

insight

JUNE/JULY 2019

Awards of Excellence 2019



**Tika Interiors
- Our story**

**How to price
your jobs to
make a profit**

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This competition runs from Monday 01 July - Friday 30th November 2019. One entry per every \$1000 spent over the duration of the competition on eligible Rondo + Potter Aluminium Systems products. Automatic entry for account holders. Cash sales to complete entry form instore with copy of receipt. For further terms + conditions see www.potters.co.nz/winaute

President's report

From the trowel of Gabriel Ataya



We are back at work following another successful conference.

I can't stress how worthwhile and important it is for all members to get along to a conference event like this. Being at the conference doesn't mean you are going to sit in a classroom all day – although some of the speakers at the event were world class. The conference was the biggest trade show expo in the NZ Building Industry. The opportunity to talk with so many manufacturers who are demonstrating their latest products and to network with so many builders is something not to be missed and really helps develop your business. You can't put a price on the conversations, workshops and

interactive panel sessions that occurred during this event.

The AWCI Executive will be carefully discussing feedback from the event but whatever shape next year's conference looks like I really encourage you to take advantage of these events as they are worth the investment.

There has been plenty happening in the industry over the past few months. The flow of work is strong for many members and looks to continue like that for a while. In times like this it is easy to focus on the "here and now" and forget about long-term growth. The more you can work "on" your business, rather than "in" is the best prevention

for future issues and to foresee where growth might come from.

My sincere thanks to all the entrants in this year's Awards of Excellence. The standard of entry and quality of work demonstrated was very high. I congratulate all the winners of the event categories and look forward to seeing this competition grow further in 2020.

All in all it is great to see the continued growth of the Association as we welcome several new members. Keep up the good work.

Thanks
Gabriel

Construction News

NEW FRAMEWORK GIVES DEFINITION TO HOUSING QUALITY

A new framework establishes a broad understanding of what is meant by 'housing quality' and will be useful across the New Zealand data system, Stats NZ said today.

"Until now, there's been no agreed definition of housing quality, either nationally or internationally, so it's great to see this piece of work come to fruition," acting systems and partnerships general manager Rosemary McGrath said.

"The framework will support standardisation in the way information on housing quality is collected, which will benefit policymaking, research initiatives, and statistical outputs."

The housing quality conceptual framework brings together and defines four interrelated elements of housing quality: housing habitability, housing functionality, environmental sustainability, and social and cultural sustainability.

"By taking a people-centred approach – incorporating things like cultural values and community connections, alongside physical considerations like design and construction – we get a much fuller picture of what 'housing quality' really means to New Zealanders," Ms McGrath said.

The framework defines housing quality as: the degree to which housing provides a healthy, safe, secure,

sustainable, and resilient environment for individuals, families, and whānau to live in and to participate within their kāinga, natural environment, and communities.

In the New Zealand data system, frameworks play an important role in developing measures, and the housing quality conceptual framework will be a fundamental component in the development of improved housing quality statistics by the Ministry of Housing and Urban Development.

Framework for housing quality has more information.

Budget response:

Responding to today's Budget, economist Andrew Eagles, chief executive of the Green Building Council, said:

"Child wellbeing is a priority area in the Budget and yet far, far too many New Zealanders still live in homes that just aren't good enough, that are unhealthy. Too many of our children are ending up in hospital due to terrible, unacceptable housing.

"And this Wellbeing Budget isn't doing enough to address this massive health issue.

"The Government's existing home insulation programme and the new healthy homes standards have been warmly welcomed, but they're not enough. Hundreds of thousands of New Zealand owner occupied homes will remain cold and damp because they will never be reached by these schemes.

"Respiratory disease affects 700,000 Kiwis, is responsible for almost 80,000 hospital admissions, one-third of which are children, and costs New Zealand \$6billion a year, according to the Asthma Foundation.

"Today's Wellbeing Budget could have been a great step forward to fixing this, and made all our homes healthy, warm and dry places to thrive in, to build lifelong happy memories in. Instead there is no new funds to insulate our homes in this budget, a core driver of wellbeing and reducing carbon.

"If all New Zealand homes were warm, dry, and energy efficient, New Zealanders would save hundreds of millions of dollars every single year, providing a huge financial boost for the country.

"The Prime Minister has also identified a shift to a low-emissions and sustainable economy as a key priority for this Wellbeing Budget. Budget 2019 allocates \$10.4bn of the four year capital allowance, including \$1.7bn for the building and redevelopment of hospitals and \$1.2bn for the 10 year school property programme.

"But there's no indication whatsoever that the many new hospitals and schools announced today will be energy efficient, healthy green places.

"Buildings belch out around 20% of our climate change pollution and New Zealand has faced international criticism for the poor state of our buildings.

"Announcing a raft of new buildings,

without a commitment to making them healthy places flies in the face of a commitment to wellbeing, especially when we're talking about schools and hospitals.

"Government is the largest builder in the country. With the buildings programmes they are announcing today they are creating vast amounts of unnecessary waste and climate pollution for decades, and making it harder to achieve the goals of the future Zero Carbon Act.

"As Minister Robertson stated today 'New Zealand has one of the highest rates of carbon emissions per head of population in the world'. It has risen dramatically recently. This Budget promised to be more joined up so it is a huge omission to not have greenhouse gas emissions per capita within the living standard framework dashboard Treasury are using to measure wellbeing. It is a huge omission for Government to be commissioning a huge number of buildings without factoring in their emissions and impacts.

"The technology is available to deliver a sustainable healthy Aotearoa. Kiwis are calling for it."

UPDATED EMPLOYMENT AGREEMENTS

Following the Government's new Employment and Domestic Violence legislation, employers need to be aware of updating their Employment Agreements

If you manage your own Agreements the particular areas to focus on now are:

- Changes to assessment periods; 90 Day Trial vs Probationary Periods.
- Domestic Violence
- Rest & Meals breaks
- Shift cancellations
- Availability Periods

Some important points around the changes to note:

The implementation and enforcement of the 90 Day Trial has not changed, it's simply if your firm has more than 19 employees (full time/part time, fixed term or casual) you are not allowed to use it. Probationary periods are the alternative.

