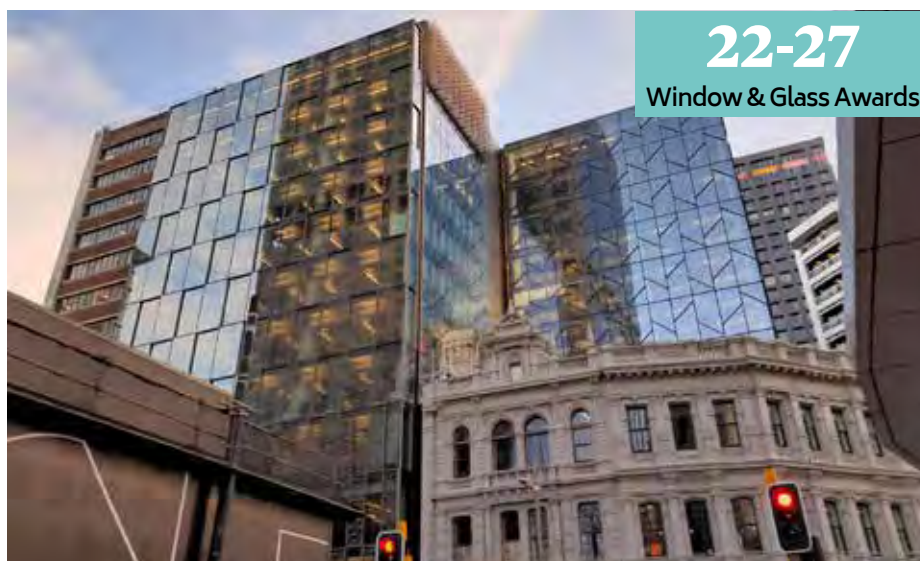
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**22-27**  
Window & Glass Awards



**10-18**  
BT News



**4**  
RMBA News

## 4 RMBA News

RMBA president Johnny Calley was heartened by the resilient attitudes and optimism he encountered when he attended regional meetings around the country recently.

## 10-18 BT News

Waihangā Ara Rau chief executive Philip Aldridge reflects on recent achievements, and on what's to come; Raukawa blesses trades training centre; Construction Directory offers great work opportunities; NZIOB turns 40!

## 20 Industry Opinion

RANZ chief executive Graham Moor ponders the recent case of a builder substituting approved roofing products with imported goods that don't meet statutory requirements.

## 21 BCITO News

Technology helping to improve equity in the construction industry.

## 22-27 Window & Glass Awards

The Window & Glass Association NZ Awards acknowledge some stunning entries in 10 different categories.

## 28-31 Adhesives/Sealants

The growing role of adhesives in NZ's construction industry; The ultimate high-grab adhesive.

## 32-34 Health & Safety

PPE and workwear specialist provides national service; Auckland hotel wins Site Safe award.

## 35 Product Review/Competition

Scandinavian skills inherent in handsaw range; Win Lenox MetalMax blades worth \$230.

## 36-38 Columnists

Help, my phone's not ringing; Business payment practices; Thanks for your feedback — NOT!

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# Resilience and optimism evident nationwide

RMBA president Johnny Calley returns from attending regional meetings around the country, and says he's extremely heartened by the resilient attitudes and optimism shown by Association members that he and vice-president Kieren Mallon encountered on their travels.

Throughout April and May, RMBA vice-president Kieren Mallon and I travelled around the motu and attended all 23 RMBA regional annual members meetings (formerly branch AGMs).

First, a big thank you to all the members who attended the various events, but also to our branch presidents and executive committee members for their excellent hospitality.

The annual members meetings are a great opportunity to share and understand what is happening locally in the regions, but also to communicate what is happening in other parts of the country.

Interestingly, this year our South Island members were reporting stronger levels of work than their North Island counterparts.

But the sentiment was consistent on both islands that pipelines had shortened dramatically in the previous 6 to 8 months.

## Extremely heartened

That said, I was extremely heartened by the resilient attitudes of our members who were all optimistic even though pipelines had reduced — in fact, some were pleased the pressure had been eased on the overheated residential market.

There was good discussion that, as an industry, we had an opportunity to use the next 12 to 24 months as a reset to regain some service delivery qualities businesses had lost — and to spend time upskilling our workforce, which had been working under pressure with limited training.

It doesn't matter what part of construction you fit into, everyone has suffered from the immense pressure that industry conditions had presented, along with recent weather events.

The positivity in the sector is strong, and the saying "we have been here before" is in almost every conversation.

On the back of the softening market, we are now seeing stronger competition for projects in play. This is not necessarily a bad thing as construction inflation needs to stabilise, but it needs to be handled with caution.

With competition, we see competitive strategies employed by businesses to win contracts — and by competitive strategies I mean reduced margins.

This low margin approach to win work was something that plagued the sector during and after the GFC for several years, and was widely known as the "race to the bottom".



This is a behaviour and trend that undermines good business practice and usually produces poor project outcomes, yet here we are again within a short period time in a softening market.

## Low-margin sector

Construction is a low-margin sector by nature, so when winning work solely on price becomes the main objective of contractor selection the industry itself becomes part of the problem.

To smooth the boom-and-bust highs and lows the entire industry needs to keep its nerve and rise above the race to the bottom mentality.

We also need our industry partners in the design fraternity to do the same, and

not encourage this type of behaviour with their clients. Selecting contractors on fair margins and attributes should always be favoured over lowest price.

It's only 12 months ago you couldn't get a builder unless it was Early Contractor Involvement (ECI).

Twelve months on and it's back to tendering. ECI is proven to produce the best all-round outcomes, and should be encouraged.

Meanwhile, changes in the Official Cash Rate (OCR) and signals that no further increases are expected might be just enough to rebalance consumer confidence in the property market.

With the OCR having such a major influence on borrowing costs throughout the economy by affecting interest rates on loans and savings accounts, it's a good signal for property that economic inflation is under control.

When the Reserve Bank of New Zealand (RBNZ) lowers the OCR, it encourages borrowing and spending, stimulating economic activity.

Many of the country's economic analysts are now suggesting that by Q1 2024 we could start to see the OCR coming down, which should reignite property sales.

The OCR is reviewed by the RBNZ's Monetary Policy Committee on a regular basis, typically every six weeks, so keep an eye out for those announcements.

## Solutions to be found at Constructive 2023

*Want to put in a plug for Constructive 2023, to be held in Auckland on August 30-31.*

*This is a platform for builders, contractors, architects and other professionals in the construction industry to share knowledge, ask questions, and engage in constructive discussions.*

*With keynote addresses from government and opposition leaders, political experts, senior officials, international experts, and vastly experienced practitioners from across the construction sector, we tackle the issues that matter most to you, including:*

- *smoothing the boom/bust cycle to address the housing deficit,*
- *building current and future workforce capability and capacity,*
- *improving productivity through Resource Management Act, consenting, and procurement reform, and*
- *managing the impacts of climate change.*

*Constructive 2023 is a not-to-be missed opportunity for the sector to come together to hear about and discuss strategies for navigating the downcycle, and how to keep and develop your workforce.*

*Whether you have expertise in residential, commercial or industrial construction, this forum is designed to facilitate collaboration, and help you find solutions to challenges in the field.*

*See you all at Constructive.*



# Sky High Supreme Winner

## VOCO-HIE

### CATEGORY

2023 New Zealand Commercial Project Awards Supreme Winner,  
Built Tourism and Leisure Project Category Award Winner,  
Commercial Project Over \$25 million Value Award Winner

### ENTRANT

Icon NZ

### PROJECT PARTNERS

ICON CO PTY NZ (Construction Company)



## About the build

Icon NZ director Dan Ashby and Voco-HIE project director James Sherriff were both extremely proud of the Icon team and the project stakeholders after winning the Supreme Award at the 2023 Commercial Project Awards.

"This award solidified that hard work, integrity and collaboration really does produce results. It is a recognition of Icon NZ's position as the leading New Zealand builder of large complex CBD projects, and particularly high-rise construction," Ashby says.

"Voco-HIE really is a unique building with some unusual construction challenges. At Level 21 the structure and layout changed via transfer beams to accommodate differing column grids. This needed some innovative engineering, extensive planning, and risk management," Sherriff says.



## Successes

For Ashby, Sherriff and the team at Icon NZ, the nature of this build meant it was not without challenges.

"Complicated site access and the logistics of a constrained CBD site were two of the biggest challenges we faced throughout the build. There was a single loading bay on a steep inner-city street with live traffic and pedestrians in close proximity. The restrictions were overcome by extensive prefabrication, tight logistics planning, and the use of a self-climbing jump-form system for the concrete core, allowing it to be built in an efficient 'workshop-like' environment," Sherriff says.

"The most fulfilling aspect of the project was the teamwork between all stakeholders. These challenges were overcome through a relentless focus on a "best-for-project" approach driven by a passionate commitment to deliver an outstanding result," Ashby says.



## Judges' comments

This extraordinary building is a great addition to Auckland's CBD, and is a strong contender for the most elegant high-rise in the city. It has achieved this status by skilfully exploiting its unique brief of accommodating two independent hotels, one atop the other, on a constrained inner-city site.

The two hotels have completely different requirements, such as separate entries, receptions, gyms, kitchens, and banks of lifts. The skilful sequencing and planning for this entire project were major factors in its success, and one we are proud to call our Supreme Winner for 2023.

REGISTERED MASTER BUILDERS

# HOUSE OF THE YEAR

## ABOVE GROUND

### CHRISTIE BROTHERS BUILDING

Master Build 10 year Guarantee  
Multi Unit (Apartments/Duplexes/  
Terrace Housing)



### Successes

Christie Brothers Building company director Brad Christie felt incredibly proud of the team when they were won the Master Build 10 year Guarantee Multi Unit (Apartments/Duplexes/Terrace Housing) award at the National House of the Year Awards last year.

“Winning this award was special as the team goes above and beyond on every build, so it was awesome to see their hard work pay off. A lot of thought went into the build, but personally I think the execution of such a unique design is what sets us apart from the rest. The home has a striking street appeal — it’s eye catching and bold,” Christie says.

### Challenges

Brad Christie and the Christie Brothers Building team had to overcome some difficulties throughout the build.

