

THE MAGAZINE FOR ASSOCIATION OF WALL AND CEILING INDUSTRIES OF NEW ZEALAND

# insight

JULY 2020



## INSIDE:

**A good keen man - Tribute to Dave Martin**  
**Was your business prepared?**  
**Commercial lease disputes**



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# President's report

*From the trowel of Gabriel Ataya*

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Well it has been one of the strangest periods in New Zealand history. COVID-19, the lockdown, recovery, all of these things hinge around one key point – Resilience.

Resilience of yourselves, your business and your family.

I was amazed how busy the office at the AWCI was over the lock-down period. Queries from members, getting information out, talking with key partners. I am really pleased we were able to support our members during this time and also pleased to report we have more benefits for members coming up shortly with some specific webinars to help you and your business, plus other information to keep you up to date. You will see resilience and growth is a key feature of the articles on this issue.

A lot of companies have rebounded quickly from lock-down which shows the strength of the work our members carry out. The ability to reposition and

expand your core offering is proving to be a valuable tool for members.

We will be providing sector economic information for all AWCI members shortly which will help to show which area's of the economy have dropped away but which other area's are poised for growth.

Don't forget, that the AWCI has recently introduced a new service all members should be aware of:

A new Interior Assessment service for members that aims to provide an independent service to assist with installation, plastering, finishing and job completion disputes. We have specialised assessors who can go in and provide an independent assessment report to review what has happened and provide suggested remedies.

Finally, we pay tribute in this issue to one of the great AWCI members, David Martin. David sadly passed away recently but his legacy as a past Executive member, President and Life

Member will live on a long time. We are very grateful for the time and expertise David willingly gave to the NZ Fibrous Plaster Assoc and the AWCI over many long years. Our thoughts are with all of David's family. May he rest in peace now.

Gabriel Ataya

AWCI President

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# Construction News

## INDUSTRY NEWS

During the COVID-19 lockdown, Site Safe has been working to support the industry by developing a suite of fully online courses designed to give businesses the flexibility they need to get back to work during this challenging time.

The new fully online version of our most popular entry-level course, the Foundation Passport - Building Construction (Online), means learners can complete their health and safety training anywhere, anytime, using their own device. As this is an interactive self-paced course, learners can complete it when it's most convenient for them. Successful completion of the online course will renew Site Safety Cards (Passports).

Key topics covered include how to keep yourself safe, understanding and controlling risk, as well as the basic hazards found on most construction sites, and the relevant legal requirements for workers.

- Risk Management (Webinar)
- Leadership in Safety (Webinar)
- Training and Supervising Workers (Webinar)
- Passport Plus - Flexi (Online + Webinar)

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## NEW BUILDING CONSENT EXEMPTIONS APPROVED BY GOVERNMENT

MBIE are pleased to confirm that new building consent exemptions are being added to the Building Act. This means that more building work will be able to take place without needing a building consent. The Minister announced the new package of exemptions on Sunday 24 May.

Most of the new exemptions are expected to commence at the end of August. The new exemptions for LBPs will commence once changes are made to the Building Act, which is expected later this year.

Allowing more building work to take place without a building consent makes the building process quicker and easier. It is expected that the changes could save building owners up to \$18 million a year in consenting costs and if lodged separately could reduce the number of consents issued by councils by up to 9,000 per year. While many of the new building consent exemptions can be done without the help of a professional, some will require the involvement of a Chartered Professional Engineer or Licensed Building Practitioner.

During our consultation process last year, we received positive feedback from a range of stakeholders including councils, industry organisations and building owner groups about increasing the number of building consent exemptions, covering work carried out in both rural and urban areas. Following Government decisions, the scope of the single-storey detached building exemption has been expanded and there is now more building work, which can be supervised and signed off by a Licensed Building Practitioner.

For an overview of the new exemptions, please visit [building.govt.nz](https://building.govt.nz).

All exempt building work must meet the Building Code as well as other relevant legislation.

New guidance will be issued before the exemptions commence, and we will update the sector when this becomes available.

View the current building consent exemptions guidance.

Ngā mihi,

The Building Performance Team

# A good keen man

## – A tribute to David Martin



**David Laurence Martin 1942-2020**

**B**orn in Opotiki 25th May 1942 to Nelson & Joyce Martin.

He was number 2 of 6 children, Jim, David, Ruth, John, Phillip and Naomi.

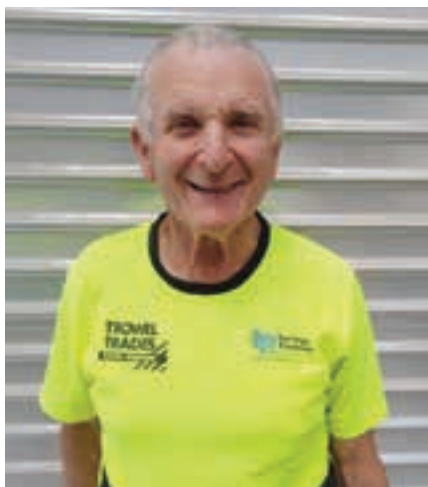
### **Life Member - AWC**

David grew up in Opotiki funnily enough to a plastering family. He moved to Whakatane and began his plastering life leaving school at the ripe old age of 14 years to work with his father and brother Jim.

Who would've thought a school holiday job would lead to a long and successful career in the building and construction industry?

Dave was asked to help out in the family business in 1956 and has enjoyed working in the industry since.

Working alongside his brothers, he followed his Dads advice and didn't do an apprenticeship when he started out in the business. It was only after fifty years he decided that he wanted to lead by example and gain a national qualification that recognised the skills he had learnt over the years.



David still holds the national record for the oldest apprentice in New Zealand. At the ripe old age of 65, David finally sat his papers – 7 in one day (much to the disgust of the Assessor, apparently no-one told David that he was allowed a calculator in the exam so all measurements and calculations were done by hand). David had actually been assessing New Zealand apprentices and felt guilty that he didn't have the "Ticket" so felt it would only be fair to complete the papers himself and not rely on his 51 years experience.

Dave has been an active and enthusiastic member of various industry

associations over the years. He has been on the executive and President of the Fibrous Plasterers Association and President of the AWC.

As the owner of Tauranga Plasterers since 1974, and a keen trainer of apprentices for many years – Dave's decision to gain a National Certificate could be considered to be a courageous one.

"It was pretty scary to sit down in a room at a desk and complete the examination papers", say Dave about the first part of the BCITO Recognition of Current Competency [RCC] process. "I admit I was pretty nervous, as it was the first time I had been in that academic type situation since I was fourteen!"

"But once I started writing, I realised how much I knew and it was just a matter of taking my time and finishing the job at hand!"

From an early age, David and his brothers were known to have petrol in their veins. Racing Minis in Levin, sponsoring a race car and being part of the pit crew at Bathurst one year was a highlight - until he was responsible for the petrol and they ran out and had to push the car over the finish line!



Needless to say they didn't win and it wasn't such a proud moment in racing history. Until not that long ago he and his brother John would still hire a station wagon and sleep in the back like young fellas in order to enjoy Bathurst or other car races here in NZ.

Somehow we get the feeling that he will already have trowel in hand patching the holes at the pearly gates – however his health and safety planks and ajax nailboxes might get him into trouble.



Some of you will only know aspects of David and in whatever sphere he will be sadly missed. We hope that you have understood the quiet man behind the scene.