Domestic Violence is a statutory right for all employees (following 6 months' service). You don't actually have to include a particular clause in your agreements because you cannot contract out of the provision anyway. But including it can demonstrate your good faith and how up-to-date your agreements are. We recommend having a policy in place at a minimum.

Rest & Meal breaks should be defined and can no longer be compensated out of. We define them in the schedule of personal terms and give a few examples of suitable solutions.

Availability periods and cancellation compensation need careful consideration. We also have clauses and examples around this subject. The wizard feature in the Personal Term

schedule helps you through these options also.

BCITO VIDEO SHOWCASING INTERIOR SYSTEMS AS A CAREER

As part of their Interior Systems marketing plan, BCITO have launched a new video to showcase the wide-ranging work that apprentices and trade-qualified professionals undertake in your sector.

The video demonstrates:

- what the industry is about
- what it's like to work in
- the positive aspects of working in the industry, e.g. technology, travel, pay, lifestyle
- possible career paths
- what a typical apprenticeship looks like
- fees free
- having your existing experience recognised and further career opportunities available (NZ Certificate in Supervision Level 4) for those already working in the industry.

The video can be seen at this address:

<https://www.youtube.com/watch?v=HtvucKjAKeU>

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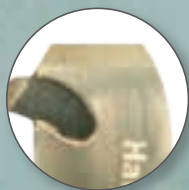
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SCRAPE



SHAVE

GET ON BOARD

*Additional scoring may be required depending on user experience and quality of score.

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Fibrous Plaster Bracing Elements – it's official!



We all live and work in a world where specifications need proof and a tradesman's word, gut feel, or reliance on tests of a bygone era sadly no longer cut the mustard.

Enter Ian Neary of Designer Plaster in Auckland who was approached by a contractor with the prospect of a large job with a preference for fibrous plaster sheet linings, but no way of getting them specified without the appropriate tests being done to satisfy bracing requirements.

To cut a very long story short, Ian worked with Richard Hunt from Winstone Wallboards who conducted a number of comparable tests using 10mm fibrous plaster sheet, 10 mm GIB Braceline® and 10 mm GIB® Standard. The outcome of the tests showed that the fibrous plaster sheets met the required performance standards.

What this means is that 10 mm fibrous plaster can be substituted for either 10 mm GIB Braceline® or GIB® Standard in GIB EzyBrace® bracing elements with the bracing resistance of the element being maintained.

It's fair to say that without these tests being done, Ian would not have been in

the position to supply 1400m² of fibrous plaster sheet for a high-end residential job; something that has probably not been done for a very long time!

It's also fair to say that without the on-going support of Winstone Wallboards

sharing the plaster

love, the NZFPA would not have been able to do these tests.

And all of this goes to show how members of the AWCI work together to support each other and achieve the best results.

For those of you looking to provide alternative solutions where fibrous plaster sheets are the preferred lining material, refer to the report called "Lateral Load Slip Performance of Fasteners Used in Fibrous Plaster Linings- January

2019" that can be found on the NZFPA website

<http://www.fibrousplaster.org/specs/bracing>

Check out
www.awcinz.org.nz
for information on

- Code of Practice for Design, Installation & Seismic Restraint of Suspended Ceilings
- Restricted Building Work
- Construction Contracts Act
- Dispute Resolution
- Material Safety Data Sheets
- Health & Safety
- Stacking, storage and handling of Plasterboard
- Best Practice Guidelines for Working at Height in NZ
- Membership information / forms
- Publications
- Training
- Conferences
- Annual Awards

AWCI
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WALL & CEILING
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of New Zealand, Inc.



Tika Interiors:

Our Story

In 1986 Suspended Ceiling Services was born, founded by Mark Pepperell and Rachel Gasston. This company really did start with humble beginnings, \$2000 and a borrowed Ute, Mark drove to Auckland and purchased 100m² of ceiling grid from Potters. He didn't know where his first customer would be but he just had a dream of working for himself. After learning the suspended ceiling trade from Pinex Fixing Services and a background in building and joinery he set out to just do that.

Since then the company has grown to be a major player in the subcontractor interior fit out trade employing over 100 staff over 3 regions. Mark and his son Daniel have built a company around its family values, its staff, and its reputation. They have a passion for the industry and the people within it, constantly looking at ways to raise the

profile of it. Daniel is very vocal around trying to raise wages, train staff and ensuring people know that we are a key part of the building process, he feels all too often the industry is treated without the respect it deserves.

Our Event:

After 30 years in business, it was about time to celebrate our achievements over the last three decades. With a rebrand on the cards and plans to launch into the Auckland market our 'Cheers to 30 Years' event plans began. This was no small feat! With the chance to celebrate three different achievements, planning the event was a 6 month project!

First and foremost, the event created an opportunity for ourselves as a company to look back at where we came from and how we grew into the

successful business Tika is today. We wanted to be able to celebrate our team with our team, friends and family included, and that's exactly what we did. With employees both old and new, we remembered the early days (logos and names!), those who supported us and those who represent us today.

This environment was the perfect opportunity to follow with the announcement of our expansion into Auckland.

This was an achievement that really showed what 30 years of hard work was capable of achieving and we couldn't have been prouder to share that success with all those who have supported us. It was also a fantastic opportunity to introduce Brett Walker, the Branch Manager for Auckland to everyone who attended.

Then came the brand reveal! Under complete stage lighting and a balloon arch, we revealed our freshly signwritten work van with our new name TIKA.

The unveiling came after a spectacular video showcasing friends, family, staff, partners and suppliers who spoke of the last thirty years in ways which perfectly summarised our new name. Tika is the Maori translation for Integrity, Accuracy, Right, Just, Fair, Appropriate, Upright, Lawful, True, Proper and Valid – all words which resonate with the culture we worked to create.



The evening and all it encompassed was a huge hit and the perfect way to acknowledge the last thirty years and the next thirty to come. Thank you to all who came to celebrate with us.



