

insight

NEWSLETTER

MARCH 2013



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INSIDE:
Helpdesks for Members
**More on the Seismic Restraint
of Suspended Ceilings**
Apprentice Challenge – Port Douglas

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contents

Round the Traps.....	4,5
Introducing a helpdesk for AWCI Members.....	6
Need help with Contracts, payments or disputes?.....	7
Suspended Ceilings Seismic Restraints.....	8,9,10
Apprentice Challenge, Port Douglas.....	13
AWCI Golf Day.....	16,17

Disclaimer: the articles or opinions published in this Newsletter do not necessarily reflect the opinions or position of the Editor or the Association and publication of the said article does not constitute an endorsement of the views that they may express.



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FREE CALL: 0800 AWCINZ (0800 292 469)

Website: www.awcinz.org.nz • **Email:** admin@awcinz.org.nz

From the trowel of Stuart Phelps

2013 has arrived with a resounding bang. Already we have two months under our belts and the pace is picking up. Regionally, housing consents have been increasing, visibly evident throughout many developing suburbs as previously empty sections are filling with concrete slabs, frames and trusses. All the standard economic and media indicators are pointing toward a buoyant year ahead. The Auckland residential market is leading the way with the forecasted “demand tsunami” enveloping the city, exposing a severe shortage of skilled, qualified tradesmen across the industry. Talking with several local contractors and suppliers it appears that Christchurch is still simmering with the perceived demand for tradesmen a long way off reaching boiling point. Bureaucracy, confusion, miscommunication and the sheer enormity of the rebuild task ahead are contributing factors to the delays in any large scale construction activity.

The demise of Mainzeal Property and Construction in early February has highlighted the exposure many specialist trades have with vital cashflow tied held in retentions. The AWCI is working with the Specialist Trade Contractors Federation (STCF) who had a delegation meet with Minister of Building and Construction Maurice Williamson to draw attention to the issues

surrounding retention payments. The initial figures of money held in retentions from a survey of affected members in associations across industry are staggering, serving as a harsh reminder that we need to push for protection for our trades.

The Annual AWCI Golf Day was held recently with great success.

The lack of rain over summer made for extremely dry fairways, littered with cracks that could ingest a ball quicker than a contestant at a Japanese hotdog eating competition, subsequently allowing numerous non-seasoned golfers the opportunity to explain a legitimate lost ball. Good numbers, strong support from sponsors and funding partners and loads of dubious scorecards. The AWCI have a number of key initiatives in 2013 to bring greater benefit to our members and the industry as a whole. To kick things off, the first edition of the Trade Guidelines and Information Handbook will soon be available free of charge to all members and initial feedback is that it is a vital tool to have on the job site to increase awareness of “best practice”.

continued on page 4



...from the president

...from the president *continued*

This issue of Insight will also introduce our new Help Desk service designed to give members access to expert knowledge on successful businesses management and payment, contract and dispute issues.

We will be working closely with the BCITO through a number of regions to promote qualifications and apprenticeships. The Government's new Apprenticeship Incentive is a great opportunity to get new trainees signed up and will allow 10,000 apprentices and employers to access some sizable subsidies. This will be a "first in first served" scenario so I encourage you to act quickly and contact your local BCITO office for more information.

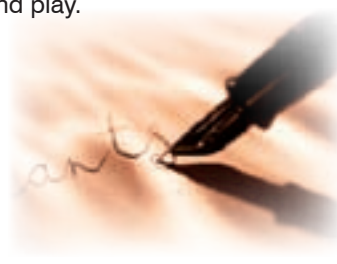
There are some many good reasons to become a member of the AWCI. Apart from the strength and support that comes from unity of purpose, you have

access to essential resources and information to grow your business, you are able to stay relevant with the latest industry trends, product developments and issues that are impacting our construction sectors and you have plenty of opportunities to mix with like-minded people who actually value their skills as tradesmen, suppliers and manufacturers. Stop procrastinating! Get along to the educational seminars, workshops, social events and roadshows on offer during 2013 and start influencing your industry!

The AWCI wish you a great year ahead and hope that you make the most of every opportunity to develop your skills, business knowledge and ability to maintain a good balance between work and play.

Stuart Phelps

round the traps...



AUCKLAND

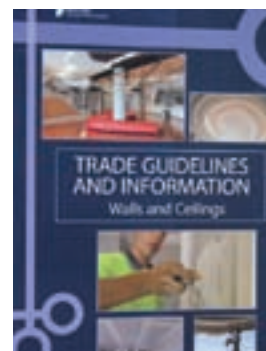
Welcome back, I hope all members had a good summer break. With the New Year comes a new tool from AWCI for the industry. The first edition of the new "Trade Guidelines and Information - Walls and Ceilings" manual has arrived and members should receive a copy soon. This has been compiled by AWCI Australia and NZ with support from several of the manufacturers (including Winstone Wallboards, CSR, Rondo & James Hardie) and is a long overdue addition to the tradesmans references.