“The biggest challenges occurred during the earthworks and foundation building of the home. The ground was soft, making it a struggle at times, because it felt like we were building on a riverbed. Eventually, after a lot of problem-solving, hard work and long hours, the build began to take shape.

“Even through tough times, the morale of the team was always high. Winning this award is motivation for us to keep up the hard work and continue to strive for the highest building standards. The award sets us apart, and is a point of interest to clients, allowing them to trust in our work”, Christie says.

### Judges' comments

These two double-storey apartments have been cleverly designed. They both capture the sun and are extremely functional, enhancing the lives of those living in them. The mix of exterior cladding, vertical cedar shiplap and the coloursteel wrapped around the garages have all been perfectly installed. The joinery throughout has been well fitted, while the schist stone highlights the large gas fire which provides the perfect amount of heat and ambience for a cosy winter’s night. The open plan kitchen, living and dining areas all open out onto the seamlessly connected private alfresco deck, providing the perfect indoor-outdoor flow for summer barbecues.

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REGISTERED MASTER BUILDERS

# HOUSE OF THE YEAR

## WELCOME TO NEW YORK

### J A BELL BUILDING Builder's Own Home



### Successes

J A Bell Building director Justin Bell and his team were excited to see their hard work pay off when they won the Builder's Own Home award at the 2022 National House of the Year competition.

"When it was announced we had won, I felt relief and excitement. It's been a dream of mine to win a National House of the Year Award, and it was also a focus for the team from start to finish. The award is prestigious, and a huge testament to the time and effort we put into the home," Bell says.

"This home was special due to the design, which is very cohesive and has a connected theme throughout. My favourite part is the main living area that is very homey and inviting with a New York-style feel," Bell says.

### Challenges

At times, the build was trying for Justin and the J A Bell Building team.

"Aside from the build occurring during the first Covid lockdown, the biggest challenge was the time-consuming nature of the build. Personally, I was working every Saturday and Sunday for 14 months as we are a small crew and had other projects taking up the weekdays. I had some tough days where completion seemed so far away, but I knew that completion was the only option. Ultimately, the sacrifice was worth it.

"The award gives our company recognition. It's helped us understand the importance of quality over quantity, and the importance of work-life balance," Bell says.

### Judges' comments

This home was inspired by the builder's experience of living in New York. This can be seen through the industrial, loft-style apartment design. There has been a clever use of vertical cedar weatherboards and recycled bricks to create the exterior which sets this house apart from those around it. The main living space captures the desired "loft style" look in a dramatic fashion, with a steeply gabled ceiling clad in matt black custom wood. This theme continues throughout the home, especially through the internal blue metal and aged brick finishes.

A stand-out feature is the large, blue metal submarine sliding doors which were designed by the builder. This home demanded a high level of skill and attention to detail, and is beautifully designed and crafted to suit their lifestyle.

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# SECOND TIME LUCKY

## LEON HINGSTON

### CENTRAL SOUTH ISLAND & SOUTHERN REGIONAL WINNER

Leon Hingston is employed by Clive Barrington Construction and his training provider was BCITO, a business division of Te Pūkenga



### SUCCESSES

Hingston felt a sense of accomplishment and relief when it was announced he was the Central South Island & Southern Regional Winner.

“Apprentice of the Year was a competition I’d always wanted to participate in. I knew it was going to be tough, but I kept grounded and had faith in my abilities. Winning this award was an incredible confidence booster, and reflects the aptitude of the Clive Barrington Construction team and apprenticeship programme. The team had immense input in helping shape and refine my carpentry skills,” Hingston says.

“My favourite part of the competition was the seven-hour practical — the time flew by because I was having so much fun. Honestly, the practical challenge was more mentally trying than anything, the nerves and pressure you apply to yourself can be your biggest enemy. It was such a great learning opportunity,” Hingston says.



### CHALLENGES

Hingston overcame challenges and, in doing so, demonstrated why it’s important to never give up.

“This was my second time entering the competition, I was scared to put myself out there again. It took a lot of convincing to put my name forward again. It was all mind games — I was questioning my skills and abilities. I learned so much from my first go in the competition, and I grew from my mistakes. I’m proud of myself for that,” Hingston says.



### ADVICE FOR APPRENTICES

“The best advice I could give to anybody thinking about entering the competition is to not hesitate and just sign up. It’s an incredible opportunity to learn and develop your career, through acquiring knowledge and personal experience. Don’t be afraid of failure, it is the best way to learn,” Hingston says.



### JUDGE’S COMMENTS

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 trade carpenter, Leon’s attitude, leadership qualities, and practical knowledge set him apart. Leon’s calm demeanour is another asset, allowing him to problem solve on the spot, and consistently deliver strong results.



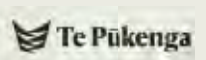
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# Waihanga Ara Rau CEO details key outcomes

With 2023 now past the halfway mark Waihanga Ara Rau, Construction and Infrastructure Workforce Development Council chief executive Philip Aldridge reflects on what the organisation has achieved, in what can only be described as changing times for the industry and vocational education.

Waihanga Ara Rau, the Workforce and Development Council (WDC) for Construction and Infrastructure, was established in October 2021.

Much of our first year was about getting our systems set up, our people on board, our culture embedded and establishing relationships with the industry. We have achieved that and so much more as we round out our second year of operation.

Now we are focused on providing skills leadership on behalf of industry, and reinforcing the following key outcomes over the next 18 months:

- We have quality relationships with industry and productive partnerships with Regional Skills Leadership Groups (RSLGs), Construction Accord, ConCove, industry associations, iwi, hapu and education providers.
- Industry understands the role of Waihanga Ara Rau and how to leverage the organisation.
- Qualifications system products are informed by industry needs.
- Assurance practices and programmes support national consistency and quality learning outcomes.
- Relationships with Maori support greater awareness of career opportunities in our industries and opportunities to train at all levels. We could not do all this without your support, and genuinely thank you for your input and feedback.

## The pressure is on

Skills shortages in construction and infrastructure do not appear to be diminishing any time soon. We have record employment across the economy, and the shortages are similar in other countries.

Many countries are all competing for the



same workers. We also have a declining birth rate and an ageing population.

The combination of these factors is a perfect storm putting pressure on the sector to maintain a pipeline of skilled workers.

We need to ensure workplaces and communities are attractive and welcoming in this new world of work, particularly if migrants are going to help at all.

Also adding pressure are adverse weather events which add to the volume of work immensely. While evaluation is ongoing, early predictions after the recent cyclone and flood events are that the repair and rebuilding expenses will amount to approximately \$6.3 billion.

For many construction businesses, the past two years have been a frustrating cocktail of lockdowns, other project delays, labour and skill shortages, capacity constraints, disrupted supply chains, materials shortages, and sharply rising costs.

The boom-bust nature of the construction industry means businesses are more susceptible to cash flow issues. As a result, construction companies could face more pressure from a mix of project delays and cost increases.

Consents were also down 25% in March 2023 compared to the same time last

year, indicating a slowdown in residential construction activity.

## Preparing the future workforce

Attracting people to the industry is all well and good, but we also need to make sure they are supported, prepared and work-ready before they are hired.

If newcomers understand what to expect on the job and have already developed a keen interest in the type of work they will be doing and what they will be learning, then it becomes highly likely they will be content, and stay in the sector.

Getting some elementary skills on board before entering the industry also helps. This is where trade academies and work preparation courses can fit in.

We also need to raise aspirations and narrow the skills and diversity gap. To achieve this, we will need to disrupt the way that companies engage with the pipeline of talent, and provide people with the tools to challenge stereotypes.

What we keep hearing from employers is that they cannot find the right people to hire. This signals that we must help a wide range of people get ready for the industry, and support them to become the right people to hire by shining a light on the future world of work.

We need to do this together by ensuring the construction and infrastructure sectors are an attractive proposition, with genuine career prospects and opportunities for everyone to succeed.

Attracting more akonga (students), rangatahi (young adults) and pakeke (career changers) to the industry and into vocational education programmes will

*Continued page 12*

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# Raukawa blesses trades training centre



The \$14 million South Waikato Trades Training Centre in Tokoroa “showcases the South Waikato community’s dedication to education and training”.

Raukawa kaumatua blessed the soon-to-be opened \$14 million South Waikato Trades Training Centre in Tokoroa in a dawn ceremony recently, and gave the building a new name, Pukenga Rau.

Pukenga derives from personal skill and ability development while Rau is a reference to the many people of South Waikato as well as rarau, the acquiring of knowledge, and Raukawa, the people of the rohe.

Speaking at the blessing, Amanda Hema, chief executive of South Waikato Investment Fund Trust (SWIFT), which has overseen the development of the project, said the centre showcased the South Waikato community’s dedication to education and training.

Ms Hema said the genesis of the centre was in 2007 when local engineers gathered to consider a collective response to staff shortages.

The Waiariki Institute of Technology (now part of Toi

*Continued page 36*

## Waihanga Ara Rau CEO details key outcomes

*From page 10*

take a team effort by industry, industry associations, education providers, and government ministries/organisations, including Waihanga Ara Rau.

### Retaining talented workers

The retention of skilled workers in construction and infrastructure is a challenge. Waihanga Ara Rau is committed to helping industry address this issue.

One key approach is to foster supportive and inclusive work environments. By supporting developing leaders, cultural competency and the well-being and safety of employees, employers can build culture and diversity, reduce burnout, and promote positive work-life balance.

Offering opportunities for career advancement is another strategy that can be employed.

By investing in the growth and development of skilled workers through higher-level training, business owners can aim to enhance job satisfaction which, in turn, increases commitment.

Businesses should strive to create work environments that not only attract skilled workers, but also motivate them to build long-term careers.

### Being consistent and meeting industry needs

No matter where a learner is based, whom they work for, or how or where they learn, every learner achieving the same qualification should gain the same skills and knowledge.

The time it takes to become qualified, as well as assessment decisions, should be consistent. This is one of the main goals

of the reform of vocational education, and our assurance team is working in close partnership with industry, vocational education providers and schools to achieve this goal.

### Making qualifications and standards fit for purpose

Waihanga Ara Rau is responsible for the lifecycle of 149 qualifications and 2822 unit standards across 57 industries in the construction and infrastructure sector.

We have embraced this huge programme of work to ensure all qualifications remain relevant and meet industry needs.