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Built of Fabricated Science

Hedda Oosterhoff

The Government is currently proposing major changes to New Zealand's building laws to improve the quality of building work. These are the most significant reforms since the current Building Act was introduced in 2004.

One aspect the government is looking at is Building Products. They're proposing changes to strengthen the framework for product certification. This will increase the quality of supplied information about building products, while holding people to account for building products and their use.

This can only be a good thing. Based on a series of acoustic tests for research purposes, actual performance results frequently did not match what was stated on the box. This is obviously concerning.

Last year I helped a Master's student at the University of Canterbury to do research for a paper he was presenting at the NZ Acoustic Society Conference. He decided to look at the Noise Reduction Coefficient characteristics



(NRC) of a number of imported ceiling tiles. These were all products that are readily supplied into the New Zealand market by a number of the main distributors.

Ceiling tiles are generally designed and specified with the purpose of reducing sound reverberation in an enclosed space. Reverberation times can affect speech clarity and background noise so

it's essential that this is addressed to ensure a space is fit for purpose. Good acoustic design is especially important in commercial spaces and learning environments. In workplaces ambient noise can be linked to increased stress and decreased productivity. Good acoustic treatment can mitigate these effects but requires representative NRC values of the absorption material.

Built of Fabricated Science *continued...*

The tiles were measured over two days in a reverberation chamber in accordance with ISO 354 : 2003.

Only two of the samples tested matched the published performance.

All the other samples received test results that were lower than the published NRC data, with some being significantly lower. The NRC figures published for the products were between 7-30% higher than the actual tested data. These inconsistencies are of concern as published test data is frequently used for calculating the reverberation times of many internal spaces including learning environments

and open plan offices.

Unreliable absorber performance has implications for different stakeholders. Manufacturers require knowledge of the performance of the products they produce in order to meet their customer's requirements, suppliers require performance data to support their sales, designers need to specify products that will meet the acoustics requirements they have determined for a space, and architects require predictable performance so their acoustic requirements are met.

For his presentation, the Masters'

student concluded the following. The difference between the published acoustic performance and the measured result has implications for both the supplier of the ceiling tiles and the user of the space in which the tiles are installed.

The onus is on the designer to specify products with the correct acoustic performance data. In order to do this, they need to be able to trust the data that is published obtained from a reliable and recognized laboratory. We await the outcome of this consultation process with interest.

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QT is more than a Cutie

Located right on the doorstep of the Murray Street Mall, less than a minute walk to Perth's shopping hub lies the newly finished QT Perth.

Beginning construction two years ago and completed in July, the \$21.5m Hotel offers the highest rooftop party venue in Perth with amazing views over the Swan River, Perth Hills and Optus Stadium.

Designed by Architect's Candalepas Associates and led by Builder, Built Pty Ltd, the dynamic hotel brands first establishment on the west coast kept its renowned contemporary, 'urban cool' aesthetic feel.



However, before the aesthetic could come to fruition, the bones of the walls and ceilings needed to be properly installed and managed and that's where Future Carpentry & Ceiling Pty Ltd and Rondo entered the game.

In some areas, internal partitions needed to be designed to bear additional loads to support hotel appliances. Similarly, other walls had stone cladding that Rondo's Technical

team were required to provide engineering solutions on.

Rondo helped the bones of the project in almost every way, supplying designs for internal and external walls, stone clad walls, stair dividing walls and so on.



For instance, the guest room ensuite walls were mainly comprised of glazed aluminium panels made overseas. Unfortunately, this meant there were minimal tolerances in the set-out.

Yet, because the hotel floors were generally the same layout, Rondo created a template system for setting out most of the guest rooms while also ensuring that ceiling heights were set exactly.

What's more, part of the façade was a clear sealed 9mm CFC in a "sawtooth"

layout. To achieve this, Rondo used a 150mm Stud and Top Hat counter batten system designed by the Rondo Technical Team.

All in all, the project ran as smoothly as one of this size could. There were no issues with product availability, delivery

or accuracy and after working with Future Carpentry for over 15 years, there were limited hiccups when forecasting

demand and product requirements.

With 184 rooms, 21 Apartments and a plethora of unique event spaces, QT Perth is sure to live up to the reputation of its eastern seaboard siblings.



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- *Here we look at the many reasons why it pays to be a member of AWCI*

- *Quality Interiors by qualified tradespeople*

AWCI NZ is the peak industry association for residential and commercial interior systems and fitout. This includes structural interior systems, suspended ceilings, plastering, interior wall and ceilings, seismic design and interior partition industries. The Association of Wall and Ceiling Industries of New Zealand Inc. is the New Zealand representative of the Association of Wall and Ceiling Industries of Australia and New Zealand (AWCI). The mission of AWCI is to provide services and undertake activities that enhance members' ability to operate a successful business. Our members contribute to wall and ceiling commercial, government, institutional, retail and residential construction all across New Zealand. Your Executive Committees consist of real contractors and suppliers that every day employ hundreds of contractors and apprentices throughout the country. The Executive willingly volunteer their time, energy and expertise to represent all aspects of the wall and ceiling industry. This is why AWCI has such a strong track record as being the industry's peak body that delivers real benefits to the industry.

AWCI IS THE INDUSTRY LEADER IN:

Recognition of your company, skills and expertise

- You can recognise yourself as an AWCI member and use our resources and information to add credibility to your work. Members are listed on our website and we supply

window stickers for your vehicles plus you can access the CSC Buying group which has specific discounts at numerous outlets across NZ.

The backing and support of key manufacturers

- Winstone Wallboards, Rondo, Forman Building Systems, James Hardie, Hilti, USG Boral, Ramset and Potters Interior Systems are our key partners but also provide significant



support for all AWCI members.

Awareness - We promote members of the Association to other industries and homeowners. You can post your projects and quality work on our facebook page for other members to view and clients to access. We work closely with other organisations like the Insulation Assoc of NZ, NZ Certified Builders and Master Painters to ensure quality delivery of buildings.

Information - We have trade guideline and handover documents, employment contracts and other forms you might need for your business.

Support - We use experts to offer specialist helpline advice for any issues our members come across in your business such as employment / HR, Technical or Contractual / Getting paid support.