Design, Safety, Installation, Finishing, Inspection and Troubleshooting are all covered in good detail and should provide a good solid base for residential and commercial tradesmen to quickly refer to when setting the boundaries of their jobs. I have found a lot of painters do not know when their job begins and the plasterers job ends. I have seen plenty of occasions where a plasterer is blamed for apparent faults that are not caused by them but rather by the builder or the painter not knowing their own job and just taking an easy way out by blaming the plasterer. AWCI members can cut these kind of arguments fairly short by

utilising the standards outlined in this manual and referring to it in their quote forms and contracts at the beginning of the jobs. The relevant AS/NZS documents are referred to throughout the manual.

This is only the first edition, so maybe some of you will have some additional information that you think should go in one of the sections. If so, please make a submission by email to one of our New Zealand Executive Committee members (their contact details are towards the back of this magazine) for us to review. I encourage you to make as much use of this manual as possible, along with making sure all your customers know of your AWCI membership. These all help set you apart from the others in the trade and used well should give you an edge above your competition.

Enjoy the rest of the summer,
Gabriel



BAY OF PLENTY

Hi Guys,

Where's the rain?

I can't remember the last summer we had like the one we're experiencing right now!

I seriously think we have had one day of rain since Christmas day?

Obviously it is making it hard to commit back to the drudgery of weekly work!

I for one, had taken off January knowing it was typically quiet due to the trades coming and going from holidays.....

Boy did I get it wrong!



round the traps...



January's 2013 has showed no signs of anyone really being on holiday..... In fact most have been asked to work through without a break.

I expected a definite rise in work through 2013, but far gentler than the increase we have experienced. What I have seen is a substantial increase placing demanding pressure on all sub trades that are primarily small 1-2 man bands.

I see most trades desperate for skilled workers right now, but having no access to qualified, young, enthusiastic individuals.

Most sub trades have had to redefine how they trade, by outsourcing their administration side of the business to specialists, such as quantity surveyors, accountants etc. This is allowing them to be on the tools, or focusing on customer relationships and the growth of their company.

Beware too! As the work increases, the demands on your cash flow will be much, much greater. We only need to look at Mainzeals demise to see that competitive prices and a shortfall in cash flow has catastrophic effects for all involved. We are strongly advising our customers to talk to their banks now, not later. Having the bank on side before the strain comes on can only help get you through this trying time.

Tauranga at the moment is seeing the commercial sector quieten down a little, yet Rotorua, and Taupo have a few large projects on the go. Residential is coming back quite fast! Especially within the group housing market. We are seeing a lot of these guys come back to life!

Cheers,
Brad Wheeler

CANTERBURY

FROM SHAKE TOWN

CANTERBURY

The other day he was Brian the scaffolder, yesterday he was Tom the painter, today he is Andrew the stopper. Commonly known as Cowboy and with mates Know it All and Course I Know what I am Doing



they are now turning up in Christchurch in numbers and doing some horrendous work.

When are we going to have some form of registration that's going to stop these idiots from

discrediting our industries? Quite simply really, if you're going to call yourself any sort of Tradie then prove you are qualified or at least experienced in that trade and able to operate a business. At least be able to run a bank account and know how to invoice. It wouldn't be hard for a Government to apply some sort of



control on these so called self-employed idiots. Other countries around the world have business registration schemes maybe we should be thinking the same.



Now that's finished one of my many raves. The Great Christchurch Rebuild is cranking up. Residential building is slowly starting to move and the level of house repairs, the over \$150,000 jobs are now beginning to happen. Not in a big way yet but sufficient to start seeing some progress and put a bit of confidence back in the construction industry. Along with Christchurch it is good to see construction in the regional areas picking up. Queenstown is moving again and Nelson Marlborough although still on the quiet side is starting to move.

Roll on the winter when plaster can freeze and the paint can fall off.

"But that's okay. It's not my fault I used those products in the cold temperatures. Know it all and Cowboy said it would be okay."

Cheers

The Grumpy bugger from down south





Need business advice?

Introducing a Helpdesk for AWCINZ members...

AWCINZ is pleased to announce the establishment of a Business Advice Helpdesk to assist members

- Sales & Marketing
- Operations
- Business Management
- Strategy & Planning
- Exit & Succession Planning
- Governance



The Helpdesk is the result of a strategic alliance formed between AWCINZ and Advantage Business Ltd. Advantage Business Ltd is a New Zealand wide, independent, business advisory company.

The initial telephone advisory Helpdesk session will be complimentary and last approx. 15 minutes. If required this will be followed up by an in-house assessment and analysis with a Business Development Plan. The analysis and plan will also be complimentary. Costs of further advice will be detailed at this stage. The Helpdesk will be operational from 1 April 2013 and is manned 24/7.

Key benefits of talking to a professional advisor...