With the help of industry, we have improved the relevance of more than 1200 standards and over 40 qualifications in the first 18 months of our operation.

We are also focused on helping the industry prepare for the future, and recognising emerging skill requirements across our sector.

We are working on creating new qualifications and standards for industry groups where no qualifications have previously existed, including Site Traffic Systems Management and Underground Utility Location.

### Our engagement with you

We have built strong connections with industry groups and other WDCs. We have worked with industry to develop Workforce Development Strategies that provide a 5 to 10-year view of workforce requirements, and to ensure industry qualifications and skills standards are relevant and readily accessible, and support improved outcomes for learners and employers.

We have initiated contact, started relationship building and are getting to know you, our stakeholders. Our focus is to ensure your interests are well represented, build your trust and confidence in what we do, share our findings, and support many

industry initiatives.

We have engaged with a range of diverse groups and individuals from across the sector, including industry peak bodies and other sector-representative groups, kaimahi (employees) and employers, RSLGs, providers, government agencies, and wananga.

### Achieving great outcomes together

Only in partnership with industry can Waihanga Ara Rau support education providers and employers who train to produce people with the right skills, and enable people from all walks of life to have rewarding careers in our sector.

There is no switch to turn on that will deliver many thousands of new people into the workforce overnight.

We are pleased that the Apprenticeship Boost initiative has been extended until the end of 2024. This support will help, but many more newcomers are needed to meet the current and planned project pipeline in the next three years.

The things we can do are to provide industry with the facts, strategies and competency frameworks that will help achieve the most successful outcomes possible.

We will advocate for you with government and other agencies so that your voice is heard to ensure vocational education is funded in a way that best meets the needs of the industry.

We will help you look after your people with the resources and tools you need to support well-being and, together, we can make change happen.

We are practical, industry-focused and energised by your support and engagement. Your input into our mahi and your feedback is so important to make sure we are delivering exactly what you need. Get in touch, we look forward to hearing from you.

BE IN TO



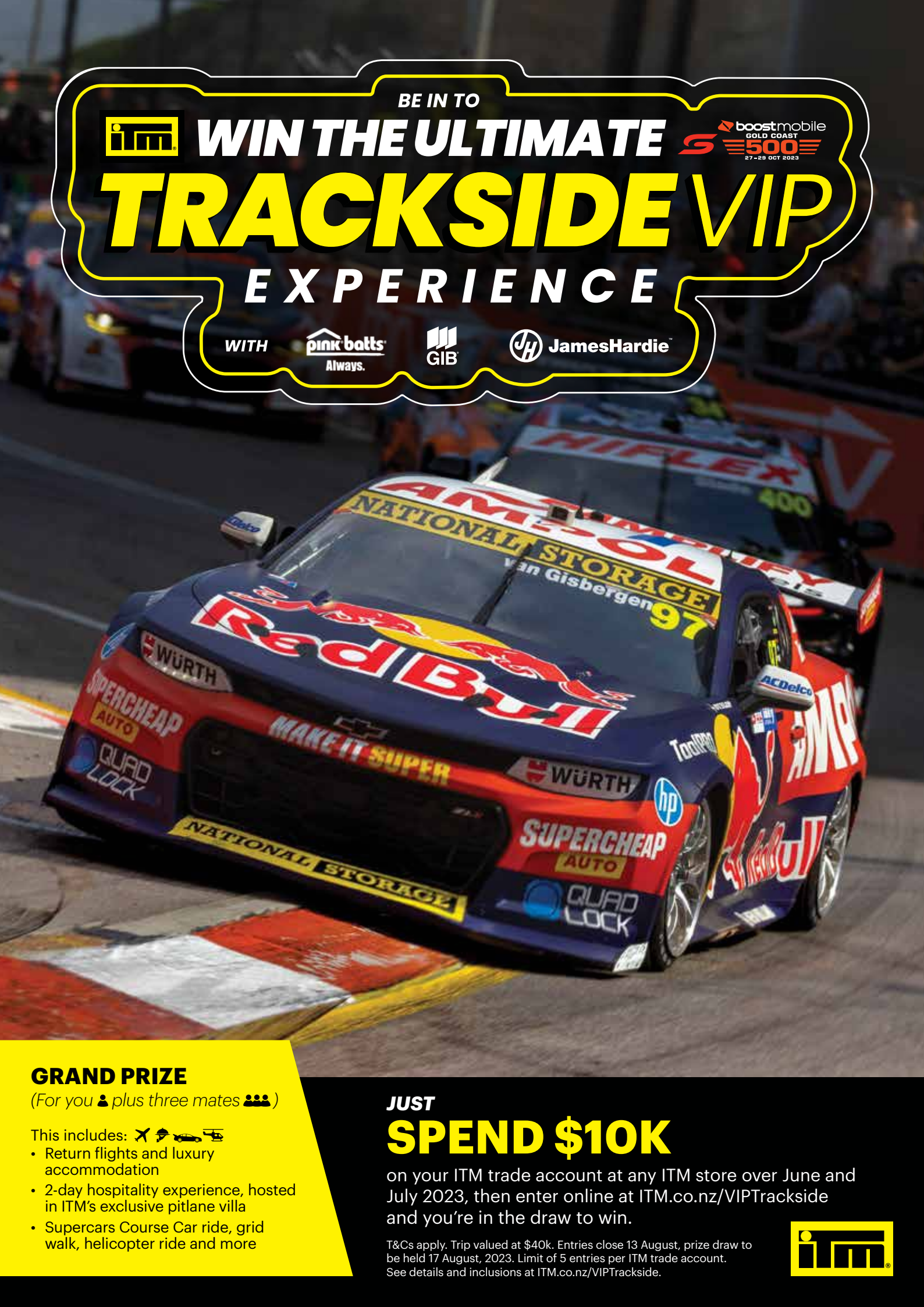
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# Opportunity to help build safe learning spaces

One of the biggest buyers of construction services in Aotearoa New Zealand is looking for capable main contractors who can help build safe and fit-for-purpose learning spaces.

The Ministry of Education is opening its Construction Directory — a national panel of pre-qualified construction suppliers who tender for school construction projects worth \$500,000 or more — to ensure that the panel continues to have the right suppliers with the capability to deliver Ministry-led property projects.

“When we first established the Construction Directory, we committed to regularly refreshing the panel. These refreshes allow new entrants to gain admittance, and for existing suppliers to increase their scope of delivery,” Ministry of Education infrastructure procurement general manager Craig Barton says.

The notice released by the Ministry last month states that there’s a focus on seeking suppliers based in Northland, Hawkes Bay, Gisborne, Taranaki, Whanganui-Manawatu, Wellington, West Coast and Southland regions.

“Feedback around getting more local suppliers engaged in school property projects stood out in one of our recent

consultations with schools,” Barton says.

“So with the help of our project teams, these regions were identified as key areas where we need to get more representation in our Construction Directory.

“We’re doing our best to get this call out to reach suppliers that are not yet in our network — especially those up-and-coming contractors who are yet to try tendering for government contracts.”

Prior to releasing a Request for Proposal

via Government Electronic Tender Service (GETS), a series of supplier engagement sessions will be organised by the Ministry of Education starting this month to meet and brief contractors regarding tender requirements for joining the Construction Directory.

For more information about this opportunity to work with the Ministry of Education, or for details about the supplier engagement sessions, email [construction.directory@education.govt.nz](mailto:construction.directory@education.govt.nz).

## About the Construction Directory

The Ministry of Education manages one of the largest property portfolios in Aotearoa New Zealand, overseeing and supporting the property management of more than 2100 schools.

As a signatory to the Construction Sector Accord, the Ministry is committed to improving the health of the construction industry through strategic procurement to deliver the best outcome for New Zealanders and quality learning environments for schools.

The Construction Directory is one of these strategic approaches leading to better quality outcomes and value for money.

Established in 2018, the Construction Directory is used exclusively for Ministry-led school property projects, tendered by region, value band, project type and delivery method.

The Construction Directory substantially reduces tender time scales and costs for suppliers and the Ministry. It also incentivises high-performing suppliers with more work opportunities and subsequent selection.

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# BGT code of practice now published

The Below Grade Tanking Code of Practice (BGT) is now published and available from the Waterproof Membrane Association Inc (WMAI).

Since 2007, information pertaining to below grade tanking of structures has been archived in the New Zealand Building Code (NZBC).

This has left the navigation of this critical part of construction up to the actual product suppliers to determine a fit-for-purpose solution and determination of critical detailing methods, along with the training of their applicators to ensure the correct systems are installed.

The WMAI was tasked by the MBIE back in 2019 to create a BGT code of practice which is now available to purchase via [www.wmai.org.nz](http://www.wmai.org.nz).

This new code of practice addresses the design, selection and installation of below grade tanking systems, and gives clear concise detailing information for the different BGT membrane types.

Continuing with the fresh new style of detail drawings that have been adopted into the WMAI's work development programme, this code of practice will assist



architects and designers to confidently specify a tanking system that is fit for purpose for a below grade tanking project.

BGT installers and council assessors/inspectors will also benefit from the

information which provides clarity for membrane types, and to reference detail drawings.

The MBIE has indicated to the WMAI that they may consider the BGT for citing in 2024.

This process requires input from the sector, gained from the uptake of the new information, to continue the development and progress to see this achieved.

## Cited document

Rest assured, the WMAI will continue to lobby the MBIE to make this a cited document, and to get below grade tanking reinstated back into the NZBC, potentially under E2 external moisture as an acceptable solution.

You can help the WMAI and the industry by purchasing a copy of the BGT code of practice, either as a download or as a hard copy.

Feedback from the industry about not only this new code of practice but also other such documents published to date is encouraged.

To become a member of the WMAI, visit [wmai.org.nz](http://wmai.org.nz).

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# Celebrating people behind the projects

The New Zealand Institute of Building is all about the people in the construction industry, and this principle is reflected in the Institute's annual awards, which celebrate people in the industry doing great things.

The NZ Building People Awards, supported by GIB, reward the people behind the projects, those who are leading by example in their behaviour, attitude and actions.

The awards, which will be presented at a gala dinner on August 18 at the Christchurch Convention Centre, recognise people at all stages, places and scales – from the inspiring Next Gen already making a difference to those working in major projects on-site and behind the scenes.