Stay up to date - We have launched a members Smartphone APP that keeps members up to date with legislation, Code of Practice Information, H&S, sample contracts and other important content -right at your fingertips.

Networking - Every year we have a national conference and regional golf and fishing days which are great to take either your staff or clients on.

Magazine - Your AWCI regularly sends out Insight magazine and email newsletters to keep you informed and up to date on key information within the industry.

Advocacy - Carrying out important advocacy and lobbying work to ensure legislation, rules and standards help our industry

Showcase - Provide contractors with an opportunity to promote their work through the AWCI Awards of Excellence program and our annual Workskills apprentice competition.

AWCI is so much more. It's real, it's hard working and it's the trusted peak industry association with a strong track record of representing members interests to government, authorities, Standards bodies and other industry bodies that make this industry great.

2019 AWCI/ NZCB National Conference



A record number of attendee's, over 700, enjoyed great company, speakers and networking at the recent national conference in Christchurch. Some of the speakers included the Minister of Building Construction, Ben Hurley, Daniel Fitzpatrick, Warwick Quin and Microsoft specialist Mike Reading.

The conference is only possible with the valuable support from GIB, Rondo and Forman Building Systems. Along with our other supporters Potter Interior Systems, Hilti, USG Boral, James Hardie and Ramset.

We hope to see you all next year!

**BIGGEST
Construction
industry trade show
expo in NZ!**





New Zealand's Best Residential and Commercial Interiors announced

The winners of the annual Awards of Excellence for 2019 were announced at the national conference Gala Dinner in Christchurch.

The Awards of Excellence are designed to highlight the exceptional standard of interior fitout and craftsmanship in both residential and commercial buildings carried out by AWCI members. Gabriel Ataya, President AWCI stated "We have seen some exceptional fitout work carried out by AWCI members leading to some stunning new buildings for New Zealander's to enjoy"

The winners were:

Commercial over \$500:

Angus Ceilings, Christchurch
for their work on Tauranga Library in Christchurch (photo's 2, 2a, 2b)

Commercial under \$500k:

CI Systems, Tauranga
for their work on the Tauranga Departure Lounge (photo's 1, 1a)

Residential over \$100k:

Tauranga Plasterers
for their work on a residential house in Tauranga (photo's 3, 3a)

Residential under \$100k:

Brad McKinnon Plastering
for their work on a residential house in Tauranga (photo's 4, 4a, 4b)

Heritage and People's Choice:

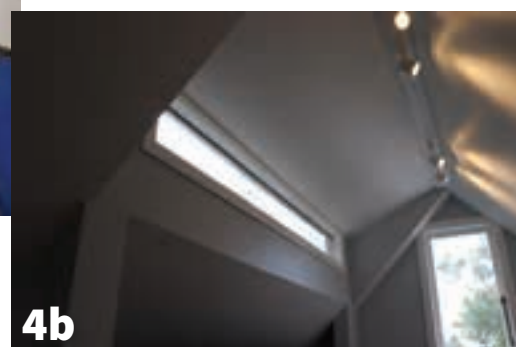
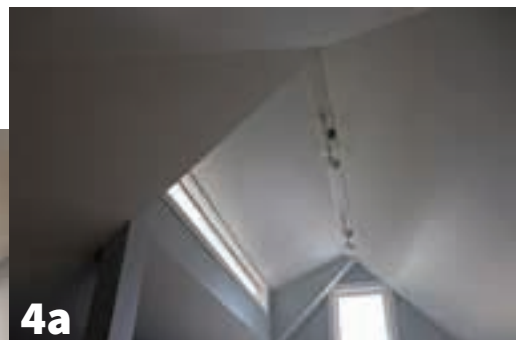
HUSH interiors
for their work on the renovated Christchurch Town Hall (page 20)



"All the winners deserve high praise for the standard of finish and working within tight budgets and timelines to produce safe, functional interiors" said Gabriel

The Awards of Excellence competition is open to all AWCI members across New Zealand and held annually to demonstrate and highlight the standard of interior fitout across residential and commercial buildings.

+FEATURE



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Certified
Builders
Association



We don't let in just any old builder.

It's not that easy to join NZCB, which is exactly why you should.

NZCB has the highest joining standards of any building association in New Zealand. Our members are all trade qualified builders with proven experience on high quality builds. Join us and as well as getting access to member-only tools and training, you'll have an easy way to show your clients that you're up there with the best.

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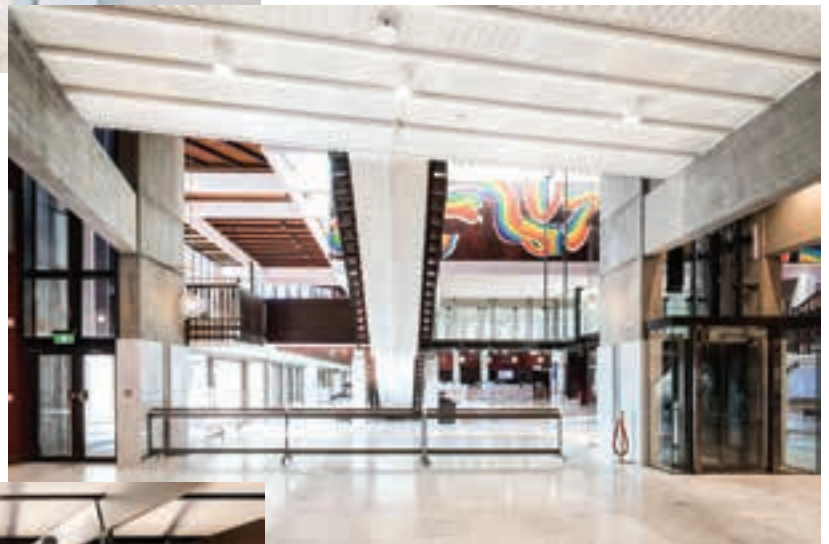
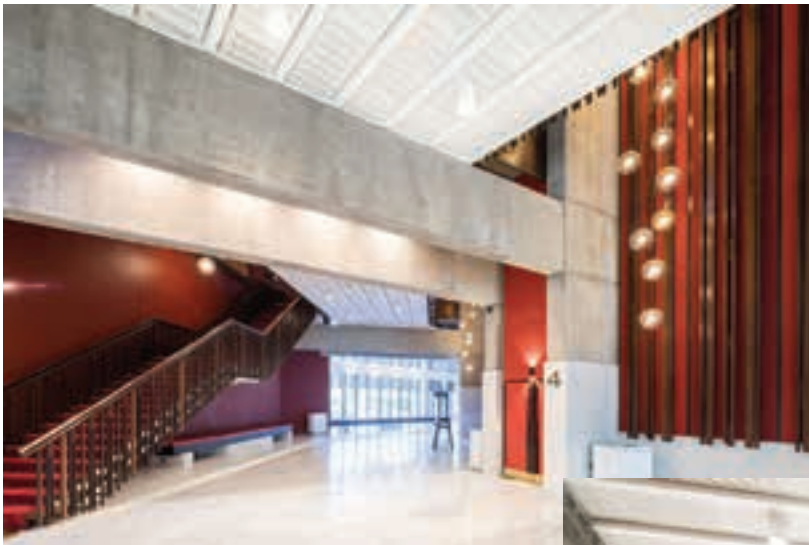
nzcb.nz