- 1 As a business owner you wear all the hats – marketing, HR, finance, operations and sales management! Working with a business advisor can give you the support you want in any or all of those areas, and will also re-energise you with your business!
- 2 It's not possible to know everything about everything – tapping in to Advantage's nationwide pool of experience and expertise will provide rapid solutions to your business issues – you gain the advantage of this huge resource without re-inventing the wheel!
- 3 You will enjoy the plain speaking, jargon free approach to business that is Advantage's speciality. You'll find yourself totally in charge, confident and sure of your ground when dealing with banks, finance, staff, suppliers, customers (and family!)
- 4 It can be lonely in business – who can you talk to frankly and confidentially? We guarantee confidentiality, impartiality and honest answers – and all our advisors are excellent listeners - even to the difficult questions!
- 5 AWCINZ has negotiated for all members to gain the benefit of a completely free, no obligation business assessment! All you need to do is commit an hour or so of your time, and you'll get an in-depth assessment, national benchmark comparison, and a very useful, written business development report spelling out your strengths, risks, opportunities, objectives and strategies.

If you know you have things you want to work on, but aren't sure if Advantage Business has the help you need – why not just give us a call and arrange the confidential business assessment of your business. You'll find it invaluable and the meeting and report will give you the chance to evaluate your business.

For business advice call 0508 AWCINZ (292 469)



Need help with contracts, payments or disputes?

Introducing a Helpdesk for AWCI members...

AWCI is pleased to announce the establishment of a Contracts, Payments and Disputes Helpdesk to assist members with their businesses. The Helpdesk will be manned by Peter Degerholm as an independent service provider to AWCI.



Peter is well known throughout New Zealand in construction dispute resolution as an Alternate Dispute Resolution practitioner specialising in adjudication under the Construction Contracts Act, mediation and arbitration. He also provides advisory, expert, advocacy and consultancy services to owners, contractors and subcontractors on commercial, industrial, infrastructure and residential projects, focusing on disputes and dispute prevention.

Questions must relate to their businesses as AWCI members (rather than domestic or personal affairs) concerning contract documents, tendering matters (other than pricing), payment processes, problem solving for contracts, a sounding board for contractual issues, suggested options in relation to disputes, and application of the Construction Contracts Act generally.

Members are invited to put questions by email or telephone during normal business hours at no cost to them. Each emailed or telephoned session is expected to last between 5 and 20 minutes.

Written questions must be kept brief though they may include extracts from relevant documents.

The intention is to rapidly assess the issues and provide possible solutions and options, and not as a substitute for full professional advice on specific matters.

The Helpdesk will be operational from 20 March 2013.

Contact Peter at the Helpdesk.

If he is not available he will respond at the first opportunity:

Phone: 04 587 0061

021 307 232

Fax: 04 587 0062

Email: peter@calderglen.co.nz

Are you being asked to provide Material Safety Data Sheets (MSDS) as a part of your Health and Safety Documentation?

Keith Cochrane, an AWCI member from Christchurch suggested we make a range of MSDS available for download on our website.

To date we have listed MSDS from Winstone Wallboards, USG, New Zealand Ceiling & Drywall Supplies and CSR/Potter Interior Systems. Also there are files on the Handling

of Plasterboard Sheets and Working Safely from Heights.

It's all to make your life's easier so take a look and download MSDS for the products you use.

If any of your favourite products are missing, let the AWCI know so they can be added.

Look at www.awcinz.org.nz/info



Seismic Restraint of Suspended Ceilings

The seismic restraint of non - structural elements (such as suspended ceilings) and engineering systems (such as mechanical and electrical plant) is a hot topic after the damage caused by the Canterbury earthquake.

AWCI held industry forums in Auckland and Christchurch in 2012 and a lack of design detail on tender documents was identified as a major industry issue. Tenderers are not provided with information necessary or have the resources to design the restraints. Seismic restraints should be detailed in the tender drawings to allow tenderers to compete on price, not conformance. As a result AWCI has developed a Draft Tendering Protocol for Grid Suspended Ceilings.

The intention of the Draft Tendering Protocol is to provide a level playing field for tenderers that will ensure that ceilings comply. The industry needs a Code of Practice for seismic restraints, so the protocol is just a start. Its purpose is to ensure that the builder gives proper consideration to the seismic restraints requirements for a project before you sign up subcontract agreements.

AWCI encourages its members to nominate this document in your tender and attach it as part of the tender, and to make due allowance in your tender. Having tagged your tender, the pre-acceptance meeting is your opportunity to negotiate contractual arrangements on a job-by-job basis that will assure that the finished ceiling fully complies.

The protocol imposes obligations on the ceiling subcontractor to identify a seismic restraints strategy at the time of tender, to produce shop drawings, in some instances to engage a structural engineer, and to ensure that the work complies. As the industry becomes more familiar with seismic restraint requirements we should increasingly expect to see the seismic restraints fully detailed in the architect's tender drawings.

