

BUILDING TODAY



The official magazine of the Registered Master Builders Association

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September 2023

Volume 33 Number 8

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Details, page 35



Inside:

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From the editor

The country goes to the polls on October 14 to determine the composition of the 54th Parliament of New Zealand.

The two main parties' leaders are jostling for position out on the campaign trail, wooing voters with policies that may or may not come to fruition in the three years ahead.

But what construction-specific policies are Labour and National promoting to the industry, and what difference will they make to the day-to-day operations of nationwide businesses big and small?

The recent 2023 industry-led Constructive Forum in Auckland heard Labour's Dr Megan Woods and National's Chris Bishop put forward their party's plans — read about them on pages 20-22.

And there were some eye-catching insights from this year's RMBA State of the Sector survey unveiled at Constructive — including two-thirds of respondents saying the sector will experience worsening economic conditions and critically diminishing work volumes.

See what else came out of the survey on page 10.

Andrew Darlington
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20-22
Election 2023



30-33
Plumbing/Drainage



10-28
BT News

4 RMBA News

RMBA president Johnny Calley says there's much work to be done with the politicians to achieve the lofty aims of the RMBA's election manifesto.

10-28 BT News

Election 2023 — what the two main parties are planning for the construction industry; Construction sector reaches critical point; Blown timelines and budgets flagged as biggest home owner concerns; America tolerates gun deaths — while we tolerate workplace deaths; NZ's first all female-built home creating more than just history.

30-33 Plumbing/Drainage

Beaumont St apartments feature bespoke stainless steel downpipes; New Generation solutions guarantee floor and slab compliance.

34 BCITO News

Building Belonging: Paving the way for more inclusivity in the trades.

35 Product Review/Competition

Innovative and sustainable disposal solution for site waste; Win a Camo Marksman Tool and 700 Camo Stainless Deck Screws worth \$440!

37-38 Columnists

An end to free quotes! And how to do it; Changes coming to New Zealand's most widely-used major works contract; Blurry lines — matching boundaries and workplace behaviour.

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Much work to be done with politicians to achieve lofty RMBA election manifesto aims

RMBA president Johnny Calley was heartened to hear some of the policies outlined by the politicians who attended the recent RMBA-led 2023 Constructive Forum. But, elsewhere, he's struggling to understand why hard hats are not worn in all sectors of the construction industry.

led by the Registered Master Builders Association (RMBA), the 2023 Constructive Forum was held in Auckland recently.

It's an industry-led effort to enhance collaboration, build resilience, and ensure a vibrant and sustainable sector that delivers what New Zealand needs now, and for the future.

Ahead of this year's upcoming election, the RMBA released its election manifesto for action, outlining recommendations for Government policy and focus.

Government must urgently work with the sector to address the boom-bust cycle to improve housing, lift productivity, and manage the impacts of climate change.

So, with that in mind, there was much anticipation from delegates as they heard from both political key speakers, Minister of Housing, Building and Construction Dr Megan Woods, and Opposition Spokesperson for Housing, Urban Development and Infrastructure Chris Bishop.

The RMBA's manifesto outlines three critical areas where we think there needs to be bold and consistent action:



- Smoothing the boom-bust cycle to ensure a sustainable sector and workforce able to deliver the affordable housing and critical infrastructure the country needs.
- Improve productivity. Consenting and procurement are two areas which are currently impeding the building process, and costing the sector and the country time and money.
- Climate action, a non-negotiable as we are all experiencing the impacts. Government must work with the sector on

where we build, how we build, and how we can recycle to reduce our footprint.

It's fair to say there is a lot of work to be done with our politicians to achieve those lofty goals.

But without tackling the issues head-on the sector will continue to have unfavourable cyclical peaks and troughs, while being subjected to policy implementation that interrupts productivity and puts more pressure on building costs that are already considered unachievable for most.

Building and Construction spokesperson for the National party Andrew Bailey also attended Constructive, and delivered the National party's construction policies.

With a strong focus on improving the consenting system, virtual inspections, reduced CCC time frames, freeing up and de-monopolising the supply chain, the audience was encouraged, and applauded those sentiments.

By freeing up the regulatory system and encouraging competition in the supply chain you are on the right track towards efficiencies that improve cost outcomes.

Hard hat policy — why does it differ between residential and commercial sites?

We have seen heightened activity from Worksafe NZ across all construction sites around the country.

While there is observation on general construction safety behaviours, there is a stronger focus on less notified risks such as dust mitigation and mask wearing.

Dust control is obviously important, given many of the materials used in all aspects of construction are toxic and have fine airborne particles that disperse into the air — or the lungs of construction workers.

Evidence is mounting that this can cause environmental damage and delayed lung conditions.

The industry needs to take the lead on this and look at implementing good dust mitigation protocols in residential and commercial construction.

Dust control is easier to achieve for

manufacturing businesses that operate in controlled factory environments that have large extraction units.

But this is not the case for most building sites that are open to the elements, and face other physical hazards preventing good dust control.

Like waste management solutions, the industry needs to continue to innovate to eliminate the risk.

Interestingly though, when it comes to personal safety in construction there is one element I can't seem to understand — and that is the topic of hard hats.

Hard hats are an essential piece of personal protective equipment (PPE) in the construction industry. They are designed to protect workers from head injuries caused by falling objects, electrical shocks, and other potential hazards.

Yet it is widely accepted that in the

residential industry they are not required.

Even more interesting is that WorkSafe doesn't seem to police this at all in residential construction, yet will provide infringement notices for small scaffolding breaches or advice on wearing a dust mask.

Masks and hard hats play pivotal roles in the safety of construction workers, but in the residential sector hard hats are hardly seen.

This is in stark contrast to commercial construction sites where there are strict hard hat policies, and it would be uncommon for you not to see a commercial site with mandatory hard hat-wearing protocol.

My own view is that residential sites pose the same risks as commercial ones, and head injury prevention needs to be implemented across the entire industry, not just in the commercial sphere.



Habitat Makeover

South East Asia Precinct, Auckland Zoo

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PROJECT PARTNERS
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NZ Strong Group (Construction Company)



About the build

The Southeast Asia Jungle Track, a monumental endeavour and a crown jewel of Auckland Zoo, is a project that seamlessly blends modernity with nature, all while championing wildlife conservation and education.

The track features a lowlands habitat for tigers and otters, high canopy primate habitat for orangutans and siamangs, and a swamp forest habitat for Sunda gharial and Southeast Asian fish species. The track is unique globally. There was a strong focus on providing the best care for the animals, while bringing them together to give visitors a deep connection with nature and inspire a love and care for wildlife.



Judges' comments

This project was the biggest in Auckland Zoo's 100-year history. The goal was to replace its ageing facility and create the best possible habitats for the wildlife, while also delivering an immersive experience for the public. The NZ Strong Group team went above and beyond to facilitate the design and manufacture of unique components, such as the large ropes weighing over a tonne for the Orangutans, tiger holding fences, and treatment and filtration facilities for sustainable water usage.

The project also included work on a visitor café, with a strong focus on visitor experience. Curved brick towers signal the entry points on one side, while a canopy floats between and beyond them, sheltering the eating spaces opening towards the bush and animal habitats.

New Zealand's Top 100 homes announced

Congratulations to the Top 100 for 2023 — 100 of New Zealand's finest renovations and new builds will compete at the House of the Year National Finals in November.

The competition celebrates the very best in residential buildings. This year, the regional competition had almost 300 entries across nine regions. Each home was viewed by a panel of experienced judges who assess the build's workmanship, design, style and functionality.

Registered Master Builders chief executive David Kelly says the awards have been recognising the very best houses, quality builders and craftspeople across New Zealand since 1991.

"Every year we find ourselves more and more impressed by the remarkable builds, level of expertise, and craftsmanship showcased by Master Builders in Aotearoa. These awards serve as an occasion to celebrate and acknowledge our builders' ability to build exceptional homes for Kiwis."

Representing the top entrants in this year's regional competitions held throughout July and August, the Top 100 homes will now be re-judged by the national judging panel to find out who will take out the top spots at the 2023 National Awards Gala in November.

The National Awards Gala will recognise the Supreme House of the Year Over \$1 million, Supreme Renovation of the Year and Supreme House of the Year Under \$1 million, which was a new award introduced in 2022 to recognise the outstanding builds within a lower price bracket.

Along with the three Supreme Awards and 15 other award categories, there is also the Pink Batts Craftsmanship Award, two Feature Home Awards, and four Lifestyle Awards. These include the APL Environmental and Sustainable Excellence Award, Plumbing World Bathroom Excellence Award, Kitchen Excellence Award and Outdoor Living Excellence Award.

House of the Year judge Faye Pearson-Green was impressed by the calibre of homes she saw while judging the 2023 regional entrants.

"Year on year the quality of entries continues to increase. It's amazing how the builders continue to push the boundaries with the use of materials, showcasing new ways of working with traditional products and complex architectural detailing. We are particularly seeing this with choice of cladding, with this year's Top 100 using a range of brick, porcelain tiles, stone, cedar, charred timber, and vertical metal cladding.

"Every year we find ourselves more and more impressed by the remarkable builds, level of expertise, and craftsmanship showcased by Master Builders in Aotearoa. These awards serve as an occasion to celebrate and acknowledge our builders' ability to build exceptional homes for Kiwis."

David Kelly, Chief Executive, RMBA

"The same goes for colour, where we saw bold choices in traditionally less-designed spaces, such as bathrooms. It was also positive to see more conscious decisions over environmental choices, and a focus on reducing carbon footprints."

The Awards are made possible through the support of Altus Window Systems, Bunnings Trade, CARTERS, GIB, Master Build 10 Year Guarantee, Pink Batts, Plumbing World, Resene and APL Window Solutions.