Finalists have been announced and were judged in the following areas – Diversity, Collaboration, Guardianship, Health and Wellbeing, Excellence in Technical Fundamentals, Lifelong Learning, Mentoring, Courageous and Bold, Leadership, and Future-Focused.

Winners will be announced in four cost-based categories, along with categories for Innovation, Consultants and Collaboration.

The awards also celebrate up and coming industry stars through the Emerging Leader award and the Next Gen awards.

A Supreme Award will also be announced on the night, which is chosen from the category winners.

Tickets for the Awards are on sale now. For more information visit [nzbuildingpeopleawards.org.nz](http://nzbuildingpeopleawards.org.nz).

# NZIOB turns 40!



The commemorative crocheted "cake" created by NZIOB member Pony McTate (inset).

**T**he New Zealand Institute of Building (NZIOB) has just turned 40! Incorporated in June 1983, the Institute is celebrating by gifting all of its Industry Insights webinars free of charge for its members.

The webinars are a great way to learn more about what's happening and changing in the industry – the next one is due on July 19 with Rebecca De Cicco.

Meanwhile, NZIOB member Pony McTate has created a 40th birthday "cake" to mark the milestone. However, this one's not edible – it's been painstakingly crocheted with wool.

The cake will be taken around the country for the upcoming 40 Good Deeds events and the NZIOB Awards. It

may pop up in other spots too.

Other birthday events include each region holding a 40 Good Deeds event to give back, whether that's through giving money to a charity or reaching out to a group in their community.

Plenty has changed within the Institute since 1983 – there have been 19 different presidents/chairs in that time, and too many regional committee members to count!

The Institute's history and future will be celebrated with a commemorative book that members will receive at the end of the year. There will also be a tasty 40th birthday surprise at the NZIOB Awards in Christchurch on August 18 for all those attending.

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# New Zealand Building People Awards

Let's celebrate the good sorts

The NZ Building People Awards reward the people behind the projects, those who are leading by example in their behaviour, attitude, and actions.

Join us to celebrate the people doing great things in the building and construction industry.

Get your tickets today to join us in cheering on the good sorts at our awards evening and gala dinner on Friday 18 August. Stick around for more fun and games including a Stadium site visit on Friday 18th, Cathedral site visit, CBD walking tour and Waipara wine tasting bus tour on Saturday 19th.



Friday 18 August  
Te Pae – Christchurch  
Convention Centre  
Ōtautahi | Christchurch

**Purchase tickets:**

Table of 10 \$2,750 plus GST  
Single ticket \$325 plus GST  
Single ticket (NZIOB Member) \$275 plus GST

[nzbuildingpeopleawards.co.nz](http://nzbuildingpeopleawards.co.nz)



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# Imported products must meet standards

By Roofing Association of New Zealand chief executive Graham Moor.



The Roofing Association of New Zealand Inc (RANZ) watched with a keen interest the recent case from the LBP Board and its decision regarding a substituted roofing product in Canterbury. One of our members had their products specified and approved for use by the local council as part of a new build project.

However, the builder in this instance substituted the approved products with an imported product which does not meet the performance requirements expected. In fact, the paint coating has already failed prematurely.

We have also sighted testing which indicates that the metallic protection as required by E2/AS1 is 1 micron when it should be 16 microns. Let's see if that makes it to its 15-year durability requirement.

RANZ notified the MBIE early last year

about what occurred, and was told that as Code of Compliance had been issued, they couldn't do anything.

Logically this means that the problem potentially belongs to the council that issues the Code of Compliance.

The worst of all of this is where it has left the new home owners — with a now known-to-be-substandard roofing product which may, or may not, perform as required.

To add to the stress of that, if they want to sell, they must disclose to a subsequent purchaser that there is a potential issue with the roof.

Given the usual circumstances of a new home owner, they can ill afford to take legal action in this instance.

There has also been noise around the traps about the penalties dished out by the LBP Board. A \$3000 fine for a recidivist (as was the case in this instance) does seem rather light.

However, it is not the role of the LBP Board to recover compensation for the parties involved.

RANZ does not want to see imported products excluded, because the building industry looks for competitive solutions. But any product must meet standards.

Lower priced products must not be at the sacrifice of performance. Our customers

deserve that at least.

The builder involved did this for monetary gain, according to the LBP Board decision. It is a reasonable assumption he made more than \$3000 out of this. "Wet bus ticket," anyone?

There is a high level of trust with any building project for all concerned — and I'd suggest in this forum that I'm talking to the converted.

But what do you do on your sites to ensure you are actually getting what was specified, agreed to and consented? Plenty of products are branded — so do you check?

Are people relying on the Producer Statement author to not be economic with the truth? Why are we not checking so we can give our clients surety?

This case is also another example of the mess that risk allocation has become in our industry. Ultimately the home owner is left with the risk.

Will that builder and his company be around when it hits the fan? Can the home owner take on the council's lawyers if they try, and is it a council problem anyway?

How isolated is this sort of behaviour? To avoid this, using a Master Builder who uses a RANZ member would be a smart move.

Find an approved RANZ member near you at [www.ranz.co.nz/roofers](http://www.ranz.co.nz/roofers).

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# Technology helping to improve equity in the construction industry

Estimates are that 10% of the New Zealand population have dyslexia.

This sometimes-debilitating learning disability makes it difficult for individuals to read and write, regardless of intellectual intelligence.

Dyslexic people often have strengths in big picture skills such as problem solving, creativity and high-level conceptualisation – all skills well utilised in the construction industry.

In the past, there was little understanding and limited support for people with dyslexia, but this has changed for the better, unlocking new opportunities.

Working as a qualified tradesperson in the construction industry not only requires sound technical skills, but a strong ability to comprehend and use words, numbers, and other sources of information.

Apprentices must undertake a rigorous programme of theory to demonstrate they can build the homes and infrastructure New Zealand needs.

## Improving equity for disabled learners

As the country's largest training provider for the construction industry, BCITO | Te Pukenga is committed to improving equity and participation in the sector, particularly for disabled learners. One area where the organisation knows it can help its learners is with dyslexia.

The BCITO has provided 16 of its apprentices and training advisors with C-Pen readers.

These state-of-the-art devices scan and read words aloud in a natural voice. They can also define words, and do not require an internet connection. The devices have proved so popular that the BCITO has ordered an additional 16 of them.

Rhys Williams is a BCITO training advisor, now in his fifties, with dyslexia. His life has been impacted by severe dyslexia to the point that whenever he visited a restaurant, he would order a steak

because he could not read the menu.

But a raft of new technologies, including the C-Pen, has improved his quality of life significantly.

"The C-Pen is a valuable tool to use when I need help reading text. I have introduced it to several of my apprentices with dyslexia who have had a massive jump in self-confidence.

"It has really helped people that would have otherwise fallen through the gaps," Williams says.

Manton Parker-Knight is a BCITO carpentry apprentice in Waihi who also has dyslexia. Throughout his schooling he needed reader-writers, but was introduced to the C-Pen by his BCITO training advisor.

## Massive difference

"It has made a massive difference. I use the C-Pen for studying theory and reading building plans. It has allowed me to be much more independent and confident in my work."

The BCITO is committed to helping learners with dyslexia through their apprenticeships.

Learn more about what support is available for you at <https://bcito.org.nz/resources/literacy-support>.



Rhys Williams is a BCITO training advisor, now in his fifties, whose life has been impacted by severe dyslexia.



Manton Parker-Knight is a BCITO carpentry apprentice in Waihi who has dyslexia. He has been helped by using a C-Pen reader introduced to him by his BCITO training advisor.



C-Pen readers are state-of-the-art devices that can scan and read words aloud in a natural voice. They can also define words, and do not require an internet connection.

# Judges on Supreme winner: 'Everyone involved in the project should feel a real sense of achievement'

The Window & Glass Association NZ 2023 Gala Awards Dinner was held at the Auckland Museum last month.

The evening celebrated the winners of four apprentice award categories and 10 design award categories, showcasing best in class.

The awards are made possible thanks to a growing list of sponsors supporting the national association representing the window, door and glass industry, including:

#### Gold Sponsors:

AGP, APL, Altus, Assa Abloy, Glasscorp, Metro, Omega, Saint-Gobain, Technoform, FMI, and Viridian.

#### Silver and other Sponsors:

Allegion, Doric, Dulux, Dynex, 5R Solutions, Glass Team, Glasslines, and PPL.

#### This year's winners were:

**Supreme Winner, the Commercial Award over \$100,000, and the Sustainability Award Joint Winner — Wight Aluminium, for SDC/8 Willis Street, Wellington**

**Residential Award under \$50,000 — Design Windows Nelson, for Stringer House**

**Residential Award \$50,000 to \$150,000 — Design Windows Nelson, for Marlborough Sounds Private Retreat**

**Residential Award over \$150,000 — Altherm Northland, for Herne Bay Project**  
**Commercial Award under \$100,000 — Design Windows West Coast, for Thirsty Acres**

**Designing with Glass, Residential Award — Hagley & Thermaseal Group, for Totara Street**

**Designing with Glass, Commercial Award**

— Metro Performance Glass, for Sonata Apartments

**Sustainability Award Joint Winner — McNaughton Windows & Doors**

**Showroom Award — The Glassroom, for The Glassroom Showroom**

**Innovation Award — PPL Plastic Solutions, for PPL Closed Loop Recycled Coil**

**Apprentice of the Year — Architectural Aluminium Joinery: Jonty Smith, Envision Aluminium, Blenheim**

**Apprentice of the Year — Glass & Glazing (and winner of the Alan Sage Memorial Award): Alex Parkinson, GB Glass & Aluminium**

**Most Promising Apprentice — Architectural Aluminium Joinery: Eli Auld, Omega BOP, Tauranga**

**Most Promising Apprentice — Glass & Glazing: Cameron Wright, Metro Glass, Christchurch**



## Supreme Award Winner, the Commercial Award over \$100,000, and the Sustainability Award Joint Winner — Wight Aluminium, for SDC/8 Willis Street, Wellington

Selecting a Supreme winner from a wide range of entries, all of different scales and sizes and each with a set of particular constraints, always poses a difficult task.

However, in this case the scale and public impact of the SDC project at 8 Willis Street in Wellington gives it an edge over its competitors.