AWCI aims to move this document forward with industry associations to encourage awareness of this important issue. AWCI also hopes that the matter will be taken seriously by the powers that be, and that seismic restraint design will be included in tender documents and form part of the consented building work.

You are invited to download the following document from www.awcinz.org.nz and begin using it.

AWCI Tendering Protocol for Grid Suspended Ceiling Installations

- 1.All installed suspended ceilings must comply with AS/NZS 2785:2000 and the seismic restraint requirements of AS/NZS 1170.5:2004.
- 2.AWCINZ members are encouraged to submit tenders for grid suspended ceilings based on this AWCI Tendering Protocol to assure compliance.
- 3.Options for the design of seismic restraints for Grid Suspended Ceilings include:

Option 1: Full design of ceiling seismic restraints system by structural engineer tender documents

Full seismic restraints design incorporated in building consent documentation and tender documents.

This option is preferred to encourage fully conforming and untagged tenders, and to assure fully compliant ceiling installations.

Option 2: Generic Design Guides

New Zealand manufacturer/supplier Generic Design Guides provide seismic bracing installation details for basic ceilings within product limitations and structural performance assumptions, for subcontractor design and pricing.

This option encourages fully conforming tenders generally limited to Category P.7 (AS/NZS 1170.5:2005 Table 8.1) ceilings to Serviceability Limit State (SLS1) (with limited ULS options also available). Option 2 tenders should identify the proposed bracing concept, the applicable Generic Design Guide, and any underlying design assumptions*1.

Any ceilings outside the scope of Generic Design Guides (generally being greater than 30/40 metres above ground level, or where individual components weigh more than 10 kg and are able to fall more than 3 metres onto a publicly accessible area) should be nominated in the tender and identified for specific engineering design, and a Provisional Sum allowed for engineer-designed bracing as Option 3.

*1 Unless otherwise stated in the ceiling contractor's tender underlying assumptions include building importance level of 3 or less (AS/NZS 1170.0:2002 Table 3.2), relevant geographic location (AS/NZS 1170.5:2004 Table 3.3), annual probability of exceedance 1/25 (AS/NZS 1170.0:2002 Table 3.3), and adequate space and fixing provisions for installation of compliant seismic restraints. The main contractor or the client's structural engineer should verify tenderers' stated assumptions post-tender when full engineering data is available, and any required additional bracing should be a variation.

Option 3: Specific engineering design

Specific engineering design (required where Option 1 does not apply, and Option 2 does not apply to some or all ceilings).

Unless full engineering data has been provided within the tender documents such design must be carried out post-tender when full structural and building performance data is available. Where the scope of seismic bracing cannot be accurately ascertained at tender a Provisional Sum*2 should be nominated for the added cost of bracing.

*2 A Provisional Sum (not being an estimate) for seismic bracing should identify the ceiling areas

requiring specific engineering design, to cover the cost of specialist engineering design, design producer statements (PS1), supply and installation of seismic bracing, and engineer producer statements (PS4) for the actual seismic restraints. Unless otherwise stated such Provisional Sum would be additional to the tender price.

General

- Minimum structural engineering information requirements for Options 2 and 3 include return period, building importance level, building classification, SLS/ULS, provisions for load transfer to structure, requirements for producer statement, any confirmation that services loads will be restrained in accordance with AS/NZS 4219.
- Producer statements, where specified, shall be provided for the entire design and/or the completed ceiling installation. Any additional or interim producer statements for separate areas or completion stages shall be a variation.
- Shop drawings shall comprise as a minimum reflected ceiling plans marked up to show the position and type of seismic bracing and seismic control provisions.
- Shop drawings submitted for approval shall unless approved in writing be deemed approved within 10 working days of submittal.

Coordination of structure and services with ceiling fixings and bracing

The main contractor shall, without charge to the ceiling contractor:

- Provide suitable fixing points and all secondary steelwork, purlin blockings, etc. for fixing of ceiling hangers and bracing.
- Provide continuous nogs to allow solid fixings wherever ceilings abut partitions and bulkheads.
- Ensure that all in-ceiling services are installed strictly in accordance with AS/NZS 4219 including all components and services over 10kg are restrained from gravity and earthquake forces with proper clearances from ceiling and supports in accordance with AS/NZS 4219.
- Coordinate the required bracing with structure and in-ceiling services.

Any requirement for additional steelwork, to modify proposed bracing or support requirements due to a lack of structural fixings and support or for coordination with in-ceiling services would be a variation.

Armstrong: Armstrong Seismic Design Guide - New Zealand Version; Seismic Installations and Armstrong Ceiling Systems (2012)

USG: Generic Seismic Installation for USG DONN® Exposed Grid Suspended Ceilings; Seismic design Guidelines – Suspended Ceilings (2012)

AWCI Tendering Protocol - Grid Suspended Ceiling Installations (29/11/12)

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or
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The Building and Housing Group of the Ministry of Business, Innovation and Employment has been prompted to remind everyone of Building Code requirements regarding seismic restraint compliance. This information was published in the December 2012 Codewords Issue 54 which has been reprinted below.