New Zealand's Best Residential and Commercial Interiors announced *continued...*

Heritage and People's Choice:

HUSH interiors

for their work on the renovated Christchurch Town Hall



Employee Availability provisions

Clear guidelines have just been established around Availability Periods by the Employment Court in *Postal Workers Union of Aotearoa Inc v New Zealand Post Limited* [2019] NZEmpC 47. Guided by this case law, there are some learnings here.

Section **67D (1)** of the Employment Relations Act 2000 explains the meaning of the availability provision in an employment agreement as;

(a) the employee's performance of work is conditional on the employer making work available to the employee; and

(b) the employee is required to be available to accept any work that the employer makes available.

- We get from this part that the provision must be in writing and must be agreed on between the parties.

- Further it is clear that the employer must make additional work available to the employee and the employee must be available to accept the additional work offered.

Section **67D (2)** of the Act is prescriptive on certain requirements when wanting to enforce the availability provision, specifically relating to working hours;

- The IEA (Individual Employment

Agreement) must specify agreed hours of work for the employee, for example, Monday to Friday, 09:00 to 15:00; and

- The agreed hours as mentioned above, should include the guaranteed minimum hours of work, for example, 30 hours a week;
- The availability provision must clearly mention that the period of availability is in addition to the guaranteed hours, for example, Monday to Friday, 15:00 to 17:00.

Guided by this case law, there are some learnings here...

Section **67D (3)** warns against the intention of the employer adding an Availability Provision into the IEA.

- The section states that the employer must have **genuine reasons** based on **reasonable grounds** for adding the provision and the number of hours to the agreement; and
- The provision must provide for the payment of reasonable compensation

to the employee for making himself or herself available.

Section **67D (4)** in no uncertain terms states that if the availability provision doesn't comply with the requirements of section 67D (3), as discussed above, the provision will be unenforceable for the employer.

Section **67D (5)** is kind enough to guide us towards certain points to consider if we would like to establish genuine reasons based on reasonable grounds, as mentioned in section 67D (3), being;

- Is it practicable for the employer to meet business demands, for the work to be performed by the employee, without including an availability provision?

- The number of hours for which the employee would be required to be available; and

- The proportion of the hours required to be available versus the agreed hours of work as specified in the IEA.

Section **67D (6)** provides certain matters that must be considered when determining the compensation payable to the employee for being available. They are;

- Number of hours that the employee must be available;
- The proportion of the hours required

to be available versus the agreed hours of work as specified in the IEA;

- The nature of any restrictions resulting from the availability provision;
- The rate of pay for the work that the employee is employed to do;
- If the employee is paid by way of a salary, the amount of the salary.

Section **67D (7)** allows for an employee that is remunerated for agreed hours of work, by way of a salary to agree in the IEA that the said salary/remuneration includes compensation for the availability provision.

- Important to take note on this point, that if this is included in the salary/remuneration, the amount must be higher than the minimum wage, otherwise there is no provision for compensation in the payment.

Lastly, section **67E** allows the employee to refuse any additional work over his/her guaranteed hours if the IEA doesn't contain an availability provision that provides for compensation to the employee for being available.

The Employment Court in *Postal Workers Union of Aotearoa Inc v New Zealand Post Limited* [2019] NZEmpC 47 found that even though there was an availability clause in the collective agreement, the provision was unenforceable as no provision was made for reasonable compensation, therefore employees could refuse to perform work in addition to the guaranteed hours on rostered days, without being dismissed.

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High performance insulation for Porsche

MedCar showroom driven to perform

MedCar showroom driven to perform

Architect: MAP Architects

Contractor: Hanham and Philp Contractors

Location: Christchurch, NZ

MAP Architects were handed a hard task when asked to design this modern building on the streets of Christchurch. The building needed to house both Porsche and Christchurch Clinical Studies Trust (CCST) in the same building whilst ensuring both parties still received an energy efficient, state of the art building that met all their needs. Walking through the new Porsche showroom it is hard not to recognise you

are walking through high performance, technologically advanced, premium quality products. This feeling is quickly cemented once you draw your eyes away from the cars on the floor, and look up to the metres of Kingspan Insulation's Kooltherm K10 FM G2 Soffit Board lining the soffits.

Chosen for its high fire properties, its lightweight, easy installation, and its 10 year Project Specific Warranty, the Kooltherm K10 FM G2 Soffit Board was an easy choice for future proofing this building for years to come. The showroom also has Kingspan Insulation's Kooltherm K17 Insulated



Plasterboard lining the walls, giving it a sleek, finished look.

Kooltherm K17 Insulated Plasterboard is a high performance, fibre free, rigid thermoset phenolic insulation, sandwiched between a front facing of tapered edge gypsum-based plasterboard and a reverse tissue based facing that is autohesively bonded to the insulation core.