For more information about the competition, visit houseoftheyear.co.nz

National Sponsors



100 homes have been named as Top 100 National Finalists

Award Categories	No. of Entries
Renovation up to \$750,000	5
Bunnings Renovation \$750,000 – \$1.5 million	4
Renovation over \$1.5 million	8
Volume/Group Housing New Home up to \$500K	3
Volume/Group Housing New Home \$500K – \$750K	3
Master Build 10 Year Guarantee Multi Unit (Apartments/Duplexes/Terrace Housing)	3
New Home up to \$500,000	3
New Home \$500,000 – \$750,000	3
Altus Window Systems New Home \$750,000 – \$1 million	16
CARTERS New Home \$1 million – \$1.5 million	14
New Home \$1.5 – \$2 million	8
Resene New Home \$2 million – \$4 million	11
New Home over \$4 million	5
Builder's Own Home	6
GIB Show Home	8



Take a closer look at our virtual map



Our Top 100 National Finalists

Auckland / Northland / Coromandel

Capital Homes
 Catalyst Construction
 CWB Construction
 DC Builders NZ
 Emandee Homes
 Faulkner Construction
 Frame Homes
 G Donaldson Builders
 Glenbuild
 Glenbuild
 HAMR Home Building Contractors
 HAMR Home Building Contractors
 Jennian Homes Franklin
 JRA Construction
 Kane Build Group
 L and S Construction
 Landmark Homes Auckland - South East
 Legendary Homes
 Legendary Homes
 Maddren Homes
 Master Craft Construction
 Moore Construction Company
 Ninety 45
 Norwest Build
 NZ Builders
 Precision Homes NZ
 Stonewood Homes Whangarei
 Taylor Construction
 The House Company
 Viking Homes

Waikato

A J Gray Building
 BDC Homes
 Clark Construction
 FV Design and Build
 G.D Pringle Building
 Hay Construction
 Holcroft Prestige
 Iconic Construction
 SJR Builders

Bay of Plenty & Central Plateau

Beck Building
 Belco Homes
 Belco Homes
 Belco Homes
 Gudsell Designer Homes
 Gudsell Designer Homes
 The Thorne Group B.O.P.
 Urbo Homes
 Vaughan Wilson Builders

Central North Island / East Coast / Hawke's Bay

Davcon
 Design Builders (HB)
 Gareth Collins Building
 Hardy Construction

Integral Building Services
 Narley Construction
 Redmond Builders
 Sentinel Homes Taranaki

Wellington & Wairarapa

David Reid Homes (Kapiti)
 David Reid Homes (Kapiti)
 David Reid Homes (Kapiti)
 David Reid Homes (Kapiti)
 Dawes Construction
 Design Builders Wellington
 Hodson Construction
 Hutt City Builders
 K B Gleeson Building
 Maridale Construction
 Planit Construction
 Spice Build
 Willie Davis
 Yus Homes

Nelson / Marlborough / West Coast

Contemporary Homes
 MOORE
 Roger Hogg Builders
 Scott Construction
 Inhaus

Canterbury

Cultivated Image
 Daleco Built
 Daleco Built
 Frost Architectural Builders
 Greenland Homes
 Greenland Homes
 Hillview Construction
 John Creighton Builder
 Milne Construction
 Peter Ray Homes

Mid & South Canterbury Region

Dimension Building
 Greenland Homes
 Greenland Homes
 Jennian Homes Canterbury
 LOC Construction

Southern

A J Saville Builder
 Archi Build
 Caldwell & Highsted
 David Reid Homes Wanaka & Central Otago
 Form Construction (Lake Hayes)
 Hudson Builders
 Hunter & Craig Building & Design
 John Gavin Construction
 Lakes Building Co
 W. Hamilton Building



FROM PLANS TO THE PRACTICAL CHALLENGE

We go behind the scenes and find out what is involved in developing the Master Builders CARTERS Apprentice of the Year National Practical Challenge Project



Each year the practical challenge at the National Registered Master Builders CARTERS Apprentice of the Year event comes with great anticipation. Now in its 20th year, the practical aspect of the national competition has been challenging apprentices for two decades.

The apprentices are given six and a half hours to showcase their practical skills by building anything from a spaceship or pirate ship to a mud kitchen. The best part is that these projects are then donated to a primary school or early learning centre.

We had the opportunity to chat with Dave Mudge, one of the competition's practical co-ordinators who has been involved in developing the National Practical Challenge for 16 years.

"It's a really rewarding process. We first start by consulting with the recipients of the challenge projects — in 2022 it was Evolve Education Group. This way we can get an idea of what they are after, what would enhance their space, and what would benefit the children the most," Dave says.

After the project build has been agreed, Dave does a freehand sketch of what he thinks the apprentices can realistically build in the allocated six and a half hour time slot.

"I run these sketches past a range of different people, including three other Practical Co-ordinators and the recipients of the projects. We then work with CARTERS to do a prototype of the project.

"Next, we have to give it a shot ourselves. If the Practical Co-ordinators can't build it within six and a half hours, it's back to the drawing board to refine the project and ensure it is achievable for the apprentices," Dave says.

Dave's favourite build was the castle the apprentices built back in 2015. Another stand-out was the pirate ship in 2019. Last year's spaceship was one of the hardest builds to date due to the hexagon shape with a 45-degree pitched roof.

"We had to get creative with the pirate ship to ensure it was doable for the apprentices. We ended up switching out the planking on the sides to plywood to make it more achievable.

"Another important aspect of the challenge is that the apprentices enjoy themselves. We want to ensure that while it is a challenge, they are having fun."

Dave's advice for the apprentices embarking on the National Competition is to rest up the night before and manage your energy levels.

"The apprentices often hit a wall around the five-hour mark. They put in so much energy, and by the last one and a half hours they are feeling fatigued. It's important to rest up the night before, eat well, keep hydrated, and pace yourself — best of luck to this year's participants," Dave says.

The National Practical will be co-located at CONZSTRUCT Auckland North on Thursday 9 November 2023 at Eventfinda Stadium, and anyone is welcome to attend. For more information visit apprenticeoftheyear.co.nz.



Construction sector reaches critical point

A majority of builders believe the economy will deteriorate further over the next 12 months, with some order books already in critical diminishment as the boom-and-bust cycle continues.

According to Registered Master Builders' annual State of the Sector survey released recently, 52% of the sector say they have a steady or strong pipeline of work on the horizon.

However, on the flip side, this means 48% are seeing a decline, with 12% experiencing a critical diminishment of work. The survey also found 66% believe the crunch isn't over for the country, and that things are set to worsen.

More than 1000 sector participants and home owners who had built during the past two years responded to questions about their experience building, the economy, critical issues they were facing, and their outlook for the sector.

Registered Master Builders chief executive David Kelly says it has been a difficult ride for the sector, so people are feeling wary.

"These boom-and-bust cycles are unsustainable, and they impact our sector more than any other. For 50 years it's been a case of 'what goes up, must come down,' and in that cycle we lose good experience, good people, and good businesses.

"The resilience of our businesses has been tested for a long time, and they're having to work hard to find demand. Whilst it's heartening to see a portion are keeping a steady workflow, they're having to adapt to the current climate by reducing overheads, focusing on sales and marketing, and looking to new markets such as renovation work," Kelly says.

A key result from the survey reveals 88% of respondents believe the rising cost of construction remains the biggest

issue facing the sector for the second consecutive year.

Second to that, 83% of the sector have flagged a new issue — finance — which is unsurprising, given inflation and rising interest rates.

"Finance and customer demand go hand in hand. With inflation and interest as high as they are, people are thinking twice about whether now is the right time to be building a home," Kelly says.

"The consequence of this is that it acts as a bit of a handbrake for the residential construction sector.

"This is a concern particularly for those developments that include more affordable housing options. It's a key part of the market where the sector needs support to build, or our country's housing woes will get worse.

"The Government has provided mechanisms to support the sector, and we would like to see these programmes extended as we work through the current economic cycle. This is a key issue outlined in our election manifesto," Kelly says.

Government regulation (65%) and council consenting (50%) were other issues highlighted by the sector in the survey. Interestingly, woes with the supply chain have fallen away dramatically in the past 12 months, dropping from 95% to 34%.

"We know at one point some key building materials became almost impossible to obtain. Thankfully, we are now starting to look over our shoulder at that issue.

"As for the Resource Management Act — it simply hasn't worked for a long time. Our manifesto makes it abundantly clear that the proposed reforms will do nothing to reduce complexity.

"We need a system that allows us to focus on the areas of critical risk — for instance, where there is an impact on

sensitive natural environments, rather than a one-size-fits-all approach," Kelly says.

The survey also reflects a desire from the commercial sector to see some efficiencies put in place around procurement.

As market conditions deteriorate, so too can contract negotiations. A third of respondents felt risk and liability provisions had got worse.

"Procurement is an area where the Government can lead. They are already the sector's largest client, but we want them to also be a smart client.

"We need strong political leadership across ministers and officials to continue work currently underway," Kelly says.

When it comes to finding skilled labour, it's a hot-button issue that's been raised in State of the Sector findings since 2016.

Consistent with last year, just under 66% of respondents are employing apprentices, and nearly half of those respondents said the Government's Apprenticeship Boost Scheme was a factor in their decision to do so.

"The sector's uptake of the Apprenticeship Boost Scheme reinforces the need to make it permanent. The sector can't afford to be a political football — we need policies to endure political cycles no matter which party, or parties, are at the helm. We've made this explicit in our election manifesto for 2023," Kelly says.

Views on immigration have also improved. Last year, only 9% could bring in the skilled workers they needed. This has now increased to 48%, with the remaining 52% saying the process remains too drawn out and costly.

"It's not all doom and gloom — but there are plenty of hefty issues besetting the sector. With an election looming, it's a good time to be heard and a good time for change," Kelly says.

Blown timelines and budgets flagged as biggest home owner concerns

Escalating build costs and project delays were the two biggest concerns for those building homes over the past two years, according to a survey released by Master Builders.

The insights come from the annual State of the Sector Survey, which collated the views of more than 1000 sector professionals and home owners who have built or completed a significant renovation in the past two years.

They're asked questions about their experience building, the economy, critical issues they were facing, and their outlook for the sector.

According to respondents, 46% flagged price escalation as their biggest concern, followed by project delays at 34%.

Master Builders chief executive David Kelly says the two issues tend to come as a pair.

"Time is money, and given the recent supply chain issues, product shortages and ongoing concerns with consenting, it's no wonder those people building or renovating have had heightened concerns about blowing the budget and timeline."

Whilst consenting remains a key issue for the sector and home owners, there have been marginal improvements over the past 12 months. However, this may reflect slower demand taking pressure off the Building Consent Authorities (BCAs).

With that said, 85% of the sector claimed they had experienced project delays, and well over half said those delays had resulted in increased costs for their firm

and their clients.

Delays of more than five weeks were the most common — experienced by 47% of respondents — and 40% said they had experienced delays of three to four weeks.

"We know consenting has been an issue for about 20 years, and it's getting in the way of productivity. Part of the problem is that there's very little consistency with 67 Building Consent Authorities spread across the country," Kelly says.

"So, there are weeks of delays, and the same consent or the same plan could be put to two different councils and get quite a different outcome."