Codewords Issue 54 - December 2012

Welcome to the December issue of Codewords – keeping you up to date with information from the Building and Housing Group of the Ministry of Business, Innovation and Employment.

Seismic resistance for engineering systems and non-structural elements

It is important that engineering systems (such as mechanical and electrical plant) and non-structural elements (such as suspended ceilings) are properly restrained against earthquake shaking. This is to prevent them collapsing on people, cutting off exit routes from the building, being damaged or damaging other property.

Details of seismic restraint for engineering systems must be included in building consent applications.

Seismic restraint is a Building Code requirement

The Building Code requires all building elements to have a low probability of failure when exposed to loads likely to be experienced within their lifetime (Clause B1 Structure).

A building element is any structural and non-structural component or assembly incorporated into or associated with a building.

Engineering systems and the so-called non-structural elements are required to be restrained against earthquakes.

Building elements include:

- fixtures
- services
- drains
- permanent mechanical installations for access
- temporary supports
- glazing
- partitions
- ceilings

How to meet the Building Code requirements

There are several Building Code supporting documents for meeting the performance requirements for Structure. Which ones you use depends on the restraint requirements.

For engineering systems, use NZS 4219:2009

For engineering systems the most common way of meeting these requirements is using building code supporting document B1/VM1. This cites the New Zealand Standard NZS 4219:2009 Seismic Performance of Engineering Systems in Buildings.

This Standard contains prescriptive and specific engineering design options for restraining engineering systems.

Some exclusions from NZS 4219 are:

- lifts
- systems where the mass of the system exceeds 20% of the combined mass of the system and the building
- fire sprinkler system pipe work
- items supported directly by the ground

See the Standard for full details.

For non-structural elements, use NZS 1170 and a materials Standard

The restraint of elements not covered by NZS 4219 should be designed in accordance with two Standards taken together:

NZS 1170 Part 5 Structural Design Actions Part 5: Earthquake actions – New Zealand the appropriate materials Standard, such as NZS 3404 Steel Structures Standard, or Standards devoted to specific systems.

For example, for:

- suspended ceilings: use AS/NZS 2785 Suspended ceilings – Design and installation
- fire sprinkler system pipe work: use NZS 4541 Automatic fire sprinkler systems.

Note that NZS 4104 Seismic Restraint of Building Contents covers items with a mass of up to 300 kg, including such items as ovens and pianos. The level of restraint required depends on the expected seismicity, the class of building and the height of the object within the building.

Preventing costly earthquake damage

For these reasons, it's important to protect this investment from damage due to earthquake shaking: Damage to buildings as a result of earthquakes has a significant economic impact. This is due in part to damage of secondary structural elements and non-structural elements.

It's also important to ensure that essential engineering systems continue to function, especially in critical buildings (such as fire stations) during and after an earthquake.

Mechanical and electrical services and non-structural elements can account for a substantial part of the cost of a new building.

Following the advice above and complying with the Building Code protects life, property and the economy.



Member Benefits

Association of Wall and Ceiling Industries NZ - RESOURCES

Association Magazine – you will receive the Association's "Insight Magazine" quarterly. Industry and Regional information, Questions and Answers, ...

Latest Industry Knowledge and Standards - Members have electronic access to the latest industry standards and information via email updates.

Variation Pads – Construction Contracts Act variation submittal booklets

Business Forms and Conditions of Contract – Access to standard forms and conditions to effectively manage your business. (Construction Contracts Act, Quotation Booklets etc.)

Association Merchandise – Ability to order personalized clothing and merchandise with AWCINZ Logo. Caps, beanies, polo shirts, caps, coffee mugs

Logo Stickers – A self adhesive, permanent sticker for use on vehicles, office etc. to identify the contractor as a member of the Association. Varying sizes available.

Please contact the Head Office to order or obtain any of those resources at admin@awcinz.org.nz or one of your national executive committee members

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Terry Bell



It was with great regret that our dear friend and colleague Terry Bell passed away suddenly in early December. You will recall that Terry was a longstanding member the AWCINZ and AWCIANZ Executive Councils and a champion of the Apprentice Challenge contests.

He was made a life member of AWCINZ and AWCIANZ in 2008. Terry retired from Winstone back in May 2008 after serving them and the industry for 42 years.

The passing of our friend Terry Bell has been remarked by many in our industry. But we who had the pleasure of working with him at close range over the years have many thoughts about, and memories of, this remarkable man which were shared at the funeral. The family extends their thanks for the expressions of sympathy received from many members of AWCi here and in Australia.

The Best in Australasia!

A project carried out by Don and Allan Hitchens and the team at South Auckland Fibrous Plasterers Ltd of Papatoetoe was voted the Best Heritage project of the year in New Zealand and Australia at the AWCI ANZ Conference held in Port Douglas, Queensland late 2012.