The Kooltherm K17 Insulated Plasterboard is lightweight and has a thin profile, allowing for a bigger footprint, and an easier, faster installation.

As a competitor to the classic stud and track method, Kooltherm K17 Insulated



High performance insulation for Porsche

continued...

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ROCKWOOL
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Pyrotek
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Acoustic barrier, lagging and lining systems

Morgan
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Superwool & Firemaster high temp. insulation

Sealed Air
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Danco High Performance Tapes

Plasterboard can be installed directly onto a concrete wall, enhancing the overall floor area yet still providing a high thermal performance. Its lightweight system structure and fast install method makes it an easy choice for builders and contractors such as Hanham and Philp Contractors who managed the installation of the product for this project.

The reduced time it takes to install the product cuts down labour costs and aids in delivering a quick completion time.

‘Chosen for its high fire properties, its lightweight, easy installation, and its 10 year Project Specific Warranty’

Although filled with high performing internal insulation products, the building design has little difficulty showing off its own state-of-the-art features. These include interactive screens for browsing Porsche’s range of models and configurations, and electric vehicle charging points in the first-floor carpark for what Porsche anticipate to be a necessity in the near future.

As a building housing medical tenancies, it has been built with resilience in mind and boasts a higher than usual earthquake standard (IL3) of compliance to ensure the safety of its tenants after a run of earthquake tragedies in the city.

It will also feature an upmarket café on the ground floor to encourage healthy eating in the precinct and meet the needs of health workers from the clinic on the upper level.

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How To Price Your Jobs To Make A Profit

Chris sits nervously waiting for Alex his Accountant to report if it was a successful year this time. Or whether, despite his best efforts, he is still looking for the elusive “extra profit.”

He’s really worked hard and was proud to have finally hit the one million dollar mark for sales.

But deep down, in his gut, he’s just a little worried.

The bank account has been a bit tight lately.

Some of our clients have been shopping around. Comparing prices with other competitors. I’ve had to sharpen the pencil a few times.

There were also a few surprises on some jobs I suspect we lost money on. But hey - we’ve been really busy... So with all the extra work, it should make up for it – right?

Alex puts on his Accounting voice; not a great sign. “I see you’ve billed a lot more this year. In fact 32% more. That’s good. But I see your margins have slipped.”

Okay, so what does that mean?

“You’ve made another \$10,000 extra profit compared to last year, but that’s it. I think you might be pricing too low on your work.”

Bugger. Those extra guys I took on last year. And all those late nights and weekends. With nothing to show for it but a measly extra 10 grand!

Chris heads home angry, frustrated and discouraged.

I can’t do another year like this.

There has to be a better way.

If this sounds all too familiar, the first place to start is with your pricing.

As a contractor, the labour allowance you include when pricing jobs (made up of the number of hours allocated to the job + the actual cost per hour) will be essential in determining how much profit you make this year.

And also the long term success of your business.

If these allowances are too low, no matter what else you do, you won’t be able to make good profits. A sign of this is that cashflow will always be tight, most noticeably at peak times during the month, and also when work starts to slow up.

You’ll find yourself sweating it out.

Hoping there will be enough money in the bank to pay staff and suppliers.

Ultimately, you’ll find yourself frustrated that profits are disappointing year after year.

Alternatively, if your pricing is too high, you could be losing too many jobs to your competitors.

So how do you work out your labour allowance accurately?

Some base their allowance relative to the experience and skill level of their team.

Or what they think the market will pay.

Others go on gut feel and adjust pricing according to how much work they have.

Some even guess what their competitors’ rates might be and base it on that.

These are factors you should be aware of, but this is **not the right way to price** and will get you into trouble. Use these calculations instead:

1) Actual cost per hour calculation

To get this right, you first need to start with your actual costs.

Let’s take a look at a Jamie who has been working for Chris, as an example. Jamie is a good reliable hard worker and gets the jobs done quickly and efficiently. Jamie works on average 40 hours per week at an hourly rate of \$20 per hour which is \$41,600 per year. Chris believes Jamie costs \$20 per hour and some extras.

Here is a breakdown of actual costs for Jamie:

Jamie - Employee Costs			
Jamie			\$ 41,600.00
Hours paid for per year	2080		
	Per hour	\$	20.00
Actual Costs			
Salary			\$ 41,600.00
Plus Kiwi Saver (+3%)			\$ 1,248.00
Overhead Costs (\$6 per hr x 2,080 hrs)			\$ 12,480.00
	Cost		\$ 55,328.00
Actual Hours Worked			
Hours paid for per year (52 wks x 40 hrs per week)	2080		
Less Public Holidays (10 days x 8 hrs = 80 hrs)	-80		
Less Annual Holidays (20 days x 8 hrs = 160 hrs)	-160		
Less Sick Days (5 days x 8 hrs = 40 hrs)	-40		
Less non-billable hours (20% of time at work)	-416		
	1384		
	Actual Cost per hour	\$	39.98

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How To Price Your Jobs To Make A Profit

continued...

Overhead cost calculation: Costs that are not directly related to the jobs (ACC, administration staff, rent, office expenses, advertising, vehicle expenses, etc).

To calculate this accurately for your business, take all overhead expenses for the year divided by total hours spent on the jobs to get an hourly rate. This can range somewhere between \$6-\$15 per hour, depending on your fixed costs and the size of your company.

Non-Billable hours: Hours not directly related to the job itself (toolbox talks, training, health and safety documentation, onsite meetings, delays in start times, dates where your team is less productive, weather stoppages, supply delays, etc)

Although Chris initially thought Jamie cost \$20.00 per hour + extras, to his surprise the actual costs are \$39.98 per hour.

2) Number of hours allocated to the job

Estimating accurately how long a job will take is also essential to making profit. Every hour worked over the estimated time eats into profit. Unless hours worked are tracked against the estimated hours for each job, time blowouts are usually not seen (aka backcosting). This is often

where tradies get tripped up.