The State of the Sector survey also

Continued page 22

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America tolerates gun deaths — while we tolerate workplace deaths

Kiwi “she’ll be right” attitudes are a major factor in New Zealand’s high workplace death rate, and match American tolerance for gun deaths, says the chief executive of a health and safety organisation.

Wayne Scott, who heads the mining and quarrying sector body MinEx, welcomes the recent publication of a report by the Business Leaders’ Health and Safety Forum which identifies Kiwi workplace death rates are twice as high as Australia’s, and four times that of Britain’s.

A big deal

“I worked in Australia for 30 years, including in health and safety roles. If someone dies in a workplace there, it’s a big deal. Here we tend to think ‘sh-t happens’ — and move on.”

Scott says on average, every week this year one or more New Zealanders will likely be killed in a workplace accident.

“Our acceptance of workplace injuries

and harm has its comparisons with the preparedness of American society to live with gun violence — and most of us think that’s crazy.”

The worst death rates in preventable accidents occur to workers in the agriculture, forestry and construction sectors.

Scott says the Forum is right to recognise that the number of WorkSafe inspectors has fallen over the past 10 years from its target of 8.4 per 100,000 workers to 6.3.

Not enough regulators

“We have 213 inspectors. That’s one for every 13,200 workers.

“We are seeing in our sector, as in others, that we have plenty of regulations but not enough regulators.”

He says this contributes to the lax approach taken to health and safety in New Zealand, and its high fatality toll in the workplace.

He says while losing at least one worker on average a week in a workplace fatality is

bad, it’s a fraction of the 750 or more Kiwis who die annually from illnesses related to their work.

“That’s about twice our annual road toll which we devote huge budgets to reducing.

100 people seeking hospital treatment weekly in NZ

“Our hospital system can also expect to receive 100 people each week suffering from a variety of illnesses caused in their workplaces, including musculoskeletal damage, cancers, respiratory harm and mental health issues.

“As much as America needs gun control, we need to end the toll of workplace injuries and health harm.

“The starting point is understanding that virtually all deaths and harm caused in workplaces is avoidable,” Scott says.

To read the Business Leaders’ Health and Safety Forum, go to <https://www.forum.org.nz/assets/Uploads/State-of-a-Thriving-Nation-Aug-2023.pdf>.



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NZ's first all female-built home creating more than just history

History was made in the west Auckland suburb of Whenuapai recently with the build of a four-bedroom, two and a half-bathroom home that was entirely planned, designed, engineered and built by women.

BUILDhers is more than just the build of a new home, according to Fletcher Living Auckland North branch manager Aurelie Le Gall — the woman behind making BUILDhers a reality.

It was a build set to challenge stereotypes by providing female tradespeople with a platform to show what is possible, and to encourage women interested in a career in construction to give it a go.

"Everything from the architectural drawings and laying the foundations, through to the eventual sale of the ground-breaking BUILDhers home will be carried out by a team of more than 40 women," Le Gall says.

"The idea behind this female-led BUILDhers project is to use it as a tangible example of what women can do by highlighting the diverse skills of women already successfully holding their own working in construction.

"At the same time though, we're passionate about normalising the presence of women on a construction site through inspiring women of any age to consider pursuing a career in the male-dominated sector."

According to Statistics New Zealand only 15% of people employed in construction are women. Le Gall admits for the team at Fletcher Living, Fletcher Building's residential business, finding enough women to fill each role needed for BUILDhers was a hard task.

"We've put a lot of time and effort into working with our networks to get the word out there to find women for each job.

"We are emphatic that there will be no compromise on quality or duration on the build and, honestly, it's been hard sourcing a female crew with the necessary experience.



Fletcher Living Auckland North branch manager Aurelie Le Gall speaking on-site at Whenuapai, Auckland. In the background is site manager Jasmin Lawrence.

"But we also see this as an opportunity to give female apprentices a boost. They will be asked to take on more responsibility than they would usually get, while being mentored by more experienced builders."

Championing women and working towards greater gender balance is a particular focus for Fletcher Building as a whole. In the past 12 months the number of females in operational roles increased by 296, and 36 more women started leading operational teams.

One such female operational leader is site manager Jasmin Lawrence, who has been helping assemble the BUILDhers team.

She says build partners have jumped in steel cap boots and all when it came to helping on this legacy project.

"Project managing an all female-led build has a great ring to it! We've already had such a positive impact, with some contractors hiring women especially so

they could contribute to building this unique home," Lawrence says.

"We're well underway. The foundations started back in June, with the slab poured in July, ready for frames at the start of September.

"However, we are still in need of more women to be part of the build, so please get in touch," Lawrence says.

Qualified roof installer Liz Watson, who owns her own roofing business in the Waikato, got in contact as soon as she heard about BUILDhers — and she's now the roofing subcontractor.

"Part of the attraction of taking part in this legacy build was to be able to show that women can do one of the most difficult of all trades — roofing — and that women can do anything. If they can see it, they can do it," Watson says.

BUILDhers is also being applauded by construction industry bodies Women in Trades, and National Association of Women in Construction NZ (NAWIC).

"Seeing the launch of BUILDhers is incredibly exciting," NAWIC Auckland Chapter's Lenie Buis says.

"The team behind BUILDhers should be enormously proud of what they are achieving by empowering women to come together to achieve one goal.

"Without a doubt it will help encourage women to pursue and establish successful careers in the construction industry."

While completing the Whenuapai build is the current focus, Le Gall believes it won't be the only job for the BUILDhers team.

"I don't intend for this to be a one-off build. Many women already believe they belong in the industry, and BUILDhers is giving them the platform to grow that belief.

For more information visit www.buildhers.co.nz. To find out more about career opportunities with BUILDhers email buildhers@frl.co.nz.

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Celebrating Matariki in the construction sector

Switched On Group took its kaimahi-staff on a journey to embrace te ao and te reo Maori, celebrating Matariki, the Māori New Year, with hākari-feasts and the launch of a gifted company karakia in July.

Chief executive Chris Hughes says Matariki (or Puanga for some iwi) is an important opportunity for the construction sector to embrace Māori culture as part of operating in Aotearoa-New Zealand.

“Matariki is a chance for us all to reflect on the year that has been, celebrate what we have achieved together, and get excited about the year to come,” Hughes says.

“For us, as a whānau and now 50% iwi-owned business, Matariki is also about growing our cultural knowledge and skills to benefit our people and the communities we serve,” Hughes says.

This year the Group went all out for Matariki, organising hāngī-style feasts for kaimahi across Aotearoa at eight locations, from Tairāwhiti-Gisborne to Ōtautahi-Christchurch.

Māori-owned and Amotai-registered businesses were prioritised to supply the kai, with chief operations officer Christian Smith (Ngāti Tūwharetoa, Ngāti Maniapoto) going the extra mile to put



Ōtautahi-Christchurch kaimahi-staff with Te Kura Whakapūmau.

down a hāngī at home with the local team in Papaioea-Palmerston North.

In Ōtautahi, local kaimahi-staff took the opportunity to connect with Te Kura Whakapūmau i te Reo Tūturu ki Waitaha through team members whose tamariki attend the school.

Kapa haka performance

The children, aged 10-12, and their kaiako, were welcomed with a mihi whakatau, and shared a kapa haka performance in preparation for a national competition.

As part of Switched On Group's

community contribution kaupapa, a koha was gifted to the kapa haka rōpu-group for their upcoming trip, and additional kai was provided for the kura to share with wider whānau.

“This event is a brilliant example of how we as a business can support the Māori culture and language to flourish through local partnerships which, in turn, benefit our kaimahi by providing an opportunity to learn from the next generation,” Hughes says.

Matariki also marked the launch of

Continued page 18

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Celebrating Matariki

From page 16

Switched On Group's gifted company karakia, created in partnership with Tūraukawa Bartlett (Ngāti Whātua ki Tāmaki, Ngāti Pākehā) to reflect the Group's te reo Māori name 'Kā te Rama', gifted by iwi partners Ngāti Toa Rangatira.

Hughes says the new karakia are a way for the Group to begin embedding more te ao Māori practices into business-as-usual by opening and closing hui appropriately.

"This initiative is significant for our business as we continue to learn and build stronger connections with the Māori businesses and communities we interact with through our work.

It's exciting to see staff jumping on board to adopt and use our new karakia across the country, and it's even better to see the positive reactions of our tradies, partners and clients," Hughes says.

Ultimately, connecting to te ao Māori through events such as Matariki is beneficial for Switched On Group's people, partnerships and business opportunities.

And Hughes believes organisations in the construction sector can build more effective relationships by learning about, and embracing, Māori culture.



Above: Christian Smith puts down a hāngī.

Below: Ōtautahi-Christchurch kaimahi-staff enjoying a hāngī prepared by Kai Means Food.



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HIGH PERFORMANCE BUILDING SOLUTIONS

Several challenges facing the sector

The Constructive Forum 2023 demonstrates your continued commitment to promoting a high-performing, resilient and sustainable building system, and so I would also like to take this opportunity to thank all those present for your significant contributions to the sector.

Here in New Zealand, the crucial need for good, affordable housing was sadly not a priority for many successive governments. There is no question that the housing crisis has been decades in the making.

But for the past six years, this Labour Government has started to turn the tanker around, and we are beginning to see the green shoots of change.

New Zealand simply does not have enough housing for it to be affordable and available to everyone who needs one.

It is why we have undertaken the biggest systemic changes in the past 40 or more years to ensure more new housing is built.

It is why we have overhauled planning rules to encourage more density in our urban areas where people want to live and work.

It is why we are investing billions in infrastructure like pipes and roads to get land “build-ready” to enable new housing.

It is why we equipped local authorities with the ability to undertake long-term borrowing to ensure they can develop the infrastructure they need to sustain and grow their communities, and why we work with them to have coherent spatial planning.

It is why we are investing in land development to get a mix of public, affordable and market housing built.

The future of the construction sector is critical to the success of New Zealand, and the Government remains committed to supporting the sector to adapt, thrive and succeed.

2021 and 2022 were record years for the number of dwellings consented, reflecting confidence in the sector, with a high of around 50,000 new dwellings per annum by the end of 2022.

We are now coming out the other side of this period of extremely high construction activity, and we are seeing a downward trend in consents.

Developers have been reporting difficulties obtaining the pre-sales they need to access finance and commence construction, and some developers and builders have begun “right sizing” their businesses.

The recovery from the North Island extreme weather events will be a challenge and an opportunity for the sector.