South Auckland Fibrous Plasterers Ltd are long serving NZ Fibrous Plaster Assn. and AWCI members.

The winning project involved heritage work at the Auckland Art Gallery TOI O TAMAKI. The fibrous plaster mouldings were cast by AWCI and NZ Fibrous Plaster Assn. member Plastercraft 2000 and installed by the team at South Auckland Fibrous Plasterers Ltd.



Alan Hitchens receiving the NZIOB Award of Excellence for Mike Kale of GIB®



The Auckland Art Gallery project took out the 2012 Property Council's Rider Levett Bucknall supreme award. It also won the NZIOB Supreme Award for Hawkins Construction project manager Grant Thomas and the \$50M+ Projects category award at the 2012 NZIOB GIB® Awards of Excellence.

Great skills!

Interesting Industry Websites

www.drywalltalk.com

www.businesshero.co.nz

www.nocowboys.co.nz

www.subby.co.nz

www.liquidator.co.nz/f-a-q-s.html

www.awcinz.org.nz

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Classic tile	~ 150mm x 150mm
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Apprentice Challenge, Port Douglas

With amazing support from BCITO and GIB, Peter Stirrat from TROAKE and Jeremy Boyles from Frankton Plasterers headed over to Port Douglas with the intention of winning the Apprentice Challenge for New Zealand. This would have been a first - I admired their enthusiasm and confidence!



Peter Stirrat from TROAKE with the Top Apprentice award.

They represented New Zealand well from the very beginning and were a pleasure to have on the trip. The training in Wellington with steel stud framing certainly paid off and unlike previous years, they were well and truly in the game after the first day. They managed to keep up with the other apprentices over the next 2 very hot and humid days and even helped other states that were having difficulty! This is what the future is all about with the young apprentices and seeing that teamwork was a highlight and promised great things for the industry. Everyone managed to complete their beach hut on time and to a high standard.

At the Gala dinner on the final night, there was only one overall winner with Tasmania taking out the top prize. However, it was amazing to hear that New Zealand actually came 2nd and was only 1 point behind! Peter Stirrat also won the Ray Barrymore award for the Top Apprentice, which was not only very fitting but also well deserved. I am sure that Ray, who knew Peter very well over the last few years, would be looking down proudly - not only a New Zealander won but it was Peter. Congratulations to all the other apprentices, as competition was tough and the standard high. Special thanks to Peter and Jeremy for representing NZ so well.

Thank you to the employers who support these young men both financially and by allowing them to compete in the Challenge during working hours. I hope

that this continues and I urge any employers to take on apprentices through BCITO and get them involved in the AWCI conferences so that they are eligible to represent NZ in the future challenges. Peter Stirrat and I are already grooming the next apprentices from TROAKE and I look forward to the 2013 challenge.

Vince Troake.



Peter Stirrat (TROAKE) and Jeremy Boyles (Frankton Plasterers) applying the finishing touches.



The happy (and noisy) New Zealand contingent at the AWCI ANZ conference, Port Douglas, Queensland.

BCITO News

Plenty is happening in the world of industry training, with a growing building industry, Government grants and good training numbers making news. Below we'll look at what the Government has proposed and our 2012 training statistics.

Government Grants

On Friday the 25th of January, the Government announced a "reboot" scheme to be put in place from 6 March this year. This will give 10,000 new apprentices and their employers up to \$2000 each to cover the cost of tools and training-related expenses.

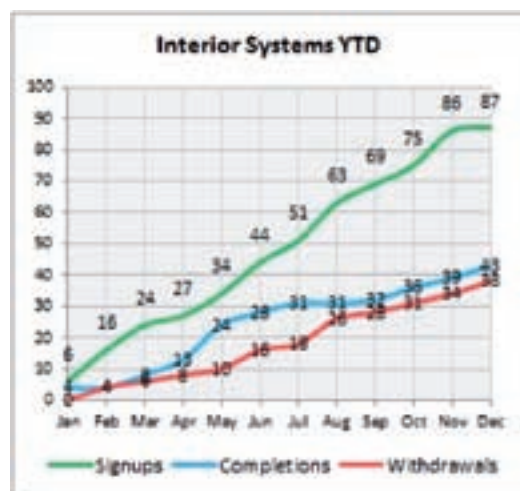
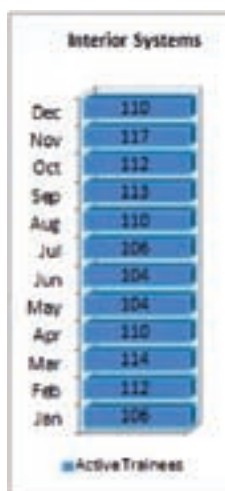
Unfortunately we don't have all the details yet; the Government has not fleshed out how exactly this initiative will be run. We do know however that apprentices will need to be in training for at least 3 months before the funding can be claimed.

The grants are only available for the first 10,000 apprentices across all industries (not just BCITO ones). This means that the BCITO cannot guarantee grants will be available for all new apprentices.