As a business coach, many contractors I work with have significantly increased their profits by getting control of their hours worked on the job and quoting based on newfound understanding of how **many hours a job actually takes (as opposed to how long you think it takes).**

So check times on every job compared against your time estimates to see how accurate you have been. Then use this history as a guide for quoting for new work.

Putting it all together: Mark up and Profit

Now that Chris understands his labour allowance, he is in a better position to price the job. Here are the calculations:

Actual cost per hour per employee x Number of hours allocated to the job = Labour allowance

Labour allowance + materials costs = Total cost

Total cost x Mark Up = Total Price to quote client

So start with actual costs and make sure you are pricing right – it will be the difference between being successful - or frustrated with nothing in the bank.

Once you allow for your labour allowance, check your mark up – is it

enough? If it's too low, then it's time to starting increasing prices and making decent money.

Pricing is one thing. But what if you could next level your profits? Find out the 5 simple steps to make your tradie business grow financially and get more cash in the bank.

Get your free guide here: <https://nextleveltradie.co.nz/guide/>

<https://nextleveltradie.co.nz/>

Written by Daniel Fitzpatrick

– Next Level Tradie



Low heights have their own dangers

It doesn't take much height to lead to a fatal fall.

In fact, many falls from roofs and ladders that cause death or serious injury are from less than three metres.

One of the most recent deaths was a 45-year-old construction worker who fell from the first floor of a building onto concrete in Hobsonville in May.

Ryan Groves, a safety advisor at construction safety organisation Site Safe, says low level heights have their own dangers.

One is just that people are more complacent, or maybe optimistic, about safety at lower levels.

Put somebody 20 metres above ground on scaffolding and they'll usually take all the precautions required. Put somebody two or three metres up a ladder and they're more likely to take risks. But the concrete doesn't get any softer.

"It's the same with people working on a truck deck or a ute deck or on the single storey of a residential dwelling," Ryan says.

"And this applies on the weekends to people standing on roofs cleaning their guttering and climbing a ladder to do some maintenance. We naturally have an instinct that low level falls aren't going to hurt."

Another, less obvious reason low level falls can be so devastating is that most people don't have the reflexes to allow them to protect themselves.

"When you fall from a low level you just don't have enough time to put your hands out and do anything to fix it.

"At six metres you can do a full revolution. So you might fall backwards and be able to land back on your feet so you just break an ankle or a leg. But if you fall at three metres or less most people don't have enough time to correct their stance and can fall onto their spine or their neck."

He says there was a case of a tradesman who fell 2.2 metres when his feet slipped out from under him. He ended up landing on his head and breaking his neck.

"He would have recognised he was falling but your brain takes longer than that to respond and react."

Injury falls from trucks and the backs of utes are also common, Ryan says.

In fact, WorkSafe figures for 2019 show there have already been two deaths from vehicle falls. One was a 71-year-

old who fell from a truck trailer in Wellington, the other was a 65-year-old in Auckland who fell from a truck.

"A delivery truck can turn up to a residential building site with pre-nailed framing and people climb up to three metres to get to them.

"I mean, you put a guard rail around people working at two metres on a house but a truck driver can be working at three metres with nothing."

The Site Safe safety specialist says planning a job is a huge part of dealing with any risks to workers.



Site Safe safety advisor Ryan Groves says low-level falls come with their own built-in dangers

"The Health and Safety in Work Act talks about having a work method statement. Something that's not specifically a task analysis or a job safety analysis (JSA) but at least a written system that says

People take more care when working at height, but are often likely to cut corners at lower levels



This press release was prepared Bill O'Byrne, communications advisor for Site Safe. If you would like any further information, please contact me at bobyrne@sitesafe.org.nz

“‘this is how we’re going to do a job’
“So before we start a job we assess it, we identify any risks and control them. So we do a 5 by 5 [see below] or a simple pre-start check. These can pick up on those risks quite easily and alert people to anything that could catch them out.”

More people take chances at lower heights because they seem less of a risk, but these kinds of falls come with their own dangers.

Then there are common building practices that can lead to a major hazard on a site.

“When it comes to putting in stairs in a two-storey house, these are usually put in late in the build because the builder doesn’t want them to get damaged. But that leaves a gaping hole in the middle of a floor where the stairs are going to go.

“They assume because everybody knows it’s there nobody will fall down

but it but it leaves a void there.”

[WorkSafe prosecuted an Auckland construction company this year after a worker fell through such a void. He received traumatic brain injury and fractures to his skull and right arm when he fell 3.4 metres on a residential building site. The company was found guilty and fined \$100,000.]
“The answer is to put the stairs in early but cover them in plywood so they’re actually usable.”

Ryan says it is always key to think about planning a job to remove any risk of falls.

In fact, the best controls are ones that don’t require a worker to make any big decisions, such as putting up protective barriers and edge protection, or using properly erected scaffolding.

FIVE BY FIVE

The 5 by 5 system for reducing risks of all kinds is to:

1. Identify hazards
2. Assess the risk level of risk each hazard identified



3. Control the risk to reduce the harm and its severity

4. Reassess the level of risk for each hazard

5. Review and monitor that controls are working and risk levels are acceptable

For more information on reducing risks, go to:

<https://www.sitesafe.org.nz/guides-resources/practical-safety-advice/risk-control/>

Employing the unemployable



New Zealand's labour market remains tight, with unemployment at 4.2% and businesses finding it difficult to source workers. At the same time, employment growth has slowed, and the Reserve Bank has stated that, in its view, "employment is near its maximum sustainable level".

With unemployment so low, businesses are finding that it can be more hassle than it's worth to try and train someone who doesn't fit the bill. Trying to drag those people into the workforce who are long-term structurally unemployed highlights a difficult choice for firms, with the costs of a new worker needing to be weighed against the benefits of more business.

NATURAL UNEMPLOYMENT LIMITS WORKER CHOICE

With unemployment low, the pool of potential workers to choose from that aren't already locked into an employer is small. The remaining pool will mostly be made up of people who

are structurally unemployed: people who don't have the skills that are being demanded by employers.