While the pipeline of work ahead is uncertain, the scale of repair and rebuilding required across the commercial,



*Building and Construction Minister
Dr Megan Woods.*

infrastructure and residential sectors is significant.

But alongside this, during a downturn, it's crucial that Government is an active partner and not just a spectator. This is why we have put in place a range of tools to address these challenges, and to help support a stable pipeline ahead.

In August last year, we successfully launched the Build Ready Developments pathway under the Affordable Housing Fund.

This pathway is a targeted response to secure affordable housing in planned developments where there is an unmet housing need, and to make sure affordable projects that were at risk of not going ahead, to still go ahead.

The Government is also supporting the demand for new houses through changes to interest deductibility rules, to encourage residential property investors to invest in new builds over existing homes.

There is a reason we have a housing crisis — not enough new housing, particularly new affordable housing, has been built.

These policies are deliberately targeted to grow housing supply and investment options, whilst helping to support a secure pipeline of work for the construction sector.

The Government is also doing its part, continuing with a strong line of work in our public housing build. We are building more state houses per year than any Government has since the 1950s.

By the time 2025 rolls around, we are on track to have delivered over 21,000 public and transitional homes. This is compared to the last National Government which ended up with 1500 fewer public homes than it started with, and bled \$576 million in dividends out of the public housing system.

We are also striving to make it easier to

In the run-up to this year's election, Dr Megan Woods and National Development and Infrastructure Minister announced an industry-led Constructive Forum i

build in urban areas through the National Policy Statement on Urban Development and the Medium Density Residential Standards (MDRS).

These changes remove overly restrictive barriers to development to allow growth “up” and “out” in locations that have good access to existing services, public transport networks, and infrastructure.

A key reason that we supported the MDRS rules was to enable more housing where it's needed — in urban centres — and to allow for growth.

What we are seeing with the National Party's U-turn brings with it deep uncertainty for councils, the developers who would build those houses, and the aspiring home owners that would live in them.

Labour wants a stable residential pipeline through forward thinking infrastructure investment. Initiatives like the Housing Acceleration Fund, which includes the Infrastructure Acceleration Fund and the Māori Infrastructure Fund, are all helping to unlock land for thousands more homes.

At the same time, Te Waihangā - New Zealand Infrastructure Commission is working hard to enhance the National Infrastructure Pipeline.

This is an essential tool which aims to provide the market with the information and confidence needed to plan and deliver work.

For too long Governments have kicked the can down the road when it comes to investing in resilient and essential infrastructure.

Treasury last year estimated the cost of addressing the current deficit — and stopping it getting worse — at \$210 billion over the next 30 years.

Over the past five years, we have invested \$45 billion in infrastructure projects — and in Budget 2023 have committed a further \$71 billion over the next five years to help fix the infrastructure deficit.

Building on developments made in the recovery effort from cyclone events, the enhancements to the National Infrastructure Pipeline will help to provide an overarching view of construction demand and workforce needs, and ensure we're better prepared for future events and shocks.

Te Waihangā is also leading the development of the Infrastructure Priority

Breaking the barriers to construction

Building and Construction Minister
spokesperson for Housing, Urban
Development, and Infrastructure Chris
Bishop both addressed the recent
National Plan for Better Building and
Infrastructure in Auckland. Here's what they said.

The next National-led government will streamline building consents to cut compliance costs and allow innovative products into the country to make building materials more affordable, National's Building and Construction spokesperson Andrew Bayly and Housing spokesperson Chris Bishop say.

New Zealand's construction sector is a critical part of our economy, employing 295,000 people, contributing 7% of GDP, and delivering more than 40,000 houses, commercial and industrial buildings each year, Bayly says.

However, the sector faces productivity challenges from excessive regulation, worker shortages, disrupted supply chains and a severe boom-bust cycle.

National's Plan for Better Building and



National Spokesperson for Housing, Urban Development, and Infrastructure Chris Bishop.

Construction is one part of National's overall plan to improve housing affordability in New Zealand, Housing spokesperson Chris Bishop says.

It sits alongside our Going for Housing

Growth policy which will unlock land for housing, reward councils and communities that go for housing growth, and build infrastructure for the future.

It also sits alongside our plan to rebalance the rental market to improve life for renters.

National's plan will streamline building consents to make construction more efficient, strengthen competition for building materials, ensure the sector can access the workers it needs with appropriate immigration settings and trades training, and support research and the use of technology to deliver better results.

National's plan harnesses digital technology to put building consents on a fast track. National will require Building Consent Authorities to accept video and photos for remote inspections to create a digital record of work. Remote inspections are standard practice overseas, and will drive substantial productivity gains.

Building inspections are a major bottleneck for construction that can leave contractors sitting idle for days waiting for an inspection.

National will also speed up the issue of Code Compliance Certificates by requiring certificates to be issued within five working days after a building passes final inspection.

National's plan will also unleash competition for building materials by granting automatic approvals for appropriately certified building materials from overseas. Products that meet European, American, British and Australian standards will be automatically approved for use in New Zealand.

National will also:

- Support access to skilled construction workers by maintaining apprenticeships and appropriate immigration settings.

- Transfer the processing of Category 3 building consents (buildings over 10 metres) to dedicated consenting teams that specialise in these types of buildings.

- Review the Building Code with a goal to introduce streamlined risk-based consenting that considers the size and complexity of a development and the builder's credentials.

- Make the promotion of competition a goal of the building regulatory system, as recommended by the Commerce Commission.

- Review scaffolding rules to ensure they are fit for purpose.

With falling house prices, declining activity and increasing business failures in the construction sector, National will cut red tape and deliver regulation that is fit for purpose.

List, which will foster additional confidence and transparency across the sector.

It has the potential to be a game-changer — standardising the process to assess infrastructure proposals, ensuring value for money, and building an enduring project consensus from a very early stage.

The Infrastructure Priority List will also help to provide confidence across the sector to better plan and invest in building and training our workforce, as well as devoting the resources needed for new technologies and equipment.

Aside from these efforts to support the stability of the construction pipeline, the Government is also taking steps to address other long-term challenges facing the sector, such as the industry's long-standing workforce shortages.

In May, we also announced the extension of the Apprenticeship Boost scheme to the end of 2024. This extension will enable an estimated 30,000 apprentices to start or continue being supported by employers.

The Construction Sector Accord is also progressing work to upskill leaders and build the capability of small-to-medium businesses, including a young leaders programme to support the next generation of construction leaders, and a mentorship programme to connect Maori working in construction to experienced Maori leaders.

Migrant workers can also play an important role in addressing workforce shortages as they can take hard-to-fill roles and help upskill our domestic workforce.

The Government has made broader changes to immigration settings to allow this. Under the Immigration Rebalance, the construction sector can access:

- the Accredited Employer Work Visa which will be open for all migrant construction workers,

- a green list that makes it easier for employers to hire and attract migrants for high-skilled, hard-to-fill construction roles, and

- a construction and infrastructure sector agreement to provide access to specified lower-paid roles that meet a certain wage threshold.

One of the things we can do to innovate to get more houses built is through the greater use of offsite manufacturing (OSM).

Kainga Ora has already set a goal to increase the number of offsite manufacturing solutions they use by a minimum of 20% year on year for the duration of the public housing plan.

In order to drive further uptake of OSM at scale, the Government will look to encourage other government agencies to consider setting a goal to increase the number of offsite

Continued page 22

Sector challenges

From page 21

manufacturing solutions by a minimum of 10% year on year.

There needs to be a greater understanding of OSM across Government and what its benefits are. OSM can help create greater cost certainty and, through involving contractors early, can reduce delays and costs associated with delays.

Of course, another area where we need to innovate, and what is a key priority for the Government, is adapting to the challenges facing the construction sector due to climate change.

The extreme weather events experienced earlier this year clearly demonstrate the importance of reducing our emissions, planning for climate change, and increasing the building system's resilience to its impacts.

Late last year, the Government also announced significant changes to embed climate change at the heart of the Building Act 2004.

This will include an array of proposals which deliver progress on key construction actions in the Emissions Reduction Plan and National Adaptation Plan, including

provisions for energy performance ratings and waste minimisation plans.

We are also seeing adoption of construction technology, using Building Information Modelling and asset registers to support climate goals. For example, organisations are using such technologies to measure embodied carbon within their buildings.

This work progresses alongside other initiatives to help the system better understand potential climate change hazards, and how to prepare for them more effectively.

Let me be clear though. I know that there is a lot going on for the sector, and this has to be a collaboration. We will continue to work closely with you to get the right balance, working collaboratively to design new regulations that are impactful, feasible and cost-effective.

I would like to conclude simply by recognising that, while there are several challenges facing the sector in the months and years to come, there are also opportunities.

The building landscape is evolving, with innovative designs, technologies, materials and processes all presenting new avenues to respond to strategic challenges on the horizon.

Blown timelines and budgets

From page 10

looked at the key drivers of sustainable building.

Forty-five percent of home owners reported they were willing to pay a premium for a more sustainable home, with the main reason for doing so being reduced long-term running costs. Concern for the environment was the second reason given.

For those that weren't open to building a sustainable home, 77% said it was down to cost, with a lack of information trailing behind on 14%.

"A few extra costs up front can result in lower running costs down the track. There's a need to get better at informing home owners of the potential return on their investment. This is the role for government, and something we have been asking for some time now.

"However, as highlighted in the Master Builders Election Manifesto, we need to manage the cost of sustainable options — because it's proving to be a barrier for both the residential and commercial sectors," Kelly says.

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2023 NZ Building People Awards – the winning people behind the projects

The construction industry's chance to honour the people behind the projects at the NZ Building People Awards 2023 took place at a gala dinner at Te Pae in Christchurch in August.

Run by the NZ Institute of Building (NZIOB), this was the Awards' 30th year. They celebrate people in the construction industry doing great things – from inspiring the next generation already making a difference to those working in major complex commercial construction projects, on site and behind the scenes.

On the night, Awards convenor of judging Natasha Possenniskie spoke of the push for change that had occurred.

"I want to acknowledge the level of diversity across all categories this year, and amongst the judges. I want to encourage everyone to keep putting their people forward and to push ourselves to be fully inclusive going into our 2024 awards cycle," Possenniskie said.

NZIOB board chair John Hemi mentioned the shift in judging criteria this



year to ensure the Awards remain about the people behind the projects.

"We have ramped up our focus on the personal aspect in this year's judging criteria. It is clear from tonight's finalists that our people can deal with the many novel roller coaster challenges facing the industry, and will find innovative ways to pull together and deliver smarter and better than before," Hemi said.