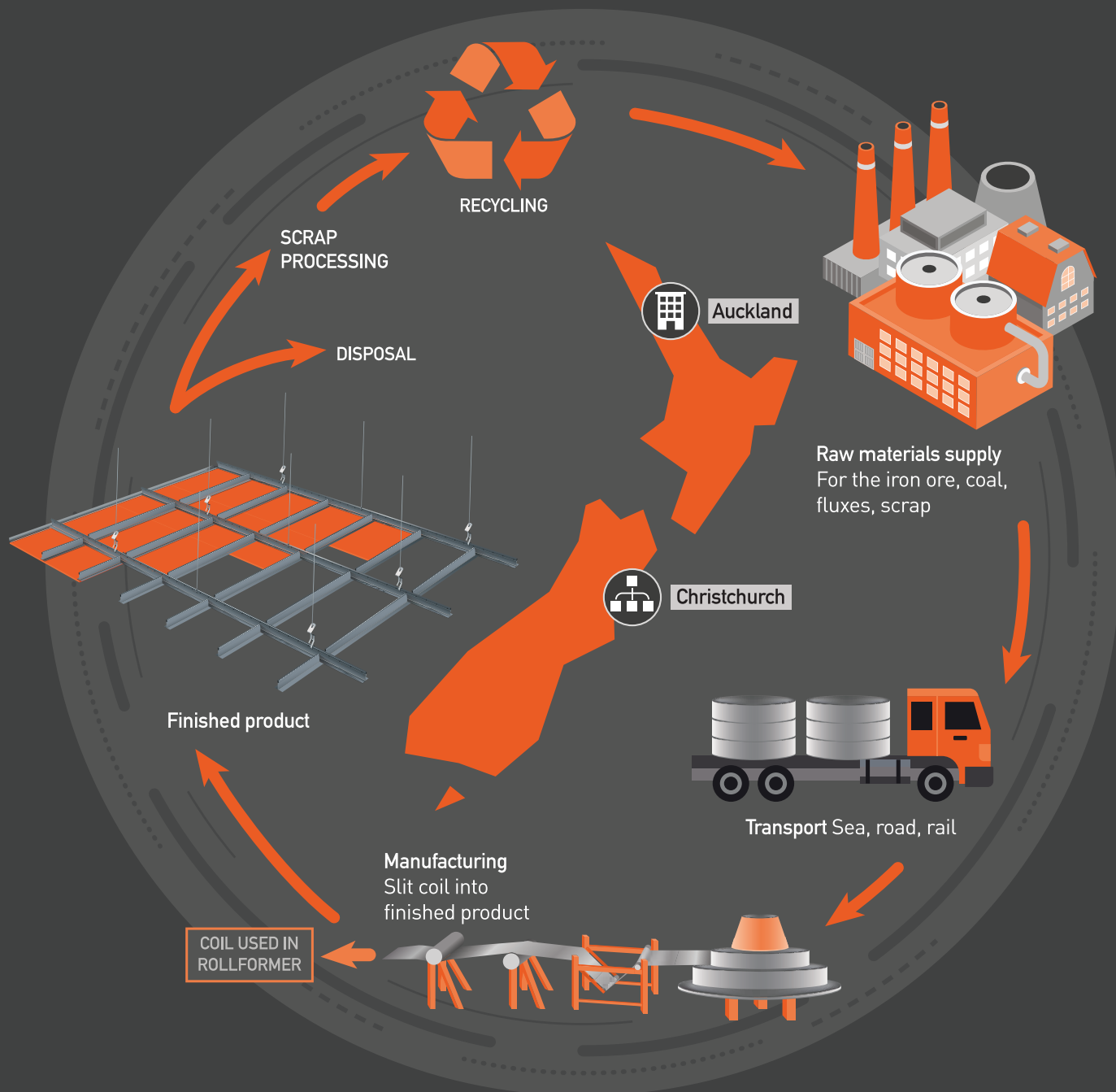
David Martin - Qualification awarded NZQA 30 March 2007.

Following a short illness, David Martin passed away on June 1, 2020.



Editors note - subsequent to this article being written, another AWCI Life Member, Terry McKain passed away on 19 July 2020. Both David and Terry will be missed and we acknowledge thier huge contribution to the industry.

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# Building resilience in 2020

*The construction industry has been left reeling from the body blow delivered by COVID-19. But this will pass, and being resilient will help navigate the crisis and prepare for recovery and future opportunities*

**BY CHARLOTTE BROWN, TRACY HATTON AND RICHARD BALL, RESILIENT ORGANISATIONS**

**C**COVID-19 has impacted every corner of society and will do so for many months to come. With most construction work initially suspended, construction companies have struggled to manage cashflow, retain staff and remain viable. There is some light at the end of the tunnel for the sector with the government's pledge to fund significant built infrastructure projects. The challenge is bridging this immediate crisis and positioning to excel and take advantage of the economic stimulus activities.

## Being ready for anything

The construction sector is no stranger to disruption. In recent years, market volatility, material quality issues and large company failures have plagued the sector. Earthquakes, climate change, disruptive technology and, dare we say, pandemics are now also high on people's risk radars.

Disruption has become business as

usual, and it is more important than ever that we think about what it takes for the construction sector to be ready for anything.

Resilient organisations are those that can both weather the storms of change and find an opportunity to emerge in a stronger position. They plan for the unexpected and build the capacity to adapt to new situations.

Beyond having good financial management that can help to buffer disruptions, this means planning and practising the skills necessary to respond positively to disruptions. It also means developing leadership capability, a supportive, innovative, inclusive and learning culture and quality relationships with customers, suppliers and competitors.



# Building Resilience in 2020 *continued...*

So what can organisations do now? How can they navigate the immediate crisis and also position themselves strongly for the future?

## Show leadership

Whether you are a senior manager in a large multi-national construction company or run a small or medium enterprise, there are some key principles to follow through any disruption:

- Know your goals and articulate them clearly.
- Be consistent and stay true to your values.
- Involve others in planning and decision making. Seek out multiple and diverse perspectives – from labourer to key supplier to bank – actively listen and critically evaluate any decisions you are making. For example, get a trusted colleague to play devil's advocate for any decision you intend to make.
- Lead with your heart as well as your head and show empathy and compassion for people. Realise everyone will deal with this situation in a different way.
- Take time to pause and reflect and change course if you need to.

## Involve staff now

Involving staff now will lead to better outcomes in the short and long term. Be open and honest with staff even if hard



decisions have to be made. Involve them in the deliberation process and seek out creative solutions to the challenges you are facing. Use a two-way forum wherever possible (including video-conferencing) so staff know that they are heard.

The construction sector is familiar with the challenge of attracting and retaining skilled staff. This is one way of gaining a strategic advantage once the work starts flowing again. Staff engagement now will build trust and loyalty long term.

## Look out for staff wellbeing

People are at the heart of resilient organisations, particularly in a labour-intensive industry such as construction.

During a crisis response and recovery, it is critical for leaders to look out for their staff, key business partners, their family and themselves. This is especially important given the growing awareness of mental health issues within the sector. The sector must pull together to look out for each other.

Where possible, invest in online staff or team training and development. Even just organising a virtual social event can help staff feel valued and build teams ready to make the most of opportunities going forward.

## Plan ahead but adapt to changes

While it may feel like planning ahead is impossible given the uncertainty we are

facing, it is really important. Look ahead for 1, 3, 6, 12, 18 months and start asking 'what if' questions. What possible and diverse scenarios exist for demand and revenue? Critical supplies or costs? Retention and availability of staff?

After considering the possible futures, buy yourself time and don't lock yourself into a course of action unless you know it is right. Seek out a variety of options and look at what other people are doing in your sector and outside.

Think several moves ahead but be ready for things to change. Make peace with the fact that you will have to adapt.

## Do the right thing

Some actions may help in the short term but have poor outcomes in the longer term. This is particularly important when it involves your organisation's reputation, either internally among staff or externally with customers and suppliers.

If you are perceived as acting selfishly



## + FEATURE

or against the interests of those you depend on, it will negatively impact on goodwill and willingness to support your organisation's recovery.

### Keep communicating

As we immerse ourselves in responding to the crisis, it is easy to forget how important it is to share and listen to those that we depend on or who depend on us.

Provide regular business updates, sharing what you know, what you are doing and planning and what you want them to do. If nothing has changed since your last update, say so – even that is keeping people informed.

### Ask for updates from others

Be open, honest and listen for feedback. Don't be afraid to ask for help if you need it – even if it is simply asking for patience and understanding as you work through what needs to be done.

Good communication will grow

relationships and set you up for recovery.

### Work together

It may sound clichéd but we are stronger together. This means making the most of the people and knowledge within your organisation as well as those outside it.

The construction sector is a notoriously competitive and fragmented sector. While competitive behaviour drives down prices, it also drives risky behaviour. This in turn leads to quality issues and organisations working on very thin margins, which exacerbates vulnerability to disruptions and impacts business performance.

When times get tough, it is natural to want to retreat, but it's now that we need to reach out to our business partners, subcontractors, suppliers and competitors. It's now we need to openly share stories, resources and strategise so everyone can pull through this crisis.

### Learn from the experience

This won't be the last crisis situation facing the sector. Make sure you take time to learn and reflect on how you coped and what you can do to improve, and be sure to celebrate the successes too.

What organisations do now and how they navigate the next few months will help to build a more reliable, resilient and sustainable industry that is better able to proactively manage all kinds of disruptions and perform better day to day.

All this helps towards the Construction Sector Accord's vision for the sector of providing 'safe, healthy and durable homes, buildings and infrastructure that support the wellbeing of our communities'.

For more See Striving through: Managing your business in a crisis and resilience quick start guides. These are available to download from [www.resorgs.org.nz/resources](http://www.resorgs.org.nz/resources).

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# Commercial lease disputes

With many businesses forced to shut due to the COVID-19 lockdown, many tenants are questioning whether they are required to pay rent under commercial lease agreements when they cannot use the leased premises.