We often think about structural unemployment in terms of a mismatch between potential workers' skills and the specific skills required in a particular workplace. But some proportion of those people who are structurally unemployed might be generally unsuitable for any work. These people might not be interested in working or cannot hold down a job for various reasons such as including drug additions or transience.

Given a shrinking pool of unemployed people, businesses are faced with four options. Businesses can:

1. employ one of these people who are not "work-ready" and pay to train them
2. bring on a worker for less time or doing less work

3. get existing workers to work more (either more efficiently or more hours)
4. limit its growth or cut its output.

BUSINESSES STILL WANT MORE WORKERS

According to the NZIER's Quarterly Survey of Business Opinion, it is the most difficult for businesses to find skilled and unskilled labour since March 2005. In the March quarter, 50% of businesses (seasonally adjusted) reported it was more difficult to find skilled labour than previously, with 34% saying the same for unskilled workers (see Graph 1).

So even with a low unemployment rate and a small pool of talent to choose from, businesses are still keen to take on new workers when they can find them.



WORKING LONGER HOURS TO PICK UP THE SLACK

Employment growth has slowed over recent quarters, as the limits of the labour market are tested by a dwindling pool of talent. In the last six months, annual average growth in part-time employment turned negative for the first time since the end of 2013 (see Graph 2).

With full-time employment still growing, albeit at a slower pace, the widening gap between full-time and part-time employment growth suggests that businesses are making up for the labour shortages by having full-time workers work longer hours to achieve the output growth.

The Reserve Bank is also now expecting employment growth to be weaker over the next year than previously thought,



with employment growth easing to a low of 0.7%pa in September 2019 (see Graph 3).

IS IT WORTH BRINGING ON A NEW WORKER?

With the labour market tight and businesses still crying out for more workers, businesses are faced with a difficult choice. They could choose to employ someone from the dwindling

pool of labour and pay to upskill them. They could bring on a part-time worker to get some marginal increase in worker output, but which might not increase output enough. They could work their current employees harder, by increasing hours or seeking efficiency gains, but risk worker burnout. Or they could pull back their growth targets because the costs of the previous three options outweigh the benefits of more growth.

We're worried that businesses are deciding that the hassle and cost of employing someone new, who might not fit the job properly, is more difficult than it's worth. If that trend occurs on a wider scale, the economy's potential to expand will be constrained and growth is likely to stagnate.





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Introducing new Interior Systems Qualifications



BCITO is pleased to announce the launch of an updated suite of New Zealand Qualifications for Interior Systems.

In consultation with industry, a review took place earlier this year which realigned the previous five qualifications with strands, to three. The new learner package contains a Guide for the Assessment Team, Textbooks, relevant Codes of Practice, Tradie Guides and a Work Diary.

BCITO Chief Executive, Warwick Quinn says, "The rapid growth in the number of apprentices we support has meant providing updated and comprehensive resource materials to help them learn while they earn has never been more important.

"A modern workplace requires modern learning resources, so we're adding value by giving our apprentices guides to health and safety, environmental legislation, and consumer protection best practice, on top of the core skills, tools and planning materials they need.

"The resource design complements BCITO's shift into the use of digital tools to enhance the experience of all of our learners."

As part of the review, all qualifications have progressively evolved from National Certificates to New Zealand Certificates. All qualifications are now at Level 4, which means a qualified person will:



- have a broad operational and theoretical knowledge in their chosen qualification
- be able to select and apply solutions to familiar and sometimes unfamiliar problems
- be able to select and apply a range of standard and non-standard processes relevant to their chosen qualification
- be responsible for the self-management of learning and performance
- be able to have some responsibility for the performance of other staff.

MOST SIGNIFICANT CHANGES

New Zealand Certificate in Interior Linings Installation Fixing and Finishing

with an optional strand in fibrous plaster installation

The most significant change from the previous qualification is knowledge and assessment around materials used in the sector. This section has been removed

and replaced with gaining knowledge and assessment on individual skill sets.

New Zealand Certificate in Proprietary Systems Installation
with strands in proprietary partitions and suspended ceilings

The strand in Access Floors has been removed as there has been no uptake in this area for a significant period and is therefore now invalid for the sector. Due

to the increased complexity of the knowledge and skills in this qualification, the level has been increased from Level 3 to Level 4.

New Zealand Certificate in Fibrous Plaster Manufacture

with an optional strand in specialist models and mould making

The review of this qualification has seen the removal of gaining knowledge and skills on panels and tiles. Apprentices will focus on casting and running moulds.

Each qualification contains a section on fundamentals that covers tools, equipment, legislation, drawings and specifications, maths, and planning and communication. Each qualification also covers trade-specific knowledge and skills.

If you'd like more information on any of these qualifications contact your local BCITO Training Advisor on **0800 422 486**.

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Forman Commercial Interiors Ltd	AUCKLAND	(09) 270 1914	Taranaki Plasterboard Systems	NEW PLYMOUTH	(027) 817 5946
Forman Commercial Interiors Ltd	LOWER HUTT	(04) 576 2170	Tauranga Plasterers Limited	TAURANGA	(07) 541 1493
Forman Commercial Interiors Ltd	CHRISTCHURCH	(03) 379 3929	3D Interior Worx	AUCKLAND	0800 111 327
Frankton Plasterers Ltd	HAMILTON	(07) 847 6673	Tonic Interior Systems Ltd	INVERCARGILL	(03) 215 6221
G & C Pionton	AUCKLAND	(09) 236 0888	Total Ceiling Solutions Ltd	CHRISTCHURCH	(027) 313 2369
GDR Plasterboard Services Ltd	AUCKLAND	(09) 624 1579	Troake Group Ltd	AUCKLAND	(09) 426 7664
Gisborne City Plasterers	GISBORNE	(06) 863 3983	Ultra Interior Linings Ltd	AUCKLAND	(09) 271 0595
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Gunslinger Projects Ltd	PAPAKURA	(022) 177 0481	Wallboard Systems	TAURANGA	(07) 544 3721
HBF Plaster Ltd	NAPIER	(06) 843 4414	Wayne Rasmussen Plasterers	HAMILTON	(07) 829 9054
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Executive Council

AWCI Executive Council 2019



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