And the winners are . . .

Winners and runners-up were announced across nine categories, along with a special commendation and a Supreme Winner to top the evening off.

The Resene Next Gen Awards were also announced as part of the evening, with three regional winners and one national winner.

Continued page 25

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ANNOUNCING

20 23 New Zealand Building People Award Winners



ANNIE ZHOU

Massey University

Northern Region Winner of the
Resene Next Gen Award

National Winner of the Resene
Next Gen Award



GRACEN LUKA

Fletcher Living

Winner of the NZIOB Charitable Education
Trust - Emerging Leader Award

Special Commendation from the
Supreme Judges



GEORGE RUSSELL


Wilson Commercial

Winner of the Projects \$10-\$25
Million Award

Winner of the GIB Supreme Award

The people
behind
the projects

Congratulations to all the finalists, runners-up and winners on the night. Find a full list of runners-up and winners citations at nzbuildingpeopleawards.org.nz

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 **NEW ZEALAND
Building People
Awards 2023**





The full line-up of this year's winners.

2023 NZ Building People Awards announced

From page 23

Anni Zhou from Massey University in Auckland took home the top prize of \$3000, in addition to \$1000 as a regional winner.

In her acceptance speech Zhou issued a challenge to the industry to look to the future of incorporating digitalisation, and Building Information Modelling (BIM) in particular, into the design, build and delivery methodology, as a way to enable better cohesion and collaboration in construction projects.

George Russell from Wilson Commercial scooped the big prize on the night, and was named the 2023 GIB Supreme Award winner.

He was in the running for the Supreme award after winning the XLam Projects under \$10 Million Award earlier in the evening.

Russell led the Samoa High Commission project in Wellington. Along with his technical excellence, he impressed the judges with his holistic approach to the project, and an impressive commitment to culture, collaboration and respect.

He took the time to get fully briefed on the reasons for the cultural design aspects of the project. He went out of his way to ensure the Samoan High Commission was involved in every step, and actively set the tone at the top by adopting Samoan meeting customs, the Samoan flag, and the Samoan language into the project delivery.

Along with the Supreme Award, the judges also acknowledged Gracen Luka from Fletcher Living with an unprecedented Special Commendation.

As the winner of the Emerging Leader Award, Luka took home the top prize of \$5000 from the NZIOB Charitable Education Trust, to further her professional development.

Judges said Luka was a passionate, dynamic, and genuine leader.

"She has a proven ability to actively resolve challenges, building wide networks, and bringing others along the journey with her inclusive style.

"With a team approach, Gracen creates a safe and nurturing work environment, identifying strengths and skills in others to excel and achieve project outcomes together.

"She is already an influencer and leader within the New Zealand construction and property sector."

Along with the winners of the awards being named, the NZIOB also took the opportunity to honour three members who have made a significant contribution to the Institute and the industry by naming them as Fellows of the Institute — Robyn Phipps, Malcolm Fleming and Graeme Earl.

NZIOB chief executive Pamela Bell said the evening was the perfect opportunity to recognise 30 years of the Institute's awards programme, and to celebrate 40 years since the NZIOB's inception.

The NZIOB's 40th birthday cake and beer cans.



"Everyone got to sample the commemorative beer from Waitoa (with a 1983-inspired illustration from Kelly Spencer), and see the unique crafted birthday cake (by Institute member and previous Award winner Pony McTate) in person — truly a night to remember," Bell said.

2023 Winners and Runners-up:

Resene Next Gen Award:

Northern Region Winner: Anni Zhou (Massey University); Central Region Winner: Daniel Merwyn (Toi-Ohomai); Southern Region Winner: Thomas Steel (University of Canterbury)

National Winner: Anni Zhou (Massey University)

NZIOB Charitable Education Trust — Emerging Leader Award:

Winner: Gracen Luka, Fletcher Living

Runner-up: Tyler Edwards, Canam Commercial

Comfortech — Projects under \$10 million Award:

Winner: Morgan Poi, Hawkins Ltd

Runner-up: Caleb Kennedy, Savory Construction

XLam — Projects \$10m - \$25m Award:

Winner: George Russell, Wilson Commercial Ltd

Runners-up: Leon Green, Hawkins Ltd, and Aidan Suckling, Naylor Love

Carters — Projects \$25m - \$50m Award:

Winner: Garyth Jones, NZ Strong Group Ltd

Runner-up: Matt Pattinson, LT McGuinness

BBD — Projects over \$50m Award:

Winner: Jeremy Earle, Southbase Construction Ltd

Runner-up: Dylan Kane, NZ Strong Group Ltd

James Hardie — Innovation Award:

Winner: Jane Jujnovich, Kainga Ora Homes and Communities

Runners-up: Christopher Staal, ECB, and Farzam Farzadi, Beca Ltd

NAWIC — Consultants Award:

Winner: Helen Moate, The Building Intelligence Group

Runners-up: Vimal Kumar, AECOM, and Craig Watkins, TSA Management

Hays — Collaboration Award:

Winner: Te Putahi team — Sarah Daniel, eCubed Building Workshop;

Richard Ellis, Haydn & Rollett; Isaac Kawiti, Ignite Architects; Javier Sanz, Marshall Day Acoustic; Mark Sheridan, Precon

Runner-up: Rob Knight, Leuschke Architects; Rene Lin, Kingston Project Management; Matt Prumm, CMP Construction Ltd; Esther Wong, RLB

GIB | Winstone Wallboards — Supreme Award:

Winner: George Russell, Wilson Commercial Ltd

Special Commendation: Gracen Luka, Fletcher Living

Timber Unlimited launched to lower emissions and meet local industry needs

The use of timber to reduce climate-changing emissions from the local construction industry has become easier and more accessible with the launch of Timber Unlimited to builders, designers, architects, engineers, quantity surveyors and others involved in the building sector throughout New Zealand.

Formerly the Timber Design Centre, the new name Timber Unlimited reflects a commitment to being the leader in timber design and innovation, and providing information to make it easy to choose and use more timber in construction.

Using funding through the government's Forestry and Wood Processing Industry Transformation Plan (ITP), Timber Unlimited is a practical initiative offering research, technical expertise, tools, guidance and information to promote the use of wood in building and infrastructure projects across the nation's commercial, industrial, multi-storey and public sectors.

Timber Unlimited director Robert Finch says carbon emissions from the construction sector increased by a staggering 66% in the past decade, with the industry now responsible for between 15% and 20% of New Zealand's total emissions.

"Using more timber in the design and construction of structures throughout the wider industry will markedly decrease these emissions, through its ability to displace more carbon-intensive materials and store carbon dioxide within the wood itself," Finch says.

"A Te Uru Rakau — New Zealand Forestry Service study found that if the industry replaced around half of its current use of steel and concrete with timber, it could reduce our national embodied



Nelson Airport Terminal. Architects: Evžen Novák, Studio Pacific Architecture. Engineers: Dunning Thornton. Construction: Gibbons Naylor.

carbon dioxide emissions by half a billion tonnes each year."

Finch says Timber Unlimited will also work to dispel many myths about using timber in New Zealand.

"Mass timber is not as commonplace as it could be in structures due to lack of industry experience with it, misinformation, and preconceptions such as believing it

was too expensive, would not stand up to a fire, or was not structurally as sound.

"None of this is true, and there are an escalating number of buildings around the world that demonstrate this.

"Timber is sustainable, easy to use, highly flexible in its uses, and compares more than favourably with other building materials in terms of cost and strength — and that's before the lower carbon footprint of timber is taken into account.

"Part of creating www.timberunlimited.co.nz is to build belief in the possibilities of timber. We have created a programme called Timber Decoded — this will help dispel common myths and preconceptions about timber," Finch says.

Iconic New Zealand architecture firm Warren and Mahoney are strong wood advocates, using timber extensively in their award-winning buildings

Principal Simon Hardy says the company believes mass timber not only creates beautiful, cost-effective architecture, but also that it has huge potential for reducing carbon emitted in construction.

"As designers, and as an industry, we



Green School - Kina: Erin Wesley/Boon Ltd.

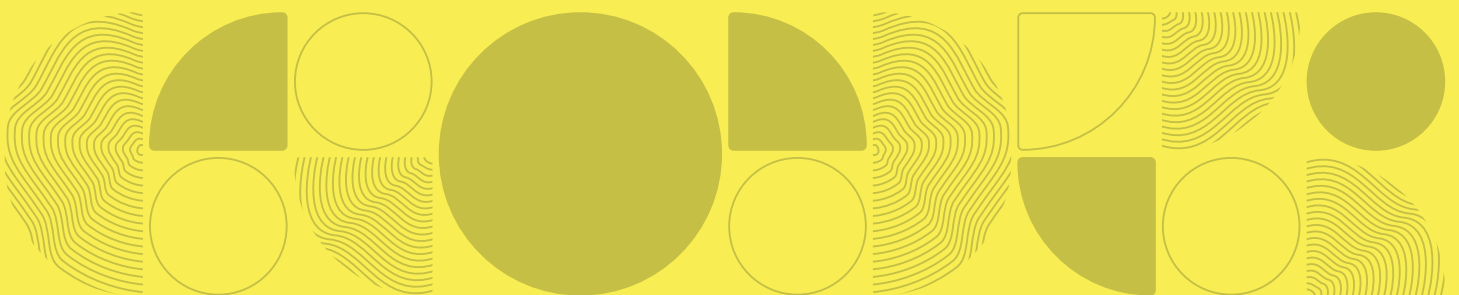
Continued page 28

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**Timber
Unlimited**



Timber Unlimited launched

From page 26

can and must embrace innovation and sustainable practice by building the expertise, technology, and knowledge to drive change," Hardy says.

"Warren and Mahoney has formed an Advanced Timber Unit to help support the advancement of low-carbon mass timber design, as we know the potential is huge."

To assure its attraction and accessibility to the industry, Timber Unlimited was developed following careful research, and listening to the needs of sector professionals and builders, Finch says.

"This gave us insight and information about how Timber Unlimited can positively influence perceptions about timber and building material choices.

"Importantly, it highlighted the perceived barriers to using wood, specifically in commercial construction. This information has proven critical for Timber Unlimited to dispel myths and concerns around wood, and to increase creativity, confidence and, ultimately, a surge in its use throughout our industry."

Naylor Love director Scott Watson says increased use of mass timber in the



Te Whare Nui o Tuteata: SCION Timber Innovation Hub: Irving Smith Architects, RTA Studio & Dunning Thornton Consultants

commercial construction area provides the industry the best opportunity to make a significant impact on lowering carbon.