Since the Christchurch earthquakes, the Auckland District Law Society (ADLS) form of lease has contained a 'no access in emergency' clause whereby tenants who are unable to gain access to the leased premises can seek 'fair' rent and outgoings abatement for the period of the lockdown. Some other forms of commercial leases contain similar 'no access in emergency' clauses.

The ADLS lease 'rent abatement clause' 27.5 deals with the situation of an emergency when the premises are unavailable for a short period of time and is particularly relevant right now.

The ADLS clause is triggered when there is an emergency and the tenant is unable to gain access to the premises to fully conduct the Tenant's business. That inability must be linked to reasons of safety... or the need to prevent reduce or overcome any... harm or loss.

An emergency is defined in the ADLS lease as being a situation that is a result of any event, whether natural or otherwise, including... plague, epidemic that causes or may cause loss of life, illness or in any way seriously endangers the safety of the public. The COVID-19 Alert Level 4 and possibly Alert Level 3 requires most businesses to cease using their premises.

If the rent abatement clause is activated, then a fair proportion of the rent and outgoings shall cease to be payable for the period during which the tenant is unable to gain access to the premises to fully conduct the Tenant's business.

Accordingly, a tenant that operates a non-essential business may seek a rent reduction under the rent abatement clause.

The issue which then arises is how much rent and outgoings should be payable by tenants during the lockdown period? It's only natural that landlords and tenants will have differing views and sometimes they cannot reach agreement.

To best assist parties who find themselves in this type of dispute, the New Zealand Dispute Resolution Centre is offering reduced cost fixed fee arbitration and mediation services. These services provide parties with access to a time and cost-efficient process to resolve their rent abatement dispute.

This special service is in addition to our existing offerings including arbitration, mediation, and expert determination for disputes arising under, out of, or in connection with, commercial leases.



Details are on our website <https://www.nzdrc.co.nz/property-disputes/covid-19-lease-disputes/>.

For further information, please contact our Registry staff <https://www.nzdrc.co.nz/contact-us/>.



# Case Study – University of Canterbury

**T**he University of Canterbury's former Commerce building was transformed last year into a new purpose-built space designed by Athfield Architects for contemporary teaching and learning.

The building's leading-edge facilities provide large flexible learning spaces and feature the latest in technology. Formal teaching spaces compliment informal and social spaces to create a vibrant student-focussed learning environment.

The multi-level building is the New Education Building (NEB), an extensive EQ repair and re-purpose, in which



Heradesign acoustic panels from AMF were chosen as part of the vision for their strong aesthetic with a bold mix of materials, colours and textures.

Heradesign is versatile and can easily be installed in a number of ways: as a suspended ceiling within a grid system, screw mounted to the ceiling, hung as clouds, rafts or baffles, and direct fixed as wall panels – many of which applications were utilised throughout the multi-level University of Canterbury project. One highlight of the project being the communal hub area ceiling with varying mixed angles installed with





interior. Research shows that connection to the natural environment can improve overall wellbeing. Heradesign ticks the green boxes being manufactured from sustainable wood-wool sourced from PEFC and FSC certified forests.

If your project has a mix of acoustic and aesthetic challenges, Potter Interior Systems can provide a solution that will work for your project.

Architect : Athfield Architects

Main Contractor : Hawkins

Ceiling contractor : Alpha Interiors

Aluminium contractor : Sure

Photography : Mark Scowen

care and precision by Alpha Interiors. Heradesign offers differing textures in a standard natural colour and can also be specified in any colour, either ex factory (as per UOC project) or painted locally – enabling true design freedom.

Heradesign's sound absorption also plays a key role as it controls the acoustic levels within a space and environment. Heradesign also offers a standard Group 1S fire rating, essential for public buildings.

Heradesign is a popular choice for specifier and designers who want to produce an environmentally friendly aesthetic



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# Truly unprecedented times

by Warwick Quinn, Chief Executive, BCITO

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Over the last couple of months, the impact of the COVID-19 lockdown and the Government's response has been, to use a now well-used term, unprecedented. It truly has been.

I have provided a few thoughts on the impact COVID-19 could potentially have on construction apprenticeships with a particular focus on the 15 trade sectors under BCITO coverage. Currently, BCITO has just over 13,000 active trainees and apprentices.

Without significant intervention, we anticipate a substantial decline in apprentice numbers over the next 6-18 months but the extent of that decline, and the recovery time, is difficult to assess with any certainty at this early stage.

Our view relies on past experience of the issues and trends identified from those experiences. We see no particular reason why the outcomes would be markedly different this time given the construction sector has been through recessions many

times before and the results are always the same. You just have to look at what happened in 1987 with the stock market crash, 1997 with the Asian financial crisis and of course, the 2008 global financial crisis. Unless the response is different this time, 2020 will be no different.

As a general overview, apprentice numbers are tied directly to the health of construction firms, mainly residential construction firms. As the largest sector of construction (it is also the largest employer of construction apprentices containing over 80% of BCITO trainees) it is a good barometer when it comes to considering how construction activity and training is likely to react to the current circumstances. The amount of existing work and the ongoing confidence in the supply of future work is the critical determinant in the willingness of employers to take on apprentices.

We are aware of the Government's intention to accelerate investment in 'shovel-ready' construction infrastructure

projects to help kickstart the recovery. These massive infrastructure projects will help with unemployment. While we support any moves in this vein, they will do little to address the loss of construction apprentices, given most are employed in the housing sector. Infrastructure has no call for qualified floorers, roofers, tilers, joiners, carpenters, electricians, plasterers, interior designers, kitchen and bathroom designers and the like.

We expect consumer confidence in the housing market to be negatively affected for some time which will result in residential construction being similarly impacted. Trainee numbers will be an early causality, and it is difficult to see how this can be avoided.

The challenge is to try to retain (or keep a connection with) the number of apprentices currently in the system. To not waste their learning to date, and have a capable and trained workforce ready when the recovery is underway.

We wrote to Ministers explaining what

we expected to see, and in addition to significant intervention, we recommended bringing forward and fast-tracking the reforms of vocational education.

One of the desired outcomes of the vocational reforms is for learners to be able to transition seamlessly between work-based, classroom-based and remote learning and that the learning journey is not disadvantaged by location or the fortunes of the economic cycle.

With the New Zealand Institute of Skills and Technology now established, it should be more able to influence how the Polytech sector might have otherwise responded. We believe there are opportunities for BCITO (and other construction-based ITOs) and the NZIST to work together collaboratively in the spirit of RoVE to help address some of the likely casualties COVID 19 will have on our employers and learners.

Also, consideration has to be given to supporting those apprentices who might otherwise end up as NEETS (not in employment, education or training) and maintaining a connection with their employer even though they are no longer employed. Firms will likely want their staff back as their businesses recover. Keeping those relationships alive while apprentices continue to learn off site will facilitate a more effortless transfer between continued learning and work - even if that transition is gradual (for example one or two days a week). There are options available to facilitate this which align with the Construction Sector Skills Action Plan that we

believe should be explored. This connection and reconnection with the employer and apprentice is also a vital ingredient to ensure learning is not disrupted (or the disruption is kept to a minimum) as successful program completion tends to be heavily compromised when an apprentice changes employer.

We wrote to Ministers sharing these views, and with the Budget, on 14 May we saw their response. Investing \$1.6b in trades training and apprentices is truly unprecedented (there's that word again) and along with \$5b for 8,000 new public houses will go a long way to support us.

The extra 8,000 new public and transitional homes, and the Warmer Kiwi Homes package, are a nod to help maintain the supply of work and drive skill demand by employers who will also be supported if they take on apprentices. For every two homes we build there is an apprentice so 4,000 more apprenticeships will be available than might have otherwise been the case.

The Government also recognises that we need to continue to develop and grow our skills during recessionary times as historically we've struggled to have sufficient skills when the market recovers. Free fees for all for two years, support for group training schemes, support for Māori and Pasifika trades training and trade academies in schools are all targeted at this.

Finally, the fast tracking of the reforms to vocational education and the establishment of the six Workforce Development Councils by the end of this year will pave

the way for Industry Training Organisations and Polytechs to work closely together and form the New Zealand Institute of Skills and Technology. For too long, we have been competitors, and we need to remove those barriers, so we are all working together for the best interests of employers and learners.

The Government needs to be congratulated.

# Force majeure in a COVID-19 world

***Before a building contract is cancelled in the current situation of locked-down sites and an uncertain future, the wording of the contract should be carefully reviewed***

**C** **COVID-19** has impacted the New Zealand way of life and economy profoundly, with the impact expected to be felt for months to come.