We encourage those considering new apprentices to get them into training now. We will then do our best to get you and your apprentice in the running for a grant come 1 April. Simply contact your BCITO rep or call us on 0800 422 486 to get the ball rolling.

2012 Training Statistics

Last year was tough on a number of fronts, with fewer people entering the industry than anticipated. But this looks set to change in 2013 with record numbers of employers contacting the BCITO to sign up apprentices. Despite the challenges of last year, we still had 43 people complete qualifications in Interior Systems.



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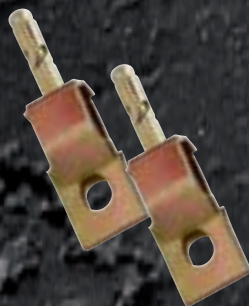
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AWCI Golf Day - Hauraki Golf Club - Friday

Our long hot summer and a desire to get away from the office or construction site contributed to an outstanding field of golfers at the annual AWCI tournament. The Hauraki Ladies Committee once again provided an excellent breakfast and late lunch for contestants.

BCITO livened up proceedings with a novelty water balloon slingshot contest. Our thanks to

CSR / Potters and New Zealand Ceiling and Drywall Supplies for keeping everyone on the hot, dry course hydrated. GIB, Rondo, Forman, Placemakers, USG and Trowel Trades all contributed to an excellent prize table.

The highlight of the day was a Hole in One by Grant Borthwick of Forman Commercial Interiors, Rotorua. Well done Grant!



The course was as dry as a desert!

Results

Best Nett	Anthony Mitchell
Best Gross	Wayne Jump
Best Stableford	Colin Inglis
Best Team	Auckland
Longest Drive	Shannon Irvine
Nearest the Pin	Andrew Quinn
Hole in One	Grant Borthwick
Most Golf	David Bailey



Andrew Clemmet and Garry Preston with the cold drinks.



Well done Grant Borthwick! A Hole in One.



Craig Gulliver and Russell Court

22nd February, 2013



Dean Robertson, Andrew Campbell, Simon Mahoney, David Bailey



Wayne Jump, Brian Massong, Anthony Mitchell and Joe Buhagiar with their rewards



These are the rules of the day



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Safety Awareness

how you can make a difference
to your workplace safety culture

Having a positive attitude on site can contribute to the success of a company's health and safety culture. Both employers and employees have a responsibility to ensure a safe working environment.

Having the right attitude towards health and safety will change your behaviour and ultimately influence people to change theirs too.

A safe attitude is about

'Personal Responsibility':

- Putting your safety and the safety of others ahead of completing a task
- Taking safety procedures and practices seriously
- Not turning a "Blind Eye" to unsafe conditions or work practices
- Not allowing peer pressure to take over and affect your better judgment
- Positive recognition for safe behaviour onsite.

Safe behaviour is about

'Ownership of Actions':

- Being a safety mentor: Talking the talk and walking the walk
- Asking for help if you are unsure about your instructions or how to use equipment
- Following safety procedures and safe working practices
- Using the appropriate Personal Protective Equipment (PPE) for specific tasks
- Saying "NO" to taking shortcuts or unsafe acts
- Being proactive - note down near misses on a register: workplace observations are the backbone of a safety culture.

Behaviour is saying "no" to an unsafe situation, and your attitude is what gives you that courage –

"What will you do when the pressure is on?"

As an employer, make sure your safety systems encourage safe behaviour. Not only will that contribute to higher productivity, staff morale, and less accidents and incidents - you will also increase your chances of going home to your family and friends at the end of the day.

Site Safe NZ Inc is an independent, not-for-profit industry-wide organisation that promotes a culture of health and safety standards in the New Zealand construction industry.

Working with you to keep your site safe.

www.sitesafe.org.nz

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Exec Point of View on the role of Technology in building green

Author: Cecilia Padilla, President On Center Software

Building green starts long before the actual construction ever begins. Certainly it starts with the intention of the owner, then the designer, followed by the architect. But it doesn't stop there. Before electronic plans, subcontractors had little choice but to sift through mountains of project drawings to find something applicable and interesting to them. Construction automation changed the game in the 1990s and again in the mid-2000s.

Electronic plans were introduced just prior to the 1990s eliminating the need for paper plans. Construction professionals easily find their plans digitized, organized, catalogued, and synchronized by using plan rooms and online project centers. This step alone allows companies to be more socially responsible by minimizing paper waste. Not only does this save time but it reduces the cost of distributing paper plans and specs across the project life cycle.

The ability to markup plans, complete the takeoff, and communicate the bid all electronically provides a way that is environmentally friendly. Being a part of building green isn't a sacrifice when both time and money savings are recognized by multiple parties in the process. Building green begins with the commitment to do just that - from design to plan to build.