"Timber will give you the best bang for your buck and a positive carbon saving, while also creating amazing spaces to work and live," Watson says.

PTL technical director and NZ Timber Design Society president Daniel Moroder agrees with the cost, aesthetic, and carbon benefits of timber, adding that timber also creates buildings that are good for the people in them.

He says studies into the phenomenon of "biophilia" (a love of life or living things) show that humans thrive in more natural environments.

"Being in or around nature makes people feel good. It's been shown that the use of visible timber in a building promotes a sense of nature, making people feel more well, relaxed, and productive.

"Wood is, therefore, a fantastic material to use in office blocks, schools and even hospitals," Moroder says.

Finch ends by saying: "The Timber Unlimited service will make wood materials more attractive, and arm the industry with the capability and knowledge to replace emissions-intensive materials with wood.

"This would empower the industry to speed up the journey to a lower-emissions future, and make a real difference to Aotearoa New Zealand."

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Nelson, New Zealand



Beaumont St apartments feature bespoke stainless steel downpipes

Studio Pacific Architecture had a clear vision for the design of 155 Beaumont Street Apartments in central Auckland — and stainless downpipes for the roof and balcony drainage systems were a key detail that Allproof helped them achieve.

Studio Pacific Architecture specified 27 locations with six to seven levels of stainless steel downpipes equalling about 330 metres in total.

Part of the specification required 125mm diameter polished downpipe, an uncommon size in New Zealand. Allproof was able to source the required size and polish it to fit the specified finish.

Each section of downpipe was measured on site, designed through a series of shop drawings, and then supplied to the site ready to install.

All downpipes were fabricated at Allproof's production facility in Auckland on a tight timeline for installation while scaffolding was in place.

The roof drainage was designed as a separate system from the balcony drainage. Allproof's Sureflow roof drains were used on the building's flat roof design, meaning the company's products were selected to remove rainwater from the roof down to ground level.

Hydraulically tested

Allproof's roof and balcony drainage systems have been hydraulically tested using an independent NATA-accredited laboratory to maintain integrity in the company's test data.

The apartments used Allproof's industry-leading Allthrough balcony drainage system, which integrates the balcony drainage through the same penetration as the downpipe as it travels down the building.

This removes the need for additional fittings hidden within the balcony soffit, and provides an intuitive way to waterproof the balcony and create drainage through one penetration.



The downpipe was positioned in the corner against the building to maximise usable space on the balcony.

To enable this, a small diameter Allthrough base was selected, allowing the downpipe to be located close to the cladding.

The Allproof Invisidrain floor waste was selected for the tiled showers in each apartment.

The company is well positioned to supply the full system for the floor penetrations as their passive fire protection products have been tested for a wide range of scenarios commonly seen in New Zealand.

The use of the grate, floor waste and passive fire protection system allows one supplier to take care of the whole penetration for a locally-made, tested and easily-installed detail.

Multiple developments in Wynyard Quarter have benefited from selecting these products, including the award-winning 132 Halsey Street project by Athfield Architects, which also used Allproof Sureflows.

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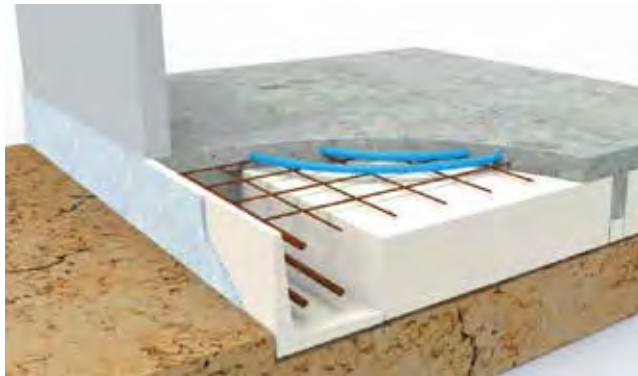
ACO. we care for water



New Generation solutions guarantee floor and slab compliance

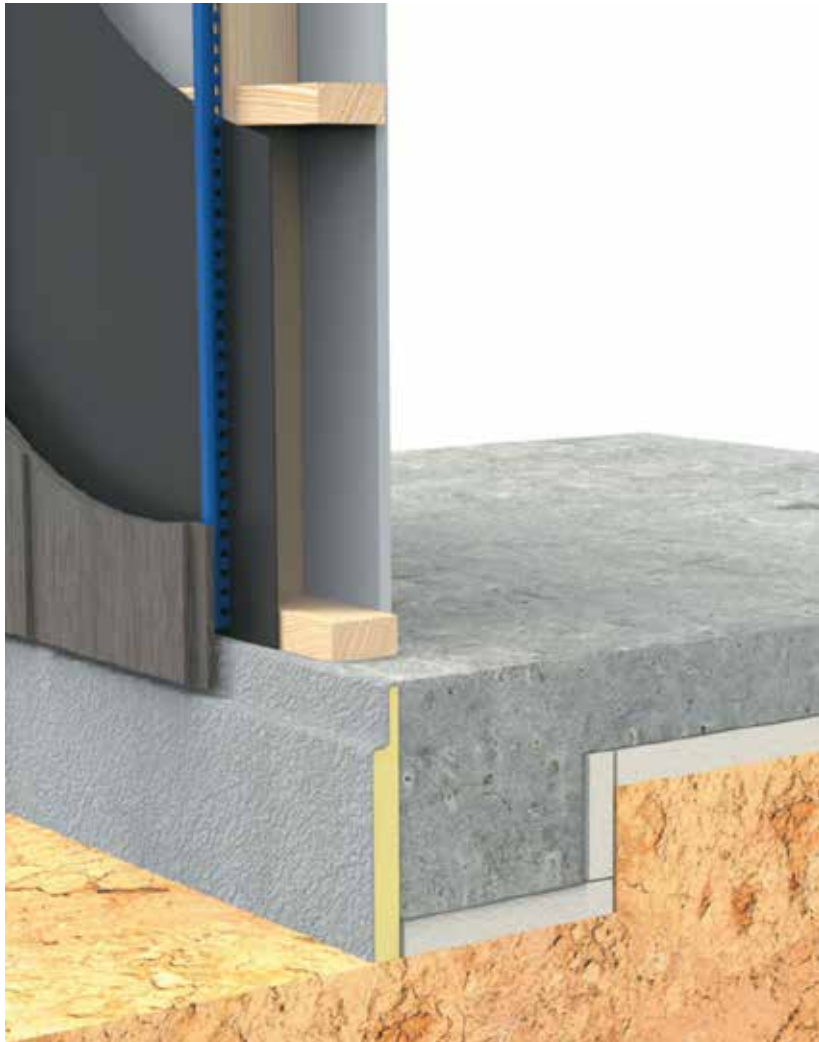
With substantial changes to the Building Code now in force, Expol's research and development team has been hard at work to ensure the building industry will have access to compliant insulation solutions.

Expol technical sales manager Wayne Watson explains that the business was eager to introduce a comprehensive range of solutions.



Above: Expol MaxRaft.

Below: Expol ThermaSlab Edge.



"We've invested significantly to ensure Expol has specific solutions that cater for every part of New Zealand. Each product has been developed and tested to perform to the new H1 requirements," he says.

Engineered solutions, independently tested to meet H1

With specifiers looking for solutions that meet the 2023 Code's Clause H1 requirements, Expol has launched a new range of engineered floor and slab insulation products.

"Meeting the energy efficiency provisions of the updated Code will be a key focus for specifiers and the trade in 2023. Our new range provides guaranteed performance for floor and slab insulation, giving peace-of-mind that the build will be compliant," Watson says.

He adds that one of Expol's strengths is the lengths it goes to in order to deliver on its promise of guaranteed performance.

"For example, instead of a single product development team, we have experienced technical experts based in the North and South Islands.

"That means the people developing our range know first-hand what it's like to live and work in the climates they're designing for," he says.

Making the specification process simple

In addition to its updated range, Expol has also launched an online calculator that simplifies the process of specifying floor and slab insulation.

"The online calculator, which is available on the Expol web site, is a game changer for specifiers and builders," Watson says.

"We have completed thermal modelling across a range of our products, and can help you identify the ideal product combination to meet the insulation requirements for the slab," he says.

Committed to sustainability

Expol has invested hundreds of thousands of dollars to develop new production facilities that enable the company to recycle polystyrene waste into new products.

"As a manufacturer, we're keenly aware of reducing our impact on the planet. That's why we've taken the major step of adding recycling plant to each of our seven factories around Aotearoa," Watson says.

"Along with our in-house recycling capability, we've made sustainability a core focus of our product development efforts.

"As a result, many Expol products are now made of either partially or fully recycled polystyrene," he says.

Guaranteed to deliver

Proudly Kiwi-owned and operated, Expol is a family business with a 40-year history of consistent performance.

Strong relationships with key trade merchants, along with nationwide manufacturing facilities and a dedicated fleet of delivery vehicles, means that Expol is well-placed to ensure continuous supply.

"We know that certainty means everything to our customers, so we work hard to maintain production levels that meet market demand — even during challenging periods like the lockdowns of 2020 and 2021," Watson says.

Interested in learning more about Expol's New Generation floor and slab insulation solutions? Visit expol.co.nz.

Superior Insulation Solutions

that meet and exceed the new insulation standards.

Welcome to EXPOL's new generation, high performance insulation range specifically designed to meet the new insulation standards introduced on 01 May 2023.

Designed to reduce our carbon footprint and deliver dryer, warmer, healthier and environmentally friendly spaces.

Whether it is under timber-floor insulation or concrete-slab insulation, our new generation range has been designed to meet and exceed the new insulation standards.

Our key focus in the development of these products is the environment and we have introduced the following initiatives to support this:

- Where possible we use recycled polystyrene in our products.
- We have introduced construction and residential polystyrene recycling programs which are delivered through our 7 recycling plants nationwide.