The construction industry is no exception, with issues arising in the performance of construction contracts due to the shift to the Alert Level 4 COVID-19 response, including:

- delay or cancellation in the provision of building materials
- staff shortages or disruptions
- the closure of entire building sites
- the potential for further government restrictions.

## **Check the provisions in your contracts**

Whether the events will affect the rights of parties will depend on the terms of the particular contract, including provisions for:

- variation and extension of time
- suspension or termination

- force majeure or frustration.

## **What are force majeure clauses?**

Force majeure provisions operate as exceptions to ordinary performance under a contract where that performance has been affected by something outside of the control of one or more of the parties to the contract. Force majeure is typically triggered by the occurrence of an unforeseen or extraordinary event. However, whether force majeure is triggered in a particular situation will depend on the wording of the contract. It may not apply at all.

Force majeure will only apply if it is expressly provided for in the contract – it cannot be implied into the contract. The terms of such a clause are negotiable between the parties, including what events will trigger the force majeure provision and the consequences.

By way of example, one of the most used standard forms is NZS 3910:2013 Conditions of contract for building and civil engineering construction, which itself does not contain an ordinary force

majeure provision. However, force majeure clauses are commonly drafted as special conditions within contracts.

## **When will force majeure apply?**

Within the clause itself, it is common to see lists of events or situations that will amount to force majeure. These can be specific, for example, a hurricane, flood, war or riot, or they can be described broadly, for example, as an act of God.

A broadly defined force majeure provision may describe a situation that is unavoidable, unforeseeable or outside a party's control and that affects a party's ability to perform its contractual obligations.

While a pandemic may come within a broadly drafted force majeure provision, it may not be covered by a specific list. It is possible that, while the wording of the provision does not specifically include the term 'pandemic', the resulting government action, labour shortages or the declaration of a national state of emergency may in fact constitute force majeure.





### Will force majeure apply to COVID-19?

The issue of foreseeability in relation to COVID-19 becomes problematic when determining whether force majeure will apply. An unforeseeable event means that it was not or could not have reasonably been in the contemplation of the parties at the time of entering into the contract.

In most cases, it will be clear that COVID-19 was not something that the parties would have considered at the time of negotiating and signing the contract.

However, the issue becomes muddled in situations where contracts were entered into after COVID-19 was well established in the public consciousness but the Alert Level 4 nationwide lockdown was not yet in place.

The rapid evolution of the COVID-19 situation was unprecedented, with significant changes in the operational environment occurring within a matter of days.

This means that, where contracts were negotiated and settled within this period of uncertainty, it is difficult to determine with any surety whether the event was unforeseeable. This may be particularly difficult to determine for the period when the pandemic was rapidly worsening overseas but was not yet felt in New Zealand.

### Check details before relying on force majeure

Before relying on a force majeure clause to cancel a contract or to cease to undertake particular obligations, it is important to carefully review the wording to ensure both these points apply:

- The force majeure provision covers the event, in this case COVID-19, either specifically, for example, a pandemic or a state of national emergency declared, or that the event is clearly covered by the broad definition.
- The action, for example, cancellation, suspension or other action, is a permitted option as a result of

a force majeure event.

If a party relies on force majeure to cancel but it is later found the provision was not applicable, liability for damages resulting from wrongful repudiation may follow. As such, it is critical to ensure these provisions are only relied on if companies are certain.

### Important to include in future contracts

Looking forward, it is important that future contracts include force majeure provisions with a clear definition of what constitutes a force majeure event. It is crucial that, if similar events occur in the future, parties' positions are preserved and losses are mitigated. Provisions must also address party obligations, rights to suspend, terminate or vary the contract, suspension of payment, notification obligations and mitigation obligations.

**NOTE:** For specific advice on this or any other construction legal queries, contact your legal advisor or Dentons Kensington Swan on (09) 379 4196.

# Asbestos in the Workplace

by Nathan Coleman

“Yep that looks like asbestos to me” you say. “What?” asks the client worriedly. “Asbestos” you explain, understanding the client’s concern. “A microfiber small enough to be inhaled and give you diseases like mesothelioma, asbestosis, and lung cancer. Nasty stuff.”

But why is it so nasty? It was a great product to use. It’s fireproof, electric proof, flexible, strong like cement, chemical resistant, and cheap. Now it’s illegal.

170 people in NZ die every year from asbestos related diseases. Worksafe says **asbestos is the single greatest cause of death from work-related diseases.**

Exposure happens when asbestos is friable (easily crumbled and thus airborne). Asbestosis happens when asbestos fibres become lodged in the lungs, they may eventually cause a build-up of scar tissue as the body’s immune system tries to expel them. The scar tissue stiffens the lungs, making it harder for the lungs to fill with air and provide oxygen to the body. It would be like trying to blow up a leather balloon. In short, dying from asbestos related diseases is like a slow suffocation. You have little energy to do anything until you no longer have the energy to breathe. Very nasty, would you agree? Other forms of asbestos related illnesses include mesothelioma, asbestosis, and lung cancer. These three are

the main asbestos related diseases that kill people. There’s no cure for mesothelioma and no treatment for asbestosis. Additionally, if you smoke and work with asbestos containing materials (ACMs), you increase your mortality rate by 10.

Worksafe advises that **materials that are likely to contain asbestos and constructions built before the year 2000 need to be presumed and treated as if they have asbestos or tested for asbestos especially when undertaking a renovation.** So, what products do these awful fibres dwell in? Here are some common places you’ll find asbestos containing products (ACMs), when undertaking work on internal walls and ceilings (please note any **friable** ACMs are key coded in **red**. Friable ACM’s **need strict controls** put in place. **Please consult**



**with an expert** prior handling it):

**In residential buildings:**

- Off cuts and packers in wall and ceiling cavities



(These are normally broken pieces of asbestos cement sheets, insulation board, or bitumen damp proof courses)

- **Insulation board around fireplace** (Such as the hearth, behind the furnace)
- **Textured coatings** (Commonly known as “Popcorn ceiling”, decorative finishing’s such as Artex.
- **Asbestos cement dust in ceiling voids** due to deteriorating corrugated asbestos cement sheet (super six) roof.
- **Wallpaper** in houses built in the 30s
- The underside of soffits
- Even some plaster and gib stop compounds.

(Tests from Christchurch and Wellington have shown positive for asbestos)

**In schools:**

- Off cuts and packers in wall and ceiling cavities
- **Insulation boards** in the boiler room,
- **Textured coatings**
- **Lagging on heater pipes.** (You’ll see



some of them go in the wall voids and into the ceiling voids, not just under the floor)

- **Asbestos cement dust in ceiling voids** due to deteriorating corrugated asbestos cement sheet (super six) roof

**In commercial buildings:**

- **Insulation boards** in risers,
- Off cuts and packers in wall and ceiling cavities
- **Lagging on pipes.**

(These are normally found in pre 80s sites. It is ideal to put controls in place and wear PPE and RPE when popping your head into a ceiling void. Ideally the PCBU has an asbestos management/renovation/pre-demolition report to identify ACMs in your working area)

- **Sprayed texture**

(Such as limpet, which is often seen in basements and underground parking lots, the ceilings of rooms with noisy machinery because it's used for fireproofing and sound damping. They can also be seen in ceiling voids of multi-story buildings)

- Bitumen coatings,

- **Asbestos cement dust in ceiling voids** due to deteriorating corrugated asbestos cement sheet

Please note this list is not exhaustive. More locations can be found on Work Safe's website. A rule of thumb: ACMs are often in the vicinity around equipment that lets off heat and electricity.

If the product is friable and/or in poor condition its likely for airborne fibres to be present. Worksafe states: **"As a PCBU you must ensure that your working environment is free of airborne asbestos fibres."** So, to ensure you're taking the right steps, consult and work with an asbestos expert to complete the work together strategically.

Link to Asbestos in *residential* dwellings: <https://worksafe.govt.nz/topic-and-industry/asbestos/working-with-asbestos/locations-of-asbestos-in-a-residential-dwelling/>

Link to Asbestos in *Commercial* buildings: <https://worksafe.govt.nz/topic-and-industry/asbestos/working-with-asbestos/locations-of-asbestos-in-commercial-buildings/>

Sources: Worksafe Asbestos Roles and responsibilities for businesses and workers, asbestos.com, BOHS P402 Asbestos Surveying in Buildings. <https://worksafe.govt.nz/dmsdocument/11-conducting-asbestos-surveys>



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# How to recession-proof your business

**E**ven in the Great Depression, money was still changing hands. Less. But people were still paying their rent, buying food, getting repairs done, and more.

My point is, trades will always be needed. Yes, Coronavirus has sparked a chain reaction of events that is completely changing the landscape of how we all do business.