The list of technical issues to be resolved

in this project has been recognised in the Commercial and Sustainability sections of these awards.

However, more than that, it is appropriate to acknowledge that, in this submission, glass has been used at large scale in a major piece of urban design.

It exposes the material not only to the hundreds of people who occupy the

buildings themselves, but also to the thousands every day who will see it as part of their daily life in the city.

It is a prime example of how glass is a part of the life of the country, and also an example of good design skilfully executed.

It is therefore a worthy Supreme Winner of the 2023 New Zealand Window and Glass Awards.

## Residential Award under \$50,000 — Design Windows Nelson, for Stringer House

This is a house in which modesty and control combine to make a calm and exceptionally pleasing home.

The form of the building is simple but it evokes archetypes of dwellings that will certainly have great appeal to most people, as well as recalling primary images of early European settlement in Aotearoa New Zealand.

The glazing and many sliding exterior doors manage the relationships with the outside world with a lack of drama that is wholly appropriate to the idea of domesticity, while the tight control of colour in the frames as well as in the cladding emphasise the overall crispness of the design.



## Residential Award \$50,000 to \$150,000 — Design Windows Nelson, for Marlborough Sounds Private Retreat

On an outstandingly beautiful site in the Marlborough Sounds, the architects have avoided any temptation to indulge in excessive formal gymnastics but have, instead, proceeded to develop the site with grace and constraint.

Different geometries have been chosen for the three linked pavilions facing the sea and the ancillary buildings grouped around a sheltered courtyard behind them. Both building types are strongly reminiscent of the traditional beachside bach — but here they are reinterpreted with considerable sophistication.

The glazing is an important part of this sophistication, with frames or glazing bars given minimal expression, and the windows and exterior doors responding to the primary geometry of the buildings with directness and clarity.

This is an excellent project where much has been purposefully omitted or suppressed with the intention, and the result, of leaving only the essentials.



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## Residential Award over \$150,000 — Altherm Northland, for Herne Bay Project

The Herne Bay house occupies a beautiful coastal site in the inner-city Auckland suburb of Herne Bay. The house itself provides a contrast between its heavy, stone-faced walls — a finish often carried into the interior — with the light transparency of its extensive glazing.

Taking an obvious advantage of the exceptional views to the Waitemata, much of this glazing is full height and full width of the rooms it serves, minimising distraction from the outside environment.



## Commercial Award under \$100,000 — Design Windows West Coast, for Thirsty Acres

This is a sharp and character-full insertion into a small provincial town, and the choice of materials, particularly the rustic weatherboards, conveys a relaxed atmosphere entirely appropriate to a local tavern where people go for relaxation and entertainment.

The glazing is generally inserted in full-height panels, giving a sense of openness, and the framing reflects the rhythm of the adjacent timber pergolas in a well-considered manner.

This is a smart and carefully designed amenity which attracts attention for itself, quite apart from the facilities it offers.

## Commercial Award over \$100,000 — Wight Aluminium, for SDC/8 Willis Street, Wellington

The resolution of this complex and demanding project on a highly visible and prime site in the capital demanded high levels of consideration and expertise from the designers, and great control and attention to detail from the fabricators and installers responsible for making it all happen. In all cases the results are of a high order.

Leaving aside the heritage retention that was a part of the project, the two new towers are both fully glazed — but it is glazing plus.

Avoiding the easy escape into bland curtain walls, the response was to articulate the facades of the two towers in different manners, thus providing enhanced visual patterning consistent



with many of the older buildings in the vicinity.

Custom solutions preserved a high level of thermal performance at a consistent level with the striking appearance of the building. All together, this was a great series of outcomes, and all of them to a consistently high standard.





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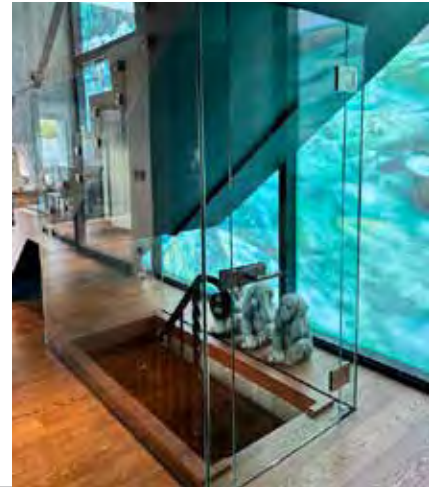
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- The only residential door handle with hidden fixings

## Designing with Glass, Residential Award — Hagley & Thermaseal Group, for Totara Street

In this new house in Christchurch we see glass used in a multitude of ways — windows, doors, skylights, splashbacks, stair enclosures, balustrades, and sliding panels — barn doors — of patterned glass which have been configured in ways quite different to conventional glazed sliding doors.

The transparency that is always expected in the exterior envelope here extends to some interior walls, adding another layer to the visual experience of the house.

Thermal performance too has been carefully considered in what is an unusual and very attractive testament to the combined skills of the client, the designer and the craftspeople who put it all together.



## Designing with Glass, Commercial Award — Metro Performance Glass, for Sonata Apartments

This contemporary apartment building employs a robust formal language and a restrained colour palette that conveys a considerable strength.

Its stand-out distinguishing feature in terms of windows and glass is the curved, double glazed lights at the corners which provide a fluid line and a distinctive impact — a pretty unusual feature in the New Zealand context too.

We may hope that the example of this building might well make it a more common element in the future.



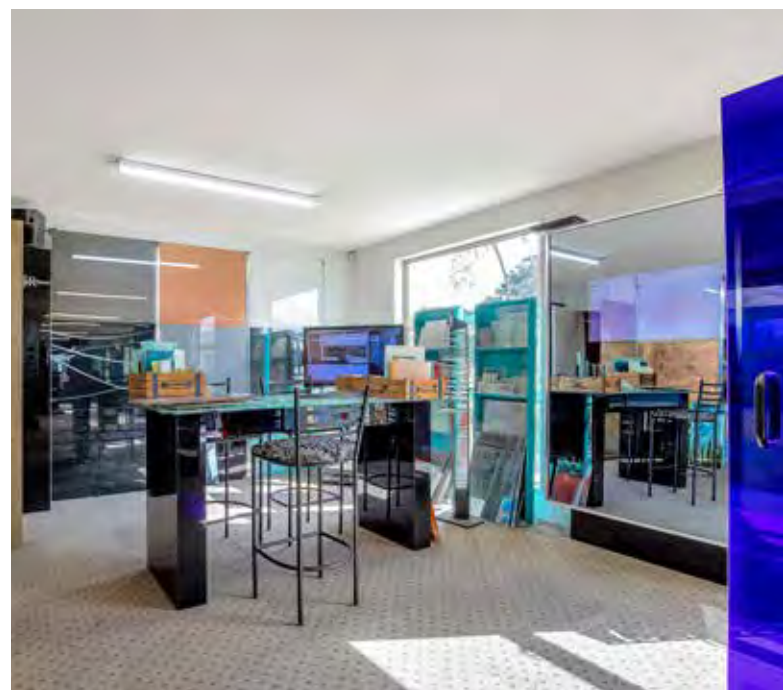
## Showroom Award — The Glassroom, for The Glassroom Showroom

And now for something completely different . . . The Glassroom sits in a fairly conventional building, but the lively interior belies the limited promise of the exterior.

The nature of the products which this showroom displays means that it is drenched with colour and detail, and while the reception area is more formal, to wander through the showroom is akin to waking up inside a kaleidoscope.

As well as a range of monochromatic coloured panels, there is an emphasis on the more intricate and detailed heritage glass treatments such as were common in homes a hundred or more years ago.

This showroom therefore encourages visitors to be aware of the possibility of generating unique solutions which may include the highly decorative, or may more simply consist of a slick and possibly vibrant contemporary interior lining. It's worth a visit.



## Sustainability Award, Joint Winners

### McNaughton Windows & Doors

This house exemplifies what can be done using a traditional architectural language, and thus stands in contrast to other excellent examples which are modelled in more contemporary styles.

So style is not the issue here, but taking the thermal performance of a building seriously certainly is. And in this home, traditional timber joinery profiles, thickened as necessary to accept double glazed units and deeper rebates and seals, have been updated to modern standards that outperform minimum code standards.

Given that much of this country's housing requirement involves the updating of existing homes to supplement the construction of new ones, this house is a sharp and persuasive exemplar of just how well that can be done.



### Wight Aluminium, for SDC/8 Willis Street, Wellington

The office development at 8 Willis Street, in the heart of Wellington's Central Business District, represents not only a significant insertion in the city but, no less importantly, an opportunity to model appropriate mid-21st Century architectural practice.

As such, the fully glazed towers which constitute the major part of the project needed to engage fully with issues of sustainability, not least in acting to minimise the energy footprint of the building.

Working with a specialist facade consultant, the architects evolved a sophisticated external cladding that combined thermally broken, thermally shielded, and conventional profiles, as well as Low-E glass to deliver an efficient and effective solution.

The fabrication of these elements demanded high levels of skill by the fabricators and installers to produce a commendable result.



## Innovation Award — PPL Plastic Solutions, for PPL Closed Loop Recycled Coil

It may seem unusual to put a handling product for plastic profile extrusions forward for an award, but this submission represents a serious attempt to reduce the waste stream in the construction industry.

In addition, the new plastic product, which replaces stapled cardboard with

reusable and recyclable plastic, is more robust than its predecessor, more water resistant, and requires less additional protective packaging when in transit.

The new protective wrap, which is a part of this submission, is also reusable, in contrast to the cling film previously used.

The new set of products has led to useful financial savings and a reduction in landfill.

As such, it represents a very appropriate response to an issue that should be of concern to all players in the glass and window industry.

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# The growing role of adhesives in NZ's commercial and residential construction industry

Adhesives play a vital role in the construction industry, providing efficient and reliable bonding solutions for various applications. In New Zealand, the adhesives industry has witnessed remarkable growth, with a particular emphasis on its use in the commercial and residential construction sectors.

We take a look at the expanding role of adhesives in these areas, examining their benefits, applications, technological advancements, and contribution to sustainable building practices.

Adhesives offer numerous advantages over traditional mechanical fastening methods in construction.

They provide strong and durable bonds, distribute stress more evenly, and allow for flexibility and movement, which is crucial in seismic-prone regions such as New Zealand.