Learn more about EXPOL New Generation Products visit www.expol.co.nz/specify-architect Call or email our Technical Team; T: 0800 86 33 73 or E: tech@expol.co.nz




NEW Design
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SUPERIOR
PERFORMANCE

Concrete Slab Insulation Solutions - EXPOL ThermaSlab Edge

Concrete Slab Insulation Solutions - EXPOL MaxRaft

Timber UnderFloor Insulation Solutions R2.5 / R3.1



Sustainability
E: sustainability@expolearth.co.nz

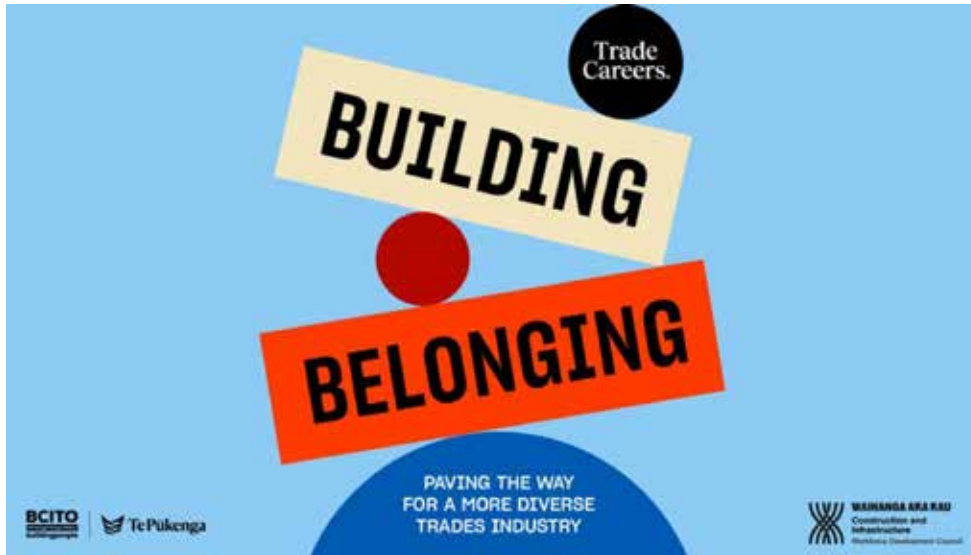
Website
www.expolearth.co.nz



09/2023

Building Belonging: Paving the way for more inclusivity in the trades

Nine interactive training modules have been developed to support employers and business owners through upskilling in leadership, business resilience and diversity.



Free resources to “create inclusive worksites and a construction and infrastructure sector that is better for everyone” are now available for trade employers.

These resources, which include a new podcast series, video series and interactive training modules for employers, are a joint initiative by Waihanga Ara Rau, the Workforce Development Council for Construction and Infrastructure, and BCITO Te Pukenga.

They are a response to a request from the construction and infrastructure industry to support employers and business owners through upskilling in leadership, business resilience and diversity.

Interactive training modules

Nine interactive training modules have also been developed, covering:

- Numeracy and literacy in construction
- Creating a learning space
- Tips and tricks for numeracy
- Tips and tricks for literacy
- Tips and tricks for communication
- Diversity and inclusion
- Cultural awareness
- Cultural awareness in practice
- Mental health and well-being.

Support for apprentices

These interactive training modules give employers the tools and resources to help them be the best employers they can be, and support their apprentices to deliver

the best work in a safe and inclusive workplace.

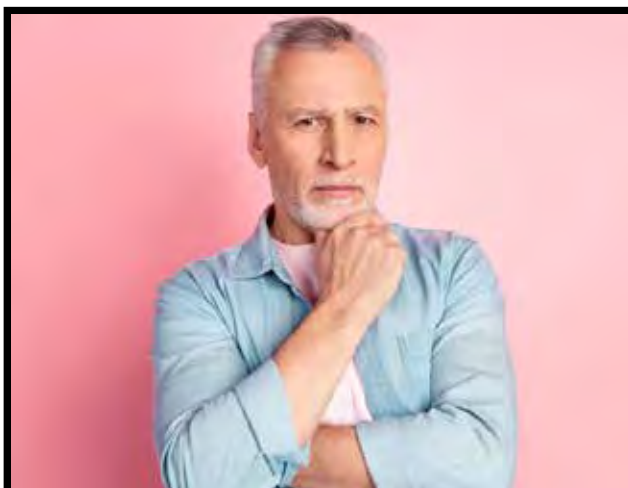
All the interactive modules are specifically developed in collaboration with key subject matter experts to support employers and business owners to upskill to become better leaders with more sustainable businesses.

• **The podcast, video and article resources that support leadership, resilience and diversity in the trades are available for free at:**

<https://www.tradecareers.co>.

• **The interactive training modules are available at:**

www.builtbyyou.nz.



EXIT PLAN?

Have an exit or succession plan in place for your future?

If not, email me for help:
andy@tradescoach.co.nz

www.tradescoach.co.nz

Innovative and sustainable disposal solution for site waste

After a big day on site there is nothing more dreaded than the slurry clean-up — often ending with dried cement on the lawn and garden, or plumes of dried cement on roads and footpaths.

Slurrytub, developed and designed by a Sydney builder and made in Australia, is a simple and cost-effective filtering system that provides an environmental solution for the capture and disposal of slurry.

When this gets washed into the groundwater and drains, it often blocks drains and causes flooding — usually resulting in the site manager or builder incurring significant financial penalties.

This scenario becomes a thing of the past when using Slurrytub, an innovative and sustainable disposal solution for water-saturated site waste. It's as simple as the three Ds — drain, dry and dispose.

Highly practical, the tub has incorporated two handles for easy movement around the site when filled or empty, and it can also be chained up so it doesn't get stolen from the site if it's drying overnight.

Slurrytub is the brainchild of a respected Sydney builder who dealt with the problem of wash-up waste on his own building sites for many years.

He observed that the construction industry guidelines for disposing of slurry were ineffective. The game-changing

patented design is fundamentally a heavy-duty tub made out of recyclable polypropylene with a cut out at the front that fits all types of wheelbarrows.

The real breakthrough is the single use, bio-degradable filter that lines the tub and captures the concrete slurry before it reaches the ground.

This then allows sediment-free (down to 25-28 microns) water to drain into a designated wash-up zone or be captured for recycling on the job.

When the slurry waste dries and hardens in the filter, it can simply be dumped with the filter into a skip.

Essentially a portable filtering system, the product prevents slurry getting washed down drains or left to ruin lawns and gardens when contractors and DIYer's



take clean-up shortcuts.

Practical and cost effective, it helps protect the environment and stormwater infrastructure.

Clear, filtered water from Slurrytub can be easily collected and recycled on the job or disposed of in an appropriate manner.

The ultimate goal of the product is to engage with all environmental policy, and regulatory and industry groups in order to have retention and filtering systems become part of all regulated washout guidelines.

Slurrytub is now being exported and sold in the UK, Canada and, more recently, the United States and New Zealand.

www.canzac.com/products/slurrytub

WIN!



We've got another great prize to give away to the lucky winner of this month's Building Today Trivia Question — a Camo Marksman Tool and 700 Camo Stainless Deck Screws from Senco worth

\$440

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

WITH
BUILDING TODAY

Congratulations go to Juliane Simmons of Auckland, who won last month's Swedish G-Man range of handsaws prize, worth \$460.

An end to free quotes

Andy Burrows — The Trades Coach — says it's time to know your worth, and to do away with the traditional practice of free quoting. Here's how to do it . . .



If you are in the residential market and still providing free quotes, you should stop.

It's called free consulting, and you won't be successful giving away your time. Doctors don't.

If you have had the unfortunate need to visit a specialist medical consultant to discuss a problem and consider a potential course of treatment, they will probably charge you between \$500 and \$1000 an hour for the privilege of their advice.

It is unlikely your hourly rate is that high, but you are still providing a similar advisory service to your potential customer.

In providing a quote to a potential customer, you may be doing everything from putting together some initial numbers to providing some preliminary design work — and saving the customer significant money through your experience.

How to start charging for quotes

The question is, how do you start charging for something you once gave away for free? At the simplest level it's a two-step process — first, convince yourself, then convince your potential client.

The first problem is internal. You must become convinced that you are providing a valuable service to your prospect during the quoting and design development phase.

You have spent years to develop the skills and the team to deliver a successful project.

At some point in working with a potential new customer, you need to start charging for your time to acknowledge that value you bring to the table.



Develop a proper sales process

Just suddenly flicking a switch and charging for quotes probably won't work.

You need to develop a more structured and considered process to first build trust with a prospect and then create a series of hurdles for them to climb over and move them to the next step.

The first visit to a prospect's home will likely be free. That's when you do your due diligence by asking the questions needed to see if this is a job you want, and if they are the type of client you can work with.

Relevant questions will include timing, budget, past research, and any experience the home owner may have had with other building projects.

Towards the end of the first appointment, you can lay out the next steps, which should include a paid, low-cost estimate stage — and have them sign an initial agreement accordingly.

The agreement lays out a payment schedule for the delivery of preliminary plans and the cost estimates that go with them.

The key thing to stress to the home owner is the

potential savings you can provide to them by taking a more careful and detailed approach at the start of their journey, rather than rushing to full working drawings with an architect and having a design that far exceeds their budget.

I am sure you all have stories of people who have had architects design a project that is impossible to build for their budget and have their dreams dashed.

Use a story or two to illustrate the folly of following the old traditional "finalise the plans and get three quotes" process.

Getting a signed initial agreement creates some powerful results.

When the home owner pays you some money (however small), they are now your customer and, effectively, off

the market to your competitors.

With such an agreement, free consulting stops after the first sales call. It also helps to move the client on to paying for the full project pricing proposal more naturally.

Putting together the full proposal may take you 50 hours or more, and require you to co-ordinate pricing elements from a dozen or more suppliers and trade partners.

Most builders who provide this for free either resent not being paid for it or do a rush job — or both.

There are several other moving parts to developing a comprehensive sales process that do not include providing free quotes.

Do you refund the quote cost when the build contract is signed? How do you increase trust with clients at the start? How do you qualify out the dreamers and time wasters?

I don't have space to cover off everything in this article, but if you want more information on building or refining your sales process, email me at andy@tradescoach.co.nz and we can start a conversation.

Whatever you choose to do in your business, I hope it works for you. Just remember that it's not wrong to charge for a service provided.

Figuring out the best way to deliver a project and pricing the work is a big part of your job.

Whether you're charging for that time, experience and knowledge up front, or you're hiding it in the price of the work, it's still being paid for.

If you're actually not charging for it, then you're giving away your time. And time is money.



STRESS!

Is that what you went into business for?

If not, call Andy
027 688 6721
www.tradescoach.co.nz

Changes coming to NZ's most widely-used major works contract

For more than a decade, NZS 3910:2013 has been the go-to form of contract for major construction projects in New Zealand. In 2021, Standards New Zealand assembled a committee to facilitate the biggest revision the contract has seen since 1987. With the new NZS 3910 scheduled to be published later this year, Greenwood Roche construction lawyers Jordan Ropati and Liam Brown take a look at what's changing, and what's not.