No one knows how this will play out, how big the hole will be. Signs are, it's going to be big. This will affect every single business in NZ, including yours, and sadly, some won't survive.

As we navigate the rest of the year, having a cash buffer is more important than ever. Banks are tightening up and watching their clients closely for any signs of trouble.

After lockdown, some work that was previously solid, is now uncertain.

I'm not an economist, but I'm going to share from a "tradie business coach" perspective, 7 things you should know, and be working into your plan now, while you still have time.

So let's begin:

## 1. Downturns weed out the crop

I was talking with a seasoned tradie about this the other day. His strategy: "Don't waste a good recession."

Sure, it's harder to get work when times are slow. However, everyone is in the same boat.

Your competitors who are doing a poor job, pricing too cheap, taking the quick buck and burning their reputation? Many of them will disappear.

Ultimately leaving more room for you.

The top tradies always have work. In any industry, the best are always in demand, regardless of what the market is doing.

It's a chance for you to get better, more efficient, become leaner and resilient. Systemise your operations. Sharpen yourself up for the next phase.

When things bounce back, you'll be ready to dominate, and have less competition.

## 2. Those who are slow to react are the worst hit

Listen up, because this one is important: You **MUST** be proactive with decision-making.

Watch the numbers closely. Look for the early signs so you're not surprised.

Don't rely on backlogs of work that may dry up or disappear. Make sure you are doing all you can to keep the work flowing in.

If your efforts aren't reflecting, and you need to cut overheads and possibly staff, as painful as it is, do it early. Not after you haemorrhage a heap of cash first.

Identify options ahead of time. Have a Plan B for all scenarios. Such as an overdraft facility or cash buffer in the bank.

## 3. Some of your customers will go broke

Have you ever been stung by a large bad debt? Most tradies have. That's in the good times. It's even more likely to happen in a downturn.

I often see tradies rely too much on one or two big clients. It's risky. As a rule of thumb your biggest client ideally wouldn't be more than 30%-40% of your business.

Assess now: If your biggest client disappeared, would you still be ok? We've all seen bigger companies fold and little guys get hurt.

Don't let it happen to you: Make sure you aren't carrying late payers, and have solid terms of trade.

## 4. Never stop marketing

Why should you market if you have more work than you can handle? That's now. In a downturn, things can change quickly.

Assess: Is your work coming from just one source currently? It's not a good idea to rely on only one stream to feed you jobs through.

What if your biggest customer had their work dry up? Or went broke, and you had to deal with the receiver who didn't want to pay you?

What if they changed owners? Or their project manager (that dishes out the work) decided he was going to use your competition instead?

# How to recession-proof your business

*continued...*

This can happen (and does).

Especially if word of mouth is the only way you get leads, build a larger number of sources. There are so many different and effective ways for tradies to market their services. Then even if some dry up, you will still have other streams of work. In slow times, you can also diversify (into other types of jobs you can make money on). As well as specialising in what you are really good at. Do both! Spread your risk.

## 5. Cut the fat

I mean, this is something you should be doing at least once a year anyway.

Cash is king, and you want as much of it available as you can. Reduce overheads. Work on becoming more efficient.

Reduce debt as much as possible. In a recession, banks tighten up lending and overdrafts. Be aware of interest rate trends and your ability to pay back current debt.

## 6. Under-pricing leads to problems later

On some jobs, to keep the work, you might have to sharpen your pencil. Be. Very. Careful!

Don't make the mistake of assuming if you have steady work, all will be okay. You must know at exactly what point the job is not worth doing.

In hard times, lots of tradies will do anything to get (or keep) the work. They are the ones that get into trouble first.

Know your margins. Quote too cheap and you will feel it down the line with

tight cashflow and higher debt. That's not sustainable.

There are better ways to win work and keep your margins strong. Even when things are quiet. Even when competitors are under-cutting you.

## 7. What if your suppliers or bank went broke?!

Those who do not study history are doomed to repeat it.

In 1992, Westpac got into serious trouble and almost went under. In the global financial crisis in 2008 the 4th largest US bank, Lehman Brothers, went bankrupt. So yeah, these things can really happen. I don't know which banks are safer than others these days, but they're often connected. If American banks end up in trouble again, a chain reaction to the banks down under is likely.

An experienced mortgage broker told me she's advising clients to spread the risk by having different banks. One for your home loan, and another for the business. Wise advice.

Same with suppliers. Having more than one who knows you (and that you buy from regularly) is a smart move. Suppliers will be cautious of new accounts when things get tight.

Get in touch with your suppliers and ask for longer payment terms. Watch their pricing - if it goes up, be sure to pass along to clients.

As we know, many suppliers now run on 'just-in-time' ordering and don't carry much stock. Figure out how any supply

shortages affect you. So you don't get caught short for upcoming jobs.

## Let's sum up.

We can't stop the recession. But we can prepare wisely.

Carving out time for strategic thinking is key. Because when the economy changes, your approach must also change.

Remember, in a recession there are always opportunities. But most people are too busy scrambling or freaking out, to see them.

My clients, rural builders Barney & Wendy faced a downturn in their region a few years back, and were able to thrive using these strategies. They didn't have to lay off staff like they had in previous hard times, and came out in good shape. You can as well.

However, trying to do this on your own won't work. So build stronger connections with your network, your staff, customers, suppliers, and bank. You are going to need them.

It will be a hard road and you won't have all the answers, none of us do. So make sure you also have a mentor (someone who understands business) to talk to regularly, and work through the issues.

If you already have a mentor - great.

If you need one, then it's time we had a chat.

Want some personalised help to figure out what to do next?

Go here now: <https://nextleveltradie.co.nz/nextstep/>

# Options for mitigating and allocating risks

*It is widely agreed that the New Zealand construction industry needs reforming. In part, this includes improving the way risks are allocated to maintain good relationships between owners, designers and contractors and reducing delays and disputes.*

**BY IAN BECKE, PARTNER, AND WINCY CHEUNG, SENIOR ASSOCIATE, BELL GULLY**

**F**ROM the first spade in the ground to the official ribbon-cutting ceremony, construction projects can take years to complete.

## **Risk in construction contracts**

A construction contract is simply a contract between a contractor and owner where the contractor agrees to construct a building or facility for the owner for an agreed amount and in an agreed time. However, anyone involved in the industry knows that projects are rarely simple.

Projects are usually high value, highly technical and complex, with many factors that can change over time.

To improve the prospect of success, construction contracts become highly complex as parties attempt to manage risks. These can include weather, faulty materials, faulty workmanship, design, pricing and scheduling errors and more specific risks relating to the nature of the project and site conditions.

## **Allocating risk fairly**

Who should bear that risk? The need for fair risk allocation in construction contracts has become a hot topic.

To achieve fair risk allocation, it must be done project by project in a realistic, transparent and informed manner. There is often a temptation to allocate high-value risks and those risks that are more likely to come to fruition to the contractor.

As often happens, risks are allocated based on the party with the stronger bargaining position. Inequitable risk allocation may, however, result in adverse consequences that ultimately affect the success of the project. The owner may end up bearing the cost through increased construction or maintenance costs.



Contractors consider the level of liability placed on a design consultant as one of the most imbalanced aspects of construction contracts.

# Options for mitigating and allocating risks *continued...*

## Introduction of a certification scheme

A certification scheme will set minimum financial and competency standards. This could be similar to a scheme used in Queensland in which contractors must be licensed as a prerequisite to undertaking most types of building works.

An inherent risk of any certification scheme will be whether it creates a barrier to entry.

## A tiered certification scheme

In a competitive industry where participants are pitching for the same projects, margins are already being chipped away due to the risks that contractors have to bear.

This has resulted in contractors operating on an economies of scale basis – lowballing bids for contracts in an attempt to win as much business as possible to generate high revenues. Contractors can then spread their risks across several projects. The old saying ‘you win some, you lose some’ has inadvertently crept into many operating models.

This is not to say that this is a contractor’s problem alone. When realisable margins are being depleted, it is unfair to expect contractors to simply accept this. For contractors to satisfy the standards for a certification scheme, equity needs to be retained and margins need to improve.

Otherwise, it has been suggested that the introduction of a scheme would leave as few as three contractors in the market. Less competition leads to price increases and less chance of improving quality or incentivising innovation.

A tiered certification scheme for New Zealand would ease the barrier-of-entry burden and assist owners to identify the most suitable contractor for their project.

## Contractors consider the level of liability placed on a design consultant as one of the most imbalanced aspects of construction contracts

### Bonds and guarantees currently widely used

It is also worth noting that the provision of bonds and guarantees from contractors is currently the most common arrangement used by owners to mitigate credit risk.

Significant persuasion would be needed to encourage industry participants to change their approach to managing credit risk.