Adhesives also eliminate the need for drilling holes, thereby reducing material damage and ensuring a clean and aesthetically-pleasing finish.

In the commercial construction sector, adhesives are widely used for a range of applications.

They are instrumental in bonding wall panels, installing flooring materials, securing insulation, and sealing joints and gaps.

In residential construction, adhesives find application in assembling cabinets, installing fixtures, attaching trims, and bonding different types of flooring.

## Technological advancements and solutions

The adhesives industry in New Zealand is witnessing significant technological advancements that have revolutionised construction practices.

Reactive adhesives, such as polyurethane-based formulations, offer high bond strength and durability.

They are commonly used for structural bonding, including bonding of timber and composite materials, laminated beams, and panels.

Moreover, innovative adhesive solutions are emerging to meet specific construction needs.

Fire-resistant adhesives provide enhanced fire safety in buildings, while acoustic adhesives help reduce sound transmission between floors and walls.

Green adhesives, formulated with



low VOCs and environmentally-friendly ingredients, are gaining popularity, in line with sustainable building practices.

## Contribution to sustainable building practices

The use of adhesives in construction aligns with New Zealand's focus on sustainable building practices.

Adhesives offer energy-efficient solutions by eliminating thermal bridges, enhancing insulation, and reducing air leakage.

By replacing traditional fastening methods that require extensive drilling and hardware, adhesives help reduce material waste, and minimise the carbon footprint associated with construction projects.

In addition, eco-friendly adhesives with low VOC content contribute to healthier indoor air quality, promoting occupant well-being.

Manufacturers are increasingly investing in research and development to formulate adhesives that meet green building

certifications and sustainability standards.

As well, the lightweight nature of adhesive bonding enables the design and construction of more energy-efficient structures.

Adhesives allow for the use of lightweight materials, reducing the load on buildings, and facilitating the construction of taller and more sustainable structures.

## Training and best practices

To ensure the successful application of adhesives in construction, training and adherence to best practices are crucial.

Proper surface preparation, adhesive selection, and correct application techniques are essential for achieving optimal bond strength and long-term performance.

Industry associations, adhesive manufacturers, and construction professionals in New Zealand collaborate to provide training programmes and guidelines on adhesive usage, safety protocols, and quality assurance.

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This low mess, low stress solution is clean and easy to apply.

It works in cold temperatures and can be applied to damp and dry timbers.

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**Suitable for multiple substrates such as wallboard, plasterboard, metals, timber & flooring**



**Bonds to both damp & dry timbers**

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# NEW HYBRID SEALANT TECHNOLOGY IS HERE!



Selleys 650 FC is a premium, fast cure adhesive sealant that delivers a smooth finish with even more flexibility and more adhesion than its predecessor, Selleys ArmourFlex FC.



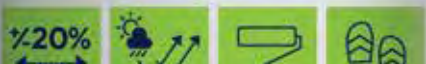
## 650FC key features:

- Fast cure
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- Highly durable
- Isocyanate & solvent-free
- Interior and exterior

Available in grey, white & black  
in 300ml cartridges & 600ml sausages



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# PPE and workwear specialist provides nationwide service



*Specialising in high quality Personal Protection Equipment and workwear, PSAS also offers an extensive range for fire protection, first aid and joint support, and height safety products that include an approved recertification on inspection service.*

Pacific Safety & Apparel Solutions (PSAS) is a leading New Zealand-owned business, operating in Auckland since 2008.

Specialising in high quality Personal Protection Equipment (PPE) and workwear, PSAS provides a nationwide service to industry sectors, including trade, manufacturers, logistics and safety, as well as corporate and hospitality.

With comfort, functionality and quality at the forefront of its product offering, PSAS brings the best brands to the market, including top sellers from Visible Difference, Bison, Bisley, Syzmik, Honeywell, Steel Blue, and many other leading industry suppliers.

With these strong, long-standing partnerships at its disposal, PSAS can fit

out individuals and teams from head to toe with workwear, head, eye, ear, hand and respiratory protection products and safety footwear.

It also offers an extensive range for fire protection, first aid and joint support, and height safety products that include an approved recertification on inspection service.

PSAS can help build brand awareness in the industry, and customer-confidence in any brand. It offers a full in-house design and branding service with custom design capabilities, as well as in-house embroidery and screen printing for uniforms and headwear.

The company has developed a streamlined online custom ordering portal set up to individual clients' requirements.

The portal is free to use, and offers branch logins and monthly reporting of purchases by branch, making the ordering process easy.

PSAS prides itself on fostering long-term relationships with clients that rely on the company's expertise, design capabilities, style guidance, efficiency, and cost-effectiveness.

The team is more than happy to assist clients with technical item training, so that the very best is utilised from any equipment purchased from PSAS.

The company prides itself and team members on customer service and ongoing support. For more information contact one of the team in Auckland, Hawkes Bay, Bay of Plenty and now Christchurch.



# PSAS

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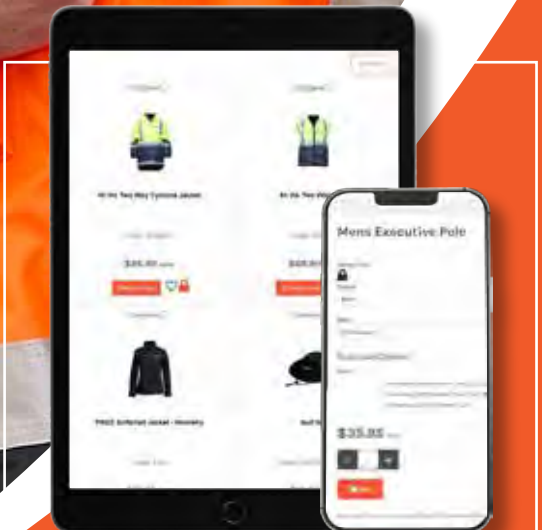
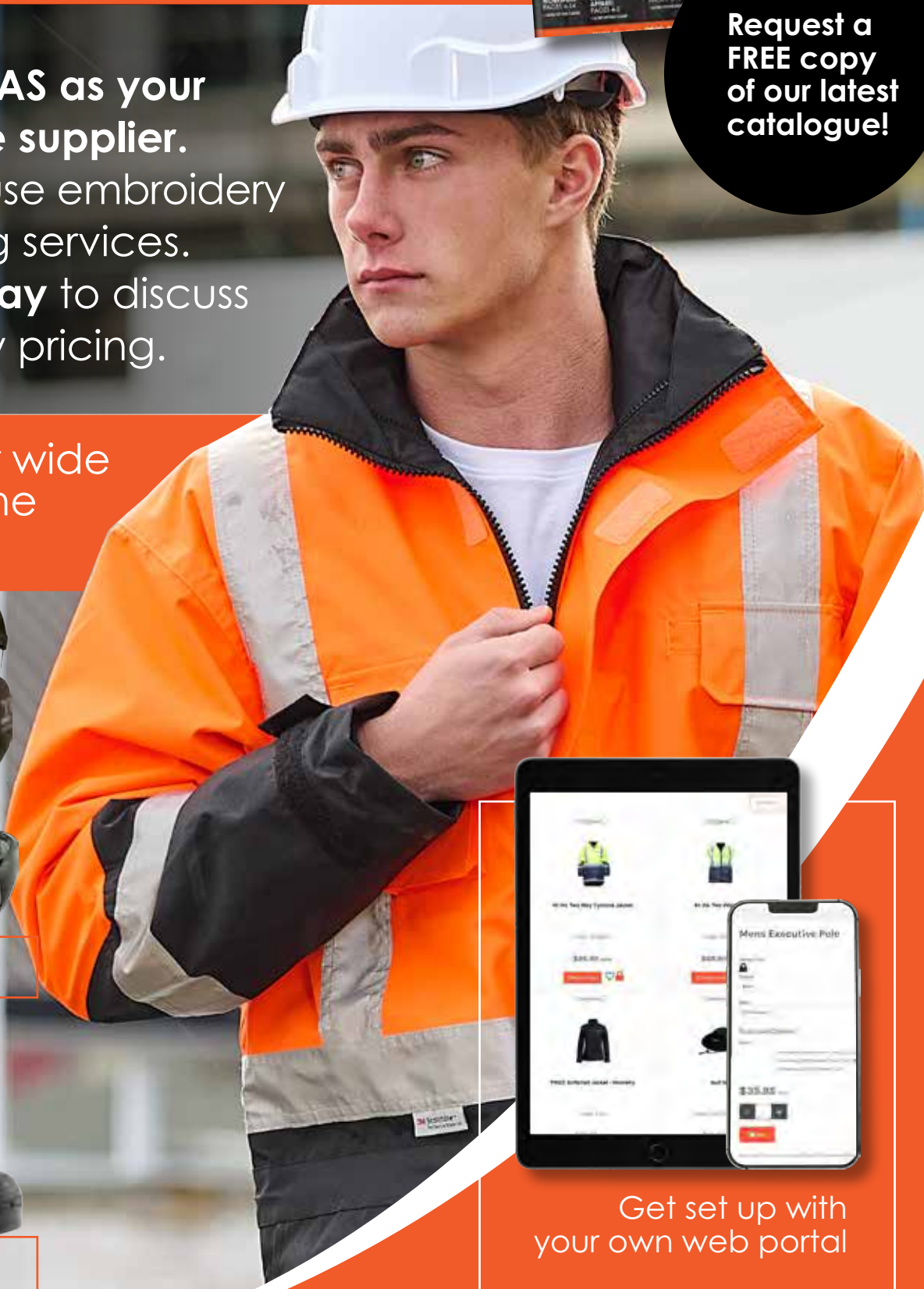
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PPE ITEMS



FOOTWEAR



Get set up with your own web portal

# Auckland hotel's 'foundation in the sky' wins Site Safe award

A 39-storey construction project that "stacked" two hotels one above the other with a "foundation in the sky" halfway up has been recognised for the innovative ways it looked after workers on a challenging site.

Australasian construction company ICON won Site Safe's Safety Innovation Award recently for its work on Auckland's Voco-Holiday Inn Express hotel, which opened last year.

Site Safe chief executive Brett Murray says construction of the \$178 million hotel was "a tough, uniquely complex piece of work, with a huge number of technical and structural challenges, including cantilevering part of the upper structure out over Wyndham Street".