What's changing?

Role of the engineer

The change that will have the most significant impact on day-to-day operations is the splitting of the engineer's role into two new roles — the contract administrator and the independent certifier.

It is the responsibility of the engineer under the current form to simultaneously:

- administer the contract on behalf of the principal, and
- act as a fair and impartial certifier.

These conflicting duties are often at odds, and can create serious issues for principals and contractors alike.

The revised NZS 3910 seeks to formally split these roles, with the contract administrator appointed by the principal to act on its behalf in administering the contract, and the independent certifier acting as an independent decision-maker in valuing work and variations, granting extensions of time, and reviewing instructions/decisions under the contract.

While the expectation is that these roles will be performed by separate persons, for smaller projects this will often be unrealistic, and the same person will be listed as performing both roles — effectively returning things to the current status quo.

Limitation of liability

A new clause has been inserted to limit the contractor's aggregate liability to the principal to an amount to be specified in the contract.

Previously, contractors had to fight tooth and nail for the inclusion of a limitation of liability in contracts; now the presumption will be that the position is, at the very least, negotiable.

Final payment

A new clause has been added to deal



Jordan Ropati



Liam Brown

with Interim Final Accounts and Final Accounts.

This allows the parties to first agree the final contract price (adjusted for variations, time-related costs and fluctuations, if applicable) before following through with the final payment process under section 12.

This change reflects the market practice around the final account negotiation process, and encourages early agreement.

Other changes

A number of other notable changes have been made:

- to reflect common practice (such as the introduction of the advisor role and the option of a target price),
- to update references to legislative obligations (such as those under the Health and Safety at Work Act 2015), and
- to simplify language (for example, "off-site overheads and profit" is now simply "margin").

What's not changing?

The upcoming 3910 revision is no silver bullet. There remains a number of key issues that we see come up time and time again which the revision does not address.

For the vast majority of projects, NZS 3910 will not adequately capture all of the project's specific requirements without

amendments to the general conditions.

And that's understandable — NZS 3910 is intended to provide a solid starting point where standard risks are evenly allocated between the principal and the contractor.

It does not, and should not, capture all possible deviations from the norm.

Common issues that parties

will still need to actively consider on projects include:

- the appropriateness of the default priority of documents,
- early contractor involvement and relationship with the ECI agreement,
- the appropriateness of the default cost and time risk allocation (noting a number of neutral risk events do not allow the contractor to recover any costs),
- the form of bond (eg, whether an on-demand bond is required), and bond call provisions,
- key personnel,
- free issue materials,
- preconditions to advance payments,
- confidentiality,
- the principal's step in rights with subcontractors,
- the requirements of any third-party agreements to which the principal is a party (eg, development agreements, agreements to lease, funding agreements), and
- the applicability of the approach in the general conditions to the project's requirements.

The committee is currently considering comments received during the public consultation phase.

Once the revised NZS 3910 is released, Standards New Zealand intends to revise the NZS 3915, 3916 and 3917 suite of contracts to align them with the changes to NZS 3910.

Blurry lines — matching boundaries and behaviour



Tradie HR director Leigh Olsen presents some key workplace behavioural issues that are worth checking to ensure your team stays on track and remains headed in the right direction.

If you were to ask me what's been a common theme of 2023 so far, I'd say it is that things have been getting blurry.

Within our workplaces, there's so many blurred lines right now around what's ok behaviour and what's not ok.

Some team members think it's ok to keep texting during the team morning meeting as they've seen the boss do it time and time again.

Others don't think it's ok as it's causing mistakes with jobs because people aren't hearing the instructions properly and, quite frankly, they find it rude.

Some team members — and bosses — are increasing the amount of funny memes that take the mickey out of each other for poorly completed jobs.

These people think it's a great way to keep up team morale and banter throughout the day.

Yet others don't. It just takes one meme to hit to the core, and to take a good day and turn it into a really bad one.

Some people think it's more ok than ever to use swear words to emphasise their instructions on-site. Others don't, especially when these words are being directed at them.

Over time, these words build up and begin to not only demotivate them but disengage them from their jobs and their enjoyment in their workplace.

These blurred lines of behaviour are increasing, and at Tradie HR we are seeing an increase in workplace investigations as "other" team members are feeling worn down, frustrated and, quite frankly, over it.

Check your boundaries and behaviours

So how do you fix these blurred lines

of behaviour and get your teams back on track and heading in the same direction?

You do it by checking your "boundaries" are in place, and that everyone's behaviours are in line with these boundaries.

Here are some key things that could be worth checking to ensure your workplace is in line right now:

- **Check your language:** Remind your teams about what's ok and what's not ok when it comes to language being used. Often I'll have clients say that they're fine with some swearing as it's used for banter.

Yet what is banter for you is often not banter for others, and adding in swear words only emphasises this. Plus it gives your team permission to use it in other situations, and it's these situations that can lead to a workplace investigation.

Take time to remind your team to keep their language respectful of each other. And also being mindful of where you work. Some of my clients do work at schools, community centres and also people's houses.

- **Check your volume:** Shouting is for emergencies and dangerous situations only. If something is going to hit someone on the head, shout. If someone has done a job incorrectly, use your manners and keep your volume at a respectful level.

Shouting puts us into a "flight" or "fright" mode, and if this is a team member's main way of communicating, then all you're doing is internally increasing the stress amongst others.

Take time to remind your shouters that it's not ok to raise their voice, and help those receiving the shouting to stand up to it, and reinforce that they have your support. If they do ask for your support, then make sure you give it!

- **Check your manners:** This is one that has been on the increase, yet a really simple one to remind people of — use your manners in the workplace.

This includes phones off during meetings, no texting during work time unless it's a work-related issue, and one person speaking at a time.

It sounds simple, but as soon as your team members see one other person doing it, it quickly becomes acceptable for them.

This also applies for you, the boss, because if you text in a meeting then you've just unconsciously given everyone else permission to do so.

I have also seen managers arrive late to a meeting, carrying a cup of coffee whilst we've been waiting 10 minutes — not a good look, and it damages that person's personal brand.

- **Check your behaviour matches your logo, values and mission statement:**

We can all put a lot of money into having a fancy logo and company values displayed on the wall. But as soon as you do that, you're measured against them through the behaviours that you demonstrate.

Check that you and your team are showing actions on a daily basis that match your logo, values or mission statement. I've always said that you can have the fanciest mission statement in the world proudly displaying on the wall, but it's a complete waste of time if your behaviours don't match it.

By resetting your boundaries and checking that your behaviours are in line, it means that it's not a free-for-all in the workplace where people can quite simply do and act how they want.

It means you're all heading in the same direction and can handle the twists and turns along the way, respecting each other and keeping cool within the rules!

If you find that some things and boundaries are still a little blurry, or you're nervous about how to deal with those situations, give us a call at Tradie HR to help make a plan, and get some support for you and your team moving forward.

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

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Building Consents Information

For all authorisations, July 2023

Dwellings	\$1,503,074,262	Total All Buildings	\$2,345,597,881
Domestic Outbuildings	\$19,467,581	Non-building Construction	\$27,913,293
Total Residential	\$1,522,541,843		
Non-residential	\$823,056,038	Total Authorisations	\$2,373,511,174

Number of new dwellings consented

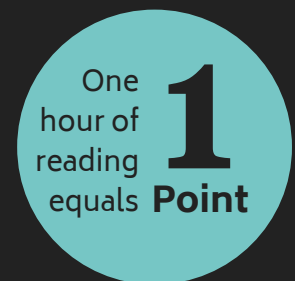
	Jul 2023	Jun 2023	Jul 2022		Jul 2023	Jun 2023	Jul 2022
Far North District	55	20	33	Palmerston North City	12	42	52
Whangarei District	49	33	72	Tararua District	5	2	8
Kaipara District	7	17	20	Horowhenua District	14	15	22
Rodney District	69	83	136	Kapiti Coast District	24	35	28
North Shore/Albany Wards	300	219	300	Porirua City	35	21	20
Waitakere Ward	172	194	281	Upper Hutt City	10	26	18
Auckland Wards	302	408	345	Lower Hutt City	40	31	106
Manukau/Howick Wards	313	198	274	Wellington City	36	20	36
Manurewa-Papakura Ward	288	198	343	Masterton District	17	17	27
Franklin Ward	39	77	146	Carterton District	4	2	13
Thames-Coromandel District	17	14	46	South Wairarapa District	9	5	31
Hauraki District	12	14	14	Tasman District	26	25	56
Waikato District	53	82	94	Nelson City	18	11	21
Matamata-Piako District	21	28	17	Marlborough District	21	14	25
Hamilton City	104	188	113	Kaikoura District	3	11	5
Waipa District	22	44	80	Buller District	17	8	13
Otorohanga District	1	1	5	Grey District	7	2	0
South Waikato District	6	11	7	Westland District	2	6	1
Waitomo District	1	4	3	Hurunui District	9	17	13
Taupo District	16	36	19	Waimakariri District	50	66	56
Western Bay of Plenty District	22	21	26	Christchurch City	278	397	377
Tauranga City	99	77	92	Selwyn District	58	108	137
Rotorua District	56	14	41	Ashburton District	28	34	10
Whakatane District	6	8	4	Timaru District	17	11	24
Opotiki District	5	14	2	Mackenzie District	3	7	11
Gisborne District	16	22	11	Waimate District	1	7	2
Hastings District	20	39	23	Waitaki District	6	18	13
Napier City	31	22	73	Central Otago District	20	21	21
Central Hawke's Bay District	5	7	7	Queenstown-Lakes District	70	149	151
New Plymouth District	21	32	31	Dunedin City	24	34	20
Stratford District	3	7	5	Clutha District	3	12	5
South Taranaki District	8	5	6	Southland District	10	16	8
Ruapehu District	3	3	5	Gore	2	5	2
Whanganui District	7	14	14	Invercargill City	9	26	28
Rangitikei District	2	10	10	Area Outside TA	0	0	0
Manawatu District	18	23	32	Total	3058	3402	4100

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Advertiser's Index

ACO	31
Carters	40
Concrete NZ	16
Enveloped	19
Expol	33
Fletcher Steel	18
ITM	15
Mitre 10	13
Nelson Pine Industries	29
NZIOB	24
PlaceMakers	17
RMBA	11
Rockcote Systems	22
Sika	23
Smiths City	14
The Trades Coach	34, 36
Timber Unlimited	27
Tradie HR	38
UNITEC	28
Winstone Wallboards	2, 12

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