## New approach to consultants’ limits of liability needed

The industry needs to reconsider its approach to the level of liability placed on a design consultant.

As projects become increasingly technical, a significant risk contractors face is the design risk burden.

It is standard practice to limit a design consultant’s liability usually to three times the consultant’s fee charged for the design services. This is often considered disproportionate to the level of design risk involved in a project. In contrast, contractors have historically been expected to have unlimited liability.

This has started to change, and it is becoming standard practice in the industry for contractors to limit their liability. Until that transition takes place, a delta will remain between the risk that the design consultant will bear and the risk that the contractor ends up bearing following the design risk transfer.

Through our engagement with the industry, we are aware that contractors consider the level of liability placed on a design consultant as one of the most imbalanced aspects of construction contracts.

With contractors often having no liability caps – unless they negotiate one with the principal – and standard form design agreements containing liability caps at values far less than the size of loss, the



way is paved for the delivery of defective design.

### **Early contractor involvement to improve buildability**

Consider engaging contractors early so that buildability can be assessed at an early stage.

Buildability involves assessing the design from a construction perspective to ensure it is capable of being built within programme and budget constraints. Responsibility for buildability is different to design responsibility. It involves taking into account a range of on-site and off-site activities taking place in a certain sequence for delivery against the design requirements.

### **Traditionally, design risk moves to contractor**

The traditional method of contracting often involves owners engaging design consultants during the preliminary stages. At this stage, the owner and the design consultant are focused on the aesthetics and quality of the end result. However, following contractor procurement, the design consultant may be transferred to the contractor.

The contractor then assumes the design risk which was previously the owner's responsibility. Novation of design then results in the owner having one avenue of recourse for errors in design and construction – the contractor. The dynamics of the team naturally change, as the contractor is focused predominantly on minimising costs and delivering the project on time. This can often create discord between owner and contractor priorities.

Many contractors have identified problems with this traditional method. They suddenly find themselves

responsible for ensuring the design can become a reality, and any design oversights become their responsibility. Contractors then spend a significant amount of time verifying buildability against the design.

Novation of design is not a silver bullet for this issue, and owners need to carefully consider whether transferring the design risk to contractors by way of novation ultimately provides for the best project outcome.

### **BIM – a better solution?**

As design and buildability are by their nature inextricably linked, the better solution may be for owners to go against tradition and retain design risk while also involving contractors earlier on in the design phase.

Building information modelling (BIM) can deliver many of the perceived benefits of novating design. It leads to early detection of design errors and gives consultants greater certainty around buildability. BIM can reduce uncertainty for contractors, which may ultimately lead to price reductions.

Adopting a federated BIM model with a proper and workable feedback loop can produce several benefits including earlier design coordination and development, better ability to detect and avoid clashes and better estimation.

### **Industry reform**

The initiatives currently being discussed among industry participants suggest a willingness to promote and implement reform. The first step towards this is for parties to recognise that, for a project to succeed, we need to allocate typical risks efficiently. Any failure to do so will inevitably create acrimonious relationships between owner and contractor, resulting in delays and

increasing the chance of future claims and disputes.

### **FOR MORE**

For further information, read the Bell Gully articles; *A critical review of risk in the New Zealand construction market and Challenges ahead for the construction sector Transformation Plan*, available at [www.bellgully.com/publications](http://www.bellgully.com/publications).

***Bell Gully offers a range of comprehensive legal services to the construction industry. For further information, contact [www.bellgully.com/expertise/construction](http://www.bellgully.com/expertise/construction).***

# Was your business prepared?

***Small businesses are often well placed for employees to work remotely from home. To make this process run smoothly, there is a wide range of software solutions and tools enabling the remote office to work***

**T**HE COVID-19 VIRUS has caused a real threat to business operations throughout the world, showing that the need for contingency planning is essential.

## **Run your operations from anywhere**

Understandably, there's only so much preparation that can be done for organisations who rely on others to maintain their workflow. However, those that can continue operations from anywhere can be unstoppable with the right software and planning in place.

Choosing the software that works best for your team in a remote situation is key. To do this, you must first understand the needs of your employees. The way managers work with employees in an office situation is very different when they're not face to face with them. There are some useful tools to help with preparing your team for remote working.

## **Maintaining face-to-face contact**

Using apps that enable managers to have ongoing direct communications



with their team is essential to keep operations on track. When working in an office environment, it's relatively easy to gauge team morale by assessing the mood of individuals. However, when this isn't possible, there are some great apps that allow quick video meetings.

## **Utilising workflow software**

Keeping jobs on track is another common concern when working remotely. You can't show up at an employee's desk to

check whether a job has been completed, so this is where software packages such as Microsoft Office 365 come in.

Within the Office 365 system, apps like SharePoint and Planner allow everyone in a team to keep track of projects, capture tasks and monitor who is assigned to what. With a few quick clicks, projects can be marked as in progress, tagged as urgent, assigned to a new person or completed and saved. It makes remote

management and oversight really simple. Utilising the MyAnalytics tool is also another great way to keep employees on track and help to measure their productivity. Automated emails are sent to your people to show their work habits based on feedback generated from their computer activity. It is designed to help team members stay focused and highlights the importance of building a positive work pattern especially when working from home.

### **Teleworking made easy**

The roll-out of ultrafast fibre to homes across the country has enabled a range of improved teleworking options for businesses to consider.

Your reasons for encouraging teleworking can range from pandemic isolation events or wanting to reduce the carbon footprint of your workplace to being a family-friendly employer. Whatever the reason, the technologies now exist that enable the modern office worker to operate from practically anywhere.

### **PC remote access options**

There is a broad range of technologies available for people to use. The most common and widely adopted personal computer remote access solutions include Team Viewer, GoToMyPC, VNC or Microsoft's Remote Desktop services. Larger enterprises implement more advanced remote access solutions that add additional features for printing, performance and security using products like Citrix Virtual Apps and Desktops.

You will also need to consider security when choosing a remote access solution. This may include a virtual private network that extends the business network to the PC or tablet at home, certificate-based authentication and multi-factor authentication to ensure

unauthorised parties are not able to access your company information.

Remote access software options each have different advantages and disadvantages, so make sure you do your research and make an informed decision.

Some questions to consider before choosing the right software:

- Where will your employees be remotely logging in from – for example, cafés, home, library?
- How many employees will be working remotely simultaneously?
- What are your requirements for privacy and security?
- What applications will need to be remotely accessible?

The important thing to consider is that there is no one-size-fits-all solution as every business is different. The applications they use, where they want to operate those applications from, the number of people who will be working remotely simultaneously and the requirements for privacy, security and availability will be determining factors for designing the appropriate solution.

### **Helping larger organisations adapt**

It can be much harder for large organisations to adapt to remote working. They have more to lose, and security may be a much bigger concern.

However, an area that becomes easier for larger companies once they've made the switch to remote working is recruitment. With employees working from home, there is no longer a requirement to be based in one area, so hiring locally isn't essential.

There are many apps that help with hiring top-quality employees internationally such as YouTeam, a talent pool app for finding software development professionals.

### **What next?**

With the vast array of technologies available, there is no reason for the modern office worker to operate in one place.

The more prepared your business is, the more flexible you can be in the face of crisis. What's more, the roll-out of ultrafast fibre across the country means we have faster download and upload speeds, reliable connections, access to high-definition video conferencing and improved voice communications capabilities.

Now, ask yourself – is my organisation prepared for working in a virtual world?

For more If you need support with rolling out a remote software package or an online workflow app, contact your local Baker Tilly Staples Rodway.

# Do you know why you need noggings?

**L**et's face it, no one likes having to install Noggings in a Stud and Track Wall. But why is it that you need them, and what risks are you taking if you don't install them?

Noggings are horizontal members which run parallel with the top and bottom tracks and are typically installed in the centre of a steel stud wall.

Noggings are required for various reasons, but most importantly, noggings provide the means for compliance to the National Construction Code (NCC).



## 1. NOGGINGS HELP ACHIEVE COMPLIANCE WITH THE NCC FIRE-RATED WALLS REQUIREMENTS

The National Construction Code (NCC) addresses fire-resistance requirements of lightweight construction in Specification C1.8 Clause 3.4 (b) which states

that fire-rated internal or external walls are to be subjected to a static uniformly distributed load test of 0.25kPa.

Rondo includes noggings, as required, in fire-rated walls lined one side designs to ensure that they:

- have the structural adequacy to meet the BCA Specification C1.8 requirements
- comply with the fire tested system

## 2. NOGGINGS ASSIST IN COMPLIANCE TO NCC STRUCTURAL REQUIREMENTS

The NCC addresses structural adequacy requirements of lightweight construction in Section B. Within this part of the NCC, the minimum design actions to be considered are specified, and include amongst others wind and seismic actions.