The two hotels are operated by different hotel chains and have different room layouts, which meant the building's internal columns did not line up. Structural transfer beams — the "foundation in the sky" — were needed to match the column spacings at the 21st level.

"At any one time, there were up to 380 people working on the site, working for up to 60 subcontractors. As well as keeping workers safe by changing the way they worked, for example prefabrication and doing as much construction as possible

at ground level, ICON also made greater use of analytics and safety systems, which it is continuing to use, to improve safety and business outcomes for future projects," Murray says.

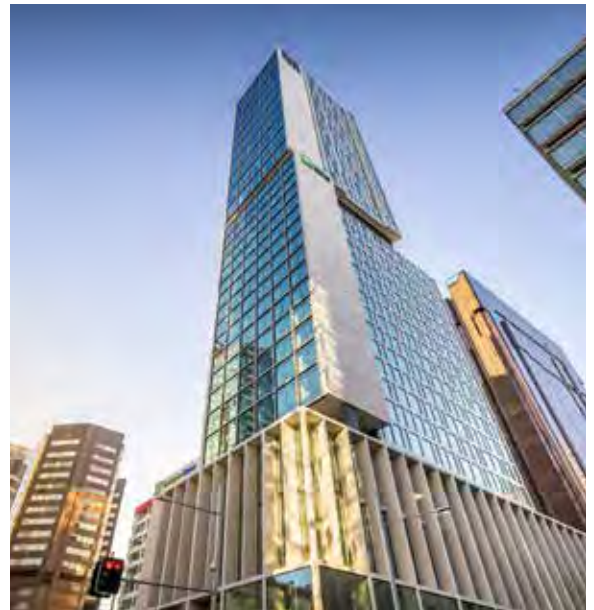
The innovation award is part of Site Safe's 2023 Construction Health, Safety and Wellbeing awards, and is for the best new ideas to improve health and safety and managing a specific hazard.

Karyn Beattie, ICON's New Zealand Regional Health Safety Environment and Quality Manager, also picked up Site Safe's Safety Contribution award for the individual who made an outstanding contribution to health and safety in construction.

Award judges said she is at the forefront of ICON's focus on valuing their people, and providing safe, welcoming working environments.

She is the youngest board member of the New Zealand Safety Council, and is Chair of the Health and Safety Professionals Group.

Beattie was also heavily involved in the



Voco-HIE hotel project. She said it was a "very safe site to work on, in the context of a heavy construction sector environment that is not tightly controlled".

"Only 25 workers on site worked for ICON. The rest were subcontractors, so we needed good communication and collaboration to work around the complexities of what had to be done," Beattie says.

# JOIN US

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**Gain the tools and knowledge to keep your people & business safe everyday**

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- > Invitation to member only events
- > Discounts on Site Safe products & services
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**SITESAFE**  
Te Kaitiaki o Haumarū

# Traditional Scandinavian skills inherent in handsaw range

G-Man is a Swedish handsaw manufacturer whose basic business concept was to build on and develop the skill and tradition existing in the region in the production and marketing of saws and saw blades for wood.

In 1987, Edsbytool joined forces with A/S Grorud Jernvarefabrik of Norway. The Norwegian production and sales were moved to Edsbyn and since then their saws have been widely known under the trademark of G-MAN. The company also changed its name to the present G-MAN TOOL AB.

This led to a rapid increase in volume and turnover, and since then a steady increase of sales has led to a consolidation of the company.

During the past few years, considerable investment in machinery and buildings has been made, in order to prepare well for the future.

Export business has always been very important, and today about 80% of the company's production line is exported to more than 30 different markets all over the world, including New Zealand.

Here it is quickly being accepted as a trade-centric tool, increasing market share due to offering excellent quality product at competitive pricing.

Ask for G-Man at your favourite trade store.



# WIN!



We've got another great prize to give away to the lucky winner of this month's Building Today Trivia Question — a pack of 5 Lenox MetalMax diamond abrasive blades worth

# \$230

Visit [www.buildingtoday.co.nz](http://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!

WITH  
**BUILDING TODAY**

Congratulations go to Michael Pyne of Invercargill who won last month's range of Olfa cutters, scrapers and blades worth \$335.

# Help, my phone's not ringing!

Andy Burrows — The Trades Coach — outlines a few options to keep that phone ringing with job leads to help you through the quieter times.



A comment I hear from a lot of people at the moment is that the market is significantly quieter than last year, and they need to increase the flow of job leads.

Those business owners who have invested time and money into their marketing over the years are a lot better off, but a lot of people rely heavily on word-of-mouth marketing for their opportunities. While a solid, long-term marketing plan is best, for those who need more leads quickly, I have outlined a few options below.

- **Your first port of call should always be current and past clients.**

Seems obvious but it is an often overlooked source of repeat work.

They know, like and trust you (if those past jobs went okay) and may be thinking of another project, and just need reminding that you are the best option to work with.

Hopefully you have kept in touch with them over the years with some sort of newsletter or other communication, but whatever the situation is, pick up the phone and give them a call. Ask them how the last project is working for them, and offer a special "friends and family" deal for the next month.

## Trades training centre blessed

From page 12

Ohomai Te Pukenga) tailored a qualification and programme with equipment donated by businesses and the South Waikato District Council, with local high schools providing students.

Construction, carpentry and automotive industries followed suit, establishing pre-trade courses as local qualifications in 2008.

Impressed by these initiatives, the Ministry of Youth Development gave South Waikato District Council a national award for commitment to youth training and education in 2008.

"Clearly those industry leaders recognised the power of collaboration and the potential of our local rangatahi, and the pitch for Government investment for the building began in 2018 when the Southern Waikato Economic Action Plan was developed.

"Moving to today, the large workshops in the new centre reflect those sectors that partnered so early on with trade training in our district, but this wonderful facility will also cater beyond the trades.

"SWIFT is delighted that under the watch of Toi Ohomai Te Pukenga, opportunities for more training and broader educational offerings will be made available to our community."

Ms Hema said Raukawa Charitable Trust and the South Waikato District Council had been powerful advocates for the facility, and the Ministry of Business Innovation and Employment's Regional Economic Development and Investment Unit — Kanoa — invested about \$11 million in the development. Trust Waikato also partnered to fund the centre.

She said SWIFT Chair Stephen Veitch had for the past two years overseen much of the development, ensuring the building would meet community expectations. She also acknowledged project managers Veros, builders Marra, and designers DCA Architects.

While Toi Ohomai Te Pukenga is the major tenant, Ms Hema said SWIFT will also be housed in the new building, and was calling for expressions of interest from other businesses in joining SWIFT there.

"We need to explore if there are organisations that want to base a team at Pukenga Rau or whether others are looking at a co-working model. The space has been designed so one tenant can have a separate 90sq m area for a team of 10 to 12, with shared facilities such as meetings rooms and a hospitality area. The rest will depend on who is interested."

- **Past clients are also your best source of referrals.** If you don't have a structured referral system with an incentive, now is a good time to put one in place.

A proper referral system takes passive word-of-mouth marketing and puts it on steroids. I have put together a guide on how to do this, so email me at [andy@tradescoach.co.nz](mailto:andy@tradescoach.co.nz) and I will send you a copy.

- **Online advertising:** Utilise online platforms such as Google Ads, Facebook Ads, or maybe even LinkedIn Ads to target potential customers.

It can cost a bit of money to achieve results here, so make sure your spend is well focused on the ideal client and project. Create compelling ads with clear emotional hooks and calls-to-action that direct people to a landing page on your web site or a contact form.

- **Search Engine Optimisation (SEO):** Optimise your web site with relevant keywords, high-quality content, and proper meta tags to improve its visibility in search engine results.

You can achieve improved organic search results for free by following some simple principles, but if you want to take this to the next level you may need to bring in an outside expert. Good SEO can attract organic search traffic, which is the best quality web site lead you will get.

- **Social Media posts:** Engage with your target audience on popular social media platforms such as Facebook, Instagram, and Pinterest. Share project updates, before-and-after photos, client testimonials and design ideas, and engage in any relevant conversations to build credibility.

Link these back to your web site and encourage people to follow the link for more information.

- **Content marketing:** Create a few in-depth, valuable content pieces for your web site. This includes articles or videos that address common questions and concerns of your target audience.

Try to find out what people are typing into that Google search box and produce some useful content to answer the queries. This positions you as an industry expert, and helps attract leads who are actively seeking information.

- **Local alliances:** Build relationships with local real estate agents, architects, interior designers and other professionals who can refer clients to your business.

Collaborate on projects, attend networking events, and explore shared marketing opportunities to expand your reach. For example can you put an offer to their database and they put an offer to yours?

Those are a few ideas you can think about and try. If you want to book a Marketing Audit Review with me to go deeper and develop a customised marketing plan for your business, email me at [andy@tradescoach.co.nz](mailto:andy@tradescoach.co.nz), or call on 027 688 6721.



### STRESS!

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[www.tradescoach.co.nz](http://www.tradescoach.co.nz)

# Business payment practices — ‘naming and shaming’ poor payers

Parliament is currently debating a bill that would require large businesses to disclose information on their payment practices. James Riddoch, Nikita Day and Will Tasker of Greenwood Roche Project Lawyers look into what this will mean for the New Zealand construction sector.

Late payments and lengthy payment terms can be particularly damaging to small businesses and, subsequently, the broader economy (estimated at \$456 million) as they result in uncertain cash flow, resource spent on debt collection, and increased risks of insolvency.

In response, on October 26, 2022, the Government introduced the Business Payment Practices Bill (Bill) to Parliament.

The Bill's purpose is to improve the transparency of certain business-to-business payment practices, and enable members of the public and other businesses to make informed choices about engaging with large entities captured by the scheme.

The Bill's requirements may also incentivise large entities captured by the Bill to improve their payment practices in order to mitigate against reputational risk.

The Bill will require an entity to make disclosures if:

- they are large — being entities that have either revenue in excess of \$33 million in each of the preceding two accounting periods (being the time frame used by the entity for financial reporting eg a financial year), or
- have total assets in excess of \$66 million as at the balance date, and their total expenditure is greater than \$10 million (excluding wages and salaries and goods and services supplied by related parties) in each of the preceding two accounting periods.