The quantitative measurement and bid estimating process went paperless long before the post-win project management process. Once onscreen takeoff eliminated paper plans, the project manager and foreman were buried in paper – binders of paper that the foreman used to manage the site. The foreman (the most valuable resource onsite) was

now tied to a trailer, trapped in an office, or chained to a gang-box, sifting through paper.

The introduction of tablet technology in the mid-2000s, is transforming field project management. The project manager and foreman are no longer stuck copying and sending papers back and forth regarding the project process or to clarify an aspect of the plans. Plans, change orders, RFIs, etc. are all sent electronically from the tablet in the field to the project manager's laptop, wherever he might be. In addition, with automation in the hands of the foreman, at the job site location, when an issue arises there are fewer delays and improved steps to resolution.

Building green is more than just eliminating paper though. It also means finding ways to reduce material waste, create a better delivery process for materials, and a more accurate oversight of the crew. Construction technology and automation enables project managers to line out the men, knowing how much material will be needed and how long the work should take. Up- to-date stocking reports minimize the chance that excessive materials are ordered and/or delivered to the wrong area or floor.

All contractors are interested in reducing costs, saving time and eliminating material waste and punch work items. Takeoff, estimating, and project management automation result in these very benefits. Technology eliminates paper plans, paper faxing or mailing, as well as shows the exact work that should be done – when, where, and how much material is needed. Building Green and technology are not mutually exclusive, they are mutually beneficial.



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Payment by cheque, Facebook traps & dismissal considerations

Q. We have just discovered our manager of intellectual property made a mistake in trademarking our company name. We find out a new competitor in one of our markets is using the same name and theirs is registered, ours ain't. I am so furious... can I fire the guy on the spot?! – Tom

Dear Tom

My first reaction is sympathy for any loss you have sustained in the market.

But it's a shame his work wasn't checked when he filed for trademark.

On the firing issue I would recommend caution. Obviously you should never just dismiss someone on the spot - any action should only follow a full and fair investigation and formal procedure.

Everyone makes mistakes. Some are more damaging than others. While negligence may sometimes justify dismissal the threshold is high. If you believe the employee was negligent you need to consider what he did or failed to do and all the relevant circumstances, and take further advice.

You need to take a fair and reasonable approach to this (as employment law dictates), even though you might have let out a shriek or two in your office. Find out how the error occurred and put procedures in place to make sure this can't happen again.

If there is a pattern of poor performance you need to undertake a formal "performance review". Get advice on how: the procedure really does matter if you are to avoid a personal grievance claim from the employee concerned. Key words are: act in 'good faith'.

While negligence may sometimes justify dismissal the threshold is high

Q. I paid my new boy with a cheque and he's moaning that he wants it paid online. I want to stick with cheques – is there a problem about that? – Ted

Dear Ted

It sounds like you didn't get an agreement from your employee about the method of payment. Check what your Employment Agreement with him says about pay. If you don't have a written agreement you are breaking the law and need to get one done quick smart.

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EMA members can call EMA's free AdviceLine for detailed advice and download a template from our website – if they are happy with that template, which has the minimum required information, they can use it, or add clauses and add other arrangements.

Back to the payment method: generally people don't like going to banks to deposit cheques then waiting for them to clear. The Wages Protection Act provides, unless otherwise agreed, for payment in money, which is defined as coins or banknotes. However, payment in cash would be rare these days with most people getting paid directly into their bank account so the money becomes available immediately.

Employees should be made aware when and how they will be paid, and payment needs to be made on the day agreed to pay.

Q. I am friends on Facebook with a number of my staff and I noticed one of them making snide comments about another of our employees. What do I do about that? It's not acceptable to us. – Bart

Dear Bart

Social media sites are a temptation that gregarious people must treat with care!

If your employees are not identified as your employees, there may not be much you can do. If a 'Jim Smith' badmouths a 'Tom Brown' it is between them and Facebook. Even if their

names are more identifiable than that, the world is not to know they work for you. However, depending on the details the comments may have a detrimental effect on the workplace relationships and therefore potentially may need to be looked into.

If the victim of this exchange has not complained to you, it may be best left alone. If he did complain to you, you could only informally mention – in private – to the perpetrator that you think it's unreasonable to badmouth anyone on Facebook, especially due to the affect it may have and as other colleagues of theirs who work at your firm could be demoralised by such comments. It could affect your company's reputation even if only in the eyes of a few people in the know. Word of mouth is a powerful force.

Our general advice is that it might be best to keep the temptation to snoop to yourself, to trust your social media policy and your staff... and wait for a complaint to arrive... Employers are encouraged to have a social media policy so employees are clear on their obligations and potential consequences if issues arise.

• The information in this article is a guide only and not to be used as legal advice without further consultation.

To inquire about becoming a member of EMA to gain access to our employment services such as EMA Legal solicitors at member rates and the free AdviceLine 8am-8pm, please contact EMA Membership on 0800 800 362 or through www.ema.co.nz.

Generally people don't like going to banks to deposit cheques then waiting for them to clear



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