Rondo includes noggings, as required, in their lightweight construction designs to ensure that they have the structural adequacy to meet the NCC Section B compliance requirements.

## 3. NOGGINGS PROVIDE FOR MORE EFFICIENT DESIGNS

The use of Noggings reduces the unrestrained (torsional/ flexural-torsional)



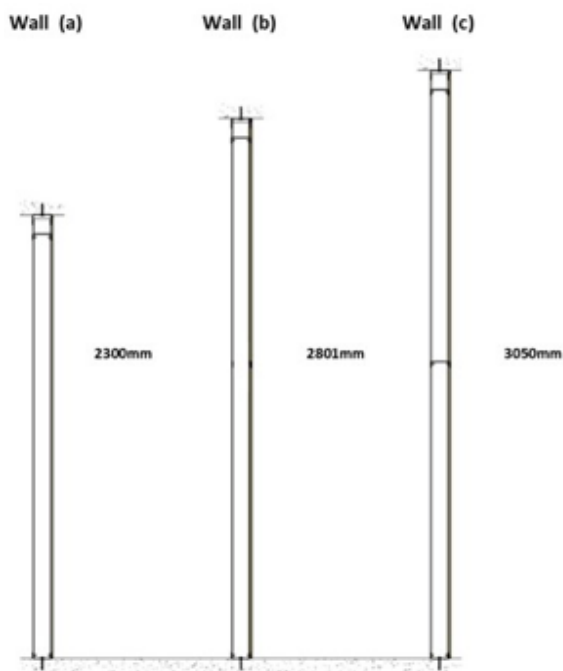
length in a Steel Stud Wall. The greater the unrestrained length, the less efficient the wall design becomes.

For example;

- Wall (a): Has no nogging installed mid height. The wall studs are 64mm x 0.75bmt and are installed at 600 centres, with 0.375 kPa ultimate pressure and one layer of 13mm plasterboard on one side only– the maximum wall height that can be achieved is 2300mm.
- Wall (b): Has no nogging installed mid height. The wall studs are 64mm x 0.75bmt and are installed at 450 centres, with 0.375 kPa ultimate pressure and one layer of 13mm plasterboard on one



side only – the maximum wall height that can be achieved is 2801mm.



- Wall (c): Has one nogging installed mid height. The wall studs are 64mm x 0.75bmt and are installed at 600 centres, with 0.375 kPa ultimate pressure and one layer of 13mm plasterboard on one side only – the maximum wall height that can be achieved is 3050mm.

The most efficient wall in this scenario

is Wall (c) as it achieves a greater wall height than both Wall (a) and (b), and

there is also less Studs to install than Wall (b), reducing both material and labour costs. The above analysis has been checked in accordance with AS/NZS4600 Cold-formed steel structures code.

#### 4. NOGGINGS CAN IMPROVE THE QUALITY OF THE FINISH

Stud rotation can be a problem, outside of structural adequacy and NCC Compliance as well.

Without the nogging, there is a greater chance

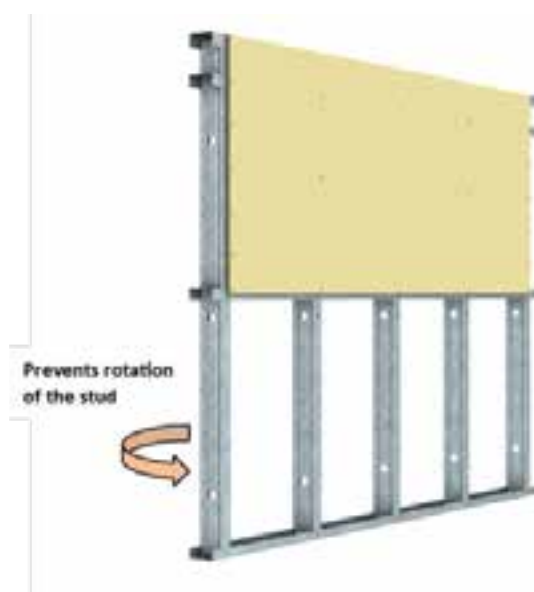
of the wall studs rotating and this can cause plasterboard misalignment and potentially cracking of the plasterboard. Getting called back to a job where the plasterboard walls have cracked is costly and can also damage your reputation for providing quality workmanship.

#### 5. NOGGINGS CAN IMPROVE CONSTRUCTION TIMES

When you're lining a wall on one side only, the studs can rotate during installation of the plasterboard. This can lead to quality problems such as uneven board set joints, misalignment of the framing with the board edges, plumb of the wall and the like.

By installing one row of nogging halfway up the wall, particularly when the wall height exceeds about 4m, the

studs are kept aligned, setout is maintained because the noggings are precision manufactured and the studs remain square to one another. This can speed up the installation of the plasterboard as you don't need to constantly correct the position or rotation of the studs as you fix the linings in place.



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David Wellacott.....	MANUKAU CITY.....	(021) 956 866
Deane Hopkins.....	AUCKLAND 1041.....	(021) 636-555
Designer Plaster.....	AUCKLAND.....	(09) 527 2171
Euro Interiors.....	AUCKLAND.....	(021) 1570372
Focus Construction.....	AUCKLAND.....	(09) 838 1011
Forman Building Systems.....	AUCKLAND.....	(09) 276 4000
Forman Commercial Interiors Ltd.....	AUCKLAND.....	(09) 270 1914
G & C Pointon.....	AUCKLAND.....	(09) 236 0888
Gabriel Ataya.....	AUCKLAND.....	021 937 966
GDR Plasterboard Services Ltd.....	AUCKLAND.....	(09) 624 1579
Geoff Stadtlander.....	MANUKAU 2140.....	(021) 747-440
GIB / Winstone Wallboards.....	AUCKLAND.....	0800 100 442
Global Linings Ltd.....	AUCKLAND.....	(09) 579 7460
IMC Limited.....	AUCKLAND.....	(021) 483 171
Jamie O'Brien.....	AUCKLAND.....	(027) 473-0232
Kevin Muirson.....	AUCKLAND 2105.....	(027) 241-7237
Mason Hall Interiors Ltd.....	AUCKLAND.....	(09) 279 3547
McKain Fibrous Plasterers Ltd.....	AUCKLAND.....	(09) 634 8803
Metro Ceilings.....	AUCKLAND.....	(022) 3511 735
Nathan MacDonald.....	AUCKLAND 0622.....	(021) 110-6468
Plasterboard Finishing Ltd.....	AUCKLAND.....	(09) 520 6616
Potter Interior Systems.....	AUCKLAND.....	09 579 1338
Rokane Commercial Solutions.....	AUCKLAND.....	(027) 625 8505
Rondo.....	AUCKLAND.....	09 636 5110
S6 Ceilings.....	AUCKLAND.....	(021) 033-7288
Shore Ceilings & Partitions Limited.....	AUCKLAND.....	(09) 415 8115
Slick Finishes.....	Auckland.....	021 0237 6429
Steel Roll Formed Products.....	AUCKLAND.....	(09) 579 0175
Troake Group Ltd.....	AUCKLAND.....	(09) 426 7664
Ultra Interior Linings Ltd.....	AUCKLAND.....	(09) 271 0595
Wall 2 Wall Ltd.....	AUCKLAND.....	021 511776
Bestboys Fix n Stop.....	TAKANINI.....	(27) 247 8903
Ally Armstrong.....	WAIHEKE ISLAND.....	(021) 039-8268

## HAMILTON AREA

Adept Interiors.....	HAMILTON.....	0800 732 288
Alpha Interiors Ltd.....	HAMILTON.....	(07) 850 4060
Apex Interiors Ltd.....	HAMILTON.....	0508 348 688
Bill Marshall.....	HAMILTON 3282.....	(027) 483-0630
Borsos Plastering Services.....	CAMBRIDGE.....	(021) 344-741
Bruce Green.....	HAMILTON 3216.....	(027) 477-9646
CD Frost Plasterers.....	HAMILTON 3206.....	(021) 243-0029
Dinsdale Drywall 2000 Ltd.....	HAMILTON.....	(0274) 954 594
Drywall Stopping Systems Ltd.....	HAMILTON 3240.....	(027) 488-7919
Frankton Plasterers Ltd.....	HAMILTON.....	(07) 847 6673
ICE Interiors Ltd.....	HAMILTON.....	(07) 847 3449
Ken Collins.....	HAMILTON 3200.....	(027) 769-2239
Ken Robertson.....	HAMILTON 3281.....	(021) 954-157
Lee Patterson.....	HAMILTON 3210.....	(021) 778-478
Mclvor Drywall Plastering.....	HAMILTON 3204.....	(027) 454-9754
Nigel Park.....	HAMILTON 3240.....	(07) 847-3449
Ohaupo Plastering Services Ltd.....	HAMILTON 3290.....	(027) 291-1750
P L Bell Plastering Ltd.....	HAMILTON.....	(07) 855 5108
Steve Jefferis Plasterers Ltd.....	HAMILTON 3248.....	(021) 317-477
Stop The World Ltd.....	HAMILTON.....	(021) 644 569
STOPT Plastering.....	HAMILTON.....	(027) 230 0070
Tika Interiors.....	HAMILTON.....	(0274) 945 773
Wayne Rasmussen Plasterers.....	HAMILTON.....	(07) 829 9054