The Bill applies to a broad range of entities, including companies, trusts, partnerships, societies, Crown entities and local authorities.

Entities that meet both tests will be required to disclose information on their payment practices. The specifics of these disclosure requirements will be provided



*Nikita Day*



*James Riddoch*

by regulations (being the responsibility of the Ministry of Business, Innovation and Employment) but are expected to include:

- Average number of days taken to pay invoices;
- Percentage of invoices paid within the agreed payment period;
- Percentage of invoices paid in full during the reporting period;
- Percentage of invoices unpaid 61 days or more after receipt of invoice;
- Average late payment time;
- The proportion of the total number of invoices paid within (a number of listed periods);
- The proportion of total value of invoices paid within (a number of listed periods);
- Average number of days for receipt of payment; and
- Percentage of invoices received on time.

Further to these anticipated requirements, the Bill expressly requires that the regulations must enable captured entities to separately disclose information about disputed invoices separately.

This will be of particular interest to the construction sector, given the payment claim/payment schedule process under the Construction Contracts Act.

This Bill provides for the information to be published by the Registrar on the public

register and remain published for seven years.

It is currently sitting with Parliament, and is part way through the committee of the whole house stage. It is anticipated that it will have its third reading prior to the general election and be in force early next year.

It is no secret that the construction sector is subject to the issues the Bill seeks to address. If enacted, principals,

contractors and subcontractors will have greater access to information about the payment practices of potential clients (and downstream with contractors) to enable informed decision making when taking on a project or contractor.

## Cash flow risks mitigated

If used correctly, this Bill provides an opportunity for contractors and subcontractors to mitigate cash flow risks in a construction contract.

We consider that to be effective, contractors and subcontractors will need to ensure that searching the register for a counterparty's payment practices information is part of routine pre-contract due diligence.

Those captured should review their payment practices ahead of the Bill being in force (entities will have a six-month lead in from Parliament passing the law to it being in force), and ensure their processes are attractive to those they are working with.

Questions remain as to how many main contractors and principals will be subject to these requirements, and whether we will see positive change in reducing payment delays in the construction industry.

That said, we consider that the Bill is a step in the right direction towards addressing the long-standing cash flow issues in the industry.

# Thanks for your feedback – NOT!

Tradie HR director Leigh Olsen recalls her first-hand experience working for a manager who didn't take kindly to feedback she'd been encouraged to give.



A few weeks ago, I was sitting with a young tradie who'd contacted me about concerns with their boss.

This employee had had enough but they were scared to leave, and scared that they weren't going to get a good reference when they resigned.

This sparked my curiosity. What was behind the fear from this talented young person? Quite simply — feedback.

Over the Christmas break, they'd seen their boss snap again and again not just at themselves, but the rest of the team. People were getting upset, and it was impacting their work.

This courageous young man decided to speak up, as the boss had always said his door was open and he welcomed feedback.

The feedback was given in a respectful way to the boss, highlighting that their constant snapping and poor delegation was really taking its toll on the rest of the team.

He received a thank you, but within 24 hours, the boss' behaviour shifted — it had obviously not been taken well.

From there on in, the young worker felt like he had a target on his back, and was often greeted with passive aggressive comments of "have a happy day", with a fake smile and tone to match.

The instructions from the boss on small jobs seemed to get larger, as if the boss wanted to prove their point that they were in charge.

This talented employee was stressed, tired and over his boss' behaviour and wanted out — but felt trapped by the need for a good reference.

It's not the first example I've encountered lately where bosses say they're always open for feedback, but then can't handle it when the truth is presented to them.

## The benefit of feedback

For many of us, we just don't like feedback. Even worse, we don't learn how to handle receiving it, resulting in some poor behaviour in the workplace that damages relationships.

Yet there are so many benefits to creating an open workplace culture that welcomes feedback and, more importantly, actions it.

When we receive feedback, we discover blind spots that may not have been visible to ourselves, yet glaringly obvious to others.

More often than not, when I give my clients feedback that they've never heard, they start with being shocked — because they just never knew.

And when they take on this feedback with an open mind, it's been a fundamental game changer in re-shaping their workforce into high-performing teams.

By taking it on the chin, listening with an open face (my favourite tip) and hearing what others have to say is a great shortcut to building strong workplace relationships.

Remember, it's taken courage for the other person to give you this feedback, and if you're prepared to hear it and really take it in, the trust between you and that person grows, improving the relationship.

## My traumatic experience

Years ago when I was an employee, I remember a manager saying to me (and the team) that we were free to challenge any ideas, come up with new suggestions to challenge the status quo and speak our mind.

At the time, I thought wow this is fabulous, the very place for me! A few weeks later at our weekly management meeting, I felt it necessary to respectfully question an HR initiative I felt may not work so well with our staff.

I framed my thoughts as professionally as I could and waited. Silence. My colleagues were looking everywhere but at me. My manager was looking at nothing else but me. I remember thinking what have I done wrong? I followed the rules, it's ok to share . . . isn't it?

I was asked to wait behind at the end of the meeting where I was reprimanded for "not being on board". When I reminded my manager they had asked for feedback, I was shut down.

My colleagues told me afterwards that they themselves had experienced similar responses and, as a result, had learned not to question anything the manager said.

I was appalled — why ask for feedback if you don't mean it?

You can guess what happened at subsequent meetings with that manager — none of us hardly spoke and, one by one, my colleagues and I left the business.

After that meeting, my environment had changed. My trust was broken, and all the ideas that I had, that I really wanted to share, stayed in my head. Quite simply, I didn't feel safe.

## How to take the tough feedback

So how can you take on feedback that might not be music to your ears? Try these key tips next time someone has the courage to tell you what's on their mind:

- Say thank you. It takes courage to give feedback so thank them, and thank them sincerely. It may be something that you didn't want to hear, but if you want to learn more about what's actually going on, then start with thanks.

- Ask for specific examples. To know how to improve, a generalised piece of feedback won't work, so ask for a recent example. Listen and don't try to explain or justify what happened. This will give you a better understanding of what the problem is, and where you can begin to fix it.

- Sleep on it. When we hear something we don't like, pause for a moment and step out of the situation. Sleep on what they've said before thinking about what to do and how to handle it.

Often, the emotions will settle and we can see the feedback for what it actually is — just feedback — and not someone trying to deliberately attack you.

- Check in again. People like to know there's been a change or that you're doing something about it. Ask to meet with that person in a month's time and see if there's been an improvement.

If you're still unsure as to how to respond to feedback received, then give us a call at Tradie HR to step back and analyse what to do with the feedback, aiming to keep the relationship intact and avoid someone leaving your company.

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

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# Building Consents Information

For all authorisations, May 2023

Dwellings	\$1,904,737,920	Total All Buildings	\$3,097,688,575
Domestic Outbuildings	\$19,244,041	Non-building Construction	\$41,338,592
Total Residential	\$1,923,981,961		
Non-residential	\$1,173,706,614	<b>Total Authorisations</b>	<b>\$3,139,027,167</b>

## Number of new dwellings consented

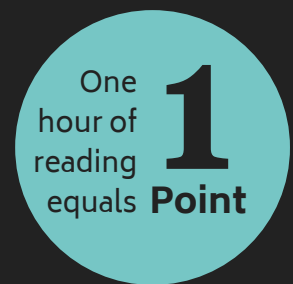
	May 2023	Apr 2023	May 2022		May 2023	Apr 2023	May 2022
Far North District	30	15	29	Palmerston North City	57	63	35
Whangarei District	42	59	71	Tararua District	4	1	4
Kaipara District	6	7	11	Horowhenua District	16	12	36
Rodney District	49	39	107	Kapiti Coast District	14	14	20
North Shore/Albany Wards	178	199	294	Porirua City	21	11	50
Waitakere Ward	239	190	377	Upper Hutt City	46	20	29
Auckland Wards	293	331	385	Lower Hutt City	94	43	167
Manukau/Howick Wards	311	227	406	Wellington City	150	11	76
Manurewa-Papakura Ward	273	286	220	Masterton District	9	8	21
Franklin Ward	95	59	139	Carterton District	12	6	6
Thames-Coromandel District	24	14	31	South Wairarapa District	11	9	6
Hauraki District	11	6	16	Tasman District	33	27	61
Waikato District	72	35	90	Nelson City	34	42	15
Matamata-Piako District	13	7	45	Marlborough District	26	28	32
Hamilton City	135	80	114	Kaikoura District	3	1	3
Waipa District	34	29	93	Buller District	15	6	22
Otorohanga District	2	1	4	Grey District	6	5	0
South Waikato District	11	7	6	Westland District	7	3	4
Waitomo District	5	1	2	Hurunui District	16	12	15
Taupo District	23	22	29	Waimakariri District	79	50	65
Western Bay of Plenty District	12	14	57	Christchurch City	369	239	408
Tauranga City	87	41	100	Selwyn District	114	84	176
Rotorua District	97	32	28	Ashburton District	23	25	37
Whakatane District	9	4	17	Timaru District	21	14	23
Opotiki District	14	3	7	Mackenzie District	7	0	7
Gisborne District	10	21	17	Waimate District	4	1	3
Hastings District	55	35	32	Waitaki District	8	5	11
Napier City	30	25	31	Central Otago District	45	29	40
Central Hawke's Bay District	8	7	12	Queenstown-Lakes District	120	96	120
New Plymouth District	19	16	33	Dunedin City	72	35	82
Stratford District	5	1	9	Clutha District	2	1	10
South Taranaki District	16	7	5	Southland District	13	7	13
Ruapehu District	3	3	5	Gore	4	3	4
Whanganui District	23	10	30	Invercargill City	18	5	19
Rangitikei District	5	4	4	Area Outside TA	0	0	0
Manawatu District	11	4	31	<b>Total</b>	<b>3725</b>	<b>2757</b>	<b>4528</b>

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## Advertiser's Index

Carters	40
Constructive	9
Doric	25
Dulux	27
Fletcher Steel	20
ITM	13
Mitre 10	15
Nelson Pine Industries	17
NZIOB	19
Pacific Safety & Apparel	33
PlaceMakers	11
Rockcote Systems	16
Selleys	31
Sika	29
Soudal	30
Site Safe	34
Smiths City	10
The Trades Coach	18, 36
Tradie HR	38
WGANZ	23
Winstone Wallboards	2, 14

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