## WAIKATO

Donald McDonald.....	HUNTLY 3700.....	(025) 735-681
Eccles Plasterers.....	MORRINSVILLE 3300.....	(021) 250-0475
Shane Lingman.....	TE AWAMUTU.....	(027) 246-3024
S R Permain.....	TOKOROA.....	(021) 112-3594
Greg Alston Partelow.....	TAUPO.....	(027) 439-2323
Boardworks Limited.....	TAUPO 3351.....	(021) 752-783

## TAURANGA/BAY OF PLENTY

Adrian Maher.....	TAURANGA 3144.....	(021) 263-2800
Alpha BOP Ltd.....	BAY OF PLENTY.....	(07) 575 0293
Always Plastered Ltd.....	BAY OF PLENTY.....	(07) 542 1563
Apex Interiors Ltd.....	TAURANGA.....	0508 348 688
Attila Airizer.....	TAURANGA 3110.....	(021) 163-9549
B J Staples.....	TAURANGA 3001.....	(027) 673-8595
Brad McKinnon.....	PAPAMOA 3118.....	021 0248 4687
Building Specifics Ltd.....	BAY OF PLENTY.....	(027) 589 4024
C & I Systems Ltd.....	TAURANGA.....	(021) 706-212
Ceilings Unlimited.....	TAURANGA.....	(07) 574 4056
Certified Finishers Ltd.....	MT MAUNGANUI.....	(021) 672-275
Crawford Drywall.....	TAURANGA.....	(021) 748 830
Dwarne Farley.....	TAURANGA 3140.....	(027) 480-9828
MMK Plastering Services.....	TAURANGA 3142.....	(021) 207-9170
Ray Bradford.....	TAURANGA 3112.....	(027) 474-8186
Tauranga Plasterers Limited.....	TAURANGA.....	(07) 541 1493
The Drywall Company Limited.....	TAURANGA 3143.....	(021) 761-260

The Drywall Company Limited.....	TAURANGA 3143.....	(021) 597-577
Wallboard Systems.....	TAURANGA.....	(07) 544 3721

## GISBORNE

Gisborne City Plasterers.....	GISBORNE.....	(06) 863 3983
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## HAWKES BAY

Atlas Fibrous Plaster Co Ltd.....	HASTINGS.....	(06) 878 3693
MCL Joinery Construction Interiors.....	HASTINGS.....	(06) 876 0252
Gavin Lindsay.....	HAWKES BAY 4102.....	(027) 419-1410
Bay Commercial Interiors Ltd.....	NAPIER.....	(027) 240 3203
HBF Plaster Ltd.....	NAPIER.....	(06) 843 4414
Wayne Gibbons.....	NAPIER 4104.....	
Ross Hall Plastering.....	NAPIER 4110.....	(027) 450-3839
Neville Tierney.....	NAPIER 4110.....	(027) 484-4289
Mark Kinzett.....	NAPIER 4112.....	(021) 343-742

## NEW PLYMOUTH

PS Interiors Ltd.....	NEW PLYMOUTH.....	(06) 7581874
Superior Walls & Ceilings Ltd.....	NEW PLYMOUTH.....	(06) 759 9966
Taranaki Plasterboard Systems.....	NEW PLYMOUTH.....	(027) 817 5946
Steve Gray Plasterers Ltd.....	TARANAKI.....	(06) 272 8445

## MANAWATU AREA

Manawatu Plasterboard & Partitioning Ltd.....	FEILDING.....	(06) 323 8876
CD Plastering.....	PALMERSTON NTH.....	(027) 4034880
Warren Henn.....	PALMERSTON NTH.....	(027) 446-5065
Palmerston North Fibrous Plasterers.....	PALMERSTON NTH.....	(0274) 465 065
Skelsey Plasterers Limited.....	WANGANUI.....	(06) 343 6110

## WELLINGTON AREA

P & J Plastering Ltd.....	WAIKANA.....	(021) 991 045
Alpha Interiors Wellington Ltd.....	WELLINGTON.....	(04) 232 0108
Apex Interiors Ltd.....	WELLINGTON.....	0508 348 688
Casey Jennings Plasterers.....	LOWER HUTT.....	(027) 602 8005
Forman Building Systems.....	WELLINGTON.....	(04) 576 2006
Forman Commercial Interiors Ltd.....	LOWER HUTT.....	(04) 576 2170
Garry Cutting.....	WELLINGTON.....	(027) 659-5123
Interior Solutions Wgtn Ltd.....	WELLINGTON.....	(04) 939 3080
Jason McMahon.....	WELLINGTON.....	(027) 475-9063
Lloyd Ditchfield Plastering.....	WELLINGTON.....	(021) 310 752
Metro Interiors Ltd.....	WELLINGTON.....	(04) 586 1726
Ninox Construction.....	WELLINGTON.....	(021) 221 1059
Pauline Sutton.....	LOWER HUTT.....	(027) 454-0861
Potter Interior Systems.....	WELLINGTON.....	(04) 568 8855
Prestige Ceilings Ltd.....	WELLINGTON.....	(04) 499 5912
Rab Contracting Ltd.....	WELLINGTON.....	(04) 237 0707
Martins Plasterers 2006 Ltd.....	WHAKATANE.....	(07) 308 8085
Allan Shannon Plasterers.....	WHAKATANE.....	(07) 308 4734

## BLenheim/NELSON

Neil Charles Vickery.....	PICTON 7220.....	(025) 984-663
STOPPING Systems Limited.....	BLenheim.....	(027) 577 9441
Zorite Ltd.....	BLenheim.....	(03) 577 5160
Interior Plastering Solutions Ltd.....	NELSON.....	(027) 431 9236

## WEST COAST

Colin Waterman.....	GREYMOUTH.....	(021) 188-2095
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## CHRISTCHURCH

Alpha Interiors Christchurch Ltd.....	CHRISTCHURCH.....	(03) 365 9284
AMR Plastering Ltd.....	CHRISTCHURCH.....	(03) 323 4541
Angus Ceilings Ltd.....	CHRISTCHURCH.....	(03) 366-2445
Angus Interiors.....	CHRISTCHURCH.....	(021) 656 146
Apex Interiors Ltd.....	CHRISTCHURCH.....	0508 348 688
ART Plasterers.....	CHRISTCHURCH.....	(021) 406 462
Broomfield Quality Stoppers.....	CHRISTCHURCH.....	(021) 669 215
Canterbury Cladding & Linings Ltd.....	CHRISTCHURCH.....	(027) 436 1272
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Eastcoat Fixers Ltd.....	CHRISTCHURCH.....	(021) 628 903
Forman Building Systems.....	CHRISTCHURCH.....	(03) 379 9329
Forman Commercial Interiors Ltd.....	CHRISTCHURCH.....	(03) 379 3929
Hush Interiors Limited.....	CHRISTCHURCH.....	(03) 379 6301
Keith Hogg.....	CHRISTCHURCH.....	(027) 555-1870
Lance Ash Interiors.....	CHRISTCHURCH.....	(027) 433 8504
Matthew Salthouse.....	CHRISTCHURCH.....	(021) 478-256
Otautahi Interior Liners Ltd.....	CHRISTCHURCH.....	(021) 442 996
Pat Smith Interior Plasterers.....	CHRISTCHURCH.....	(03) 348 0977
Plaster Services Limited.....	CHRISTCHURCH.....	(03) 366 1776
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Scott Flanagan.....	RANGIORA 7475.....	(021) 351-975
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Mainland Interiors.....	DUNEDIN.....	(027) 226 5330
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Tonic Interior Systems Ltd.....	INVERCARGILL.....	(03) 215 6221
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*AWCI Executive Council 2020*

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Vice President ..... Stuart Phelps.....021 716 310..... stuart@taurangaplasterers.co.nz

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Partitioning..... Andrew Clemmet .....027 2861 240 ..... AndrewC@potters.co.nz  
Fibre Cement..... Singh Kamboj..... 0212799538..... singh.kamboj@jameshardie.co.nz

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