

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

# insight

OCTOBER 2021



**INSIDE: Employers and Vaccinations  
Counting the cost of the lockdown  
4 Mindsets for successful business**



# Why do drying times for compounds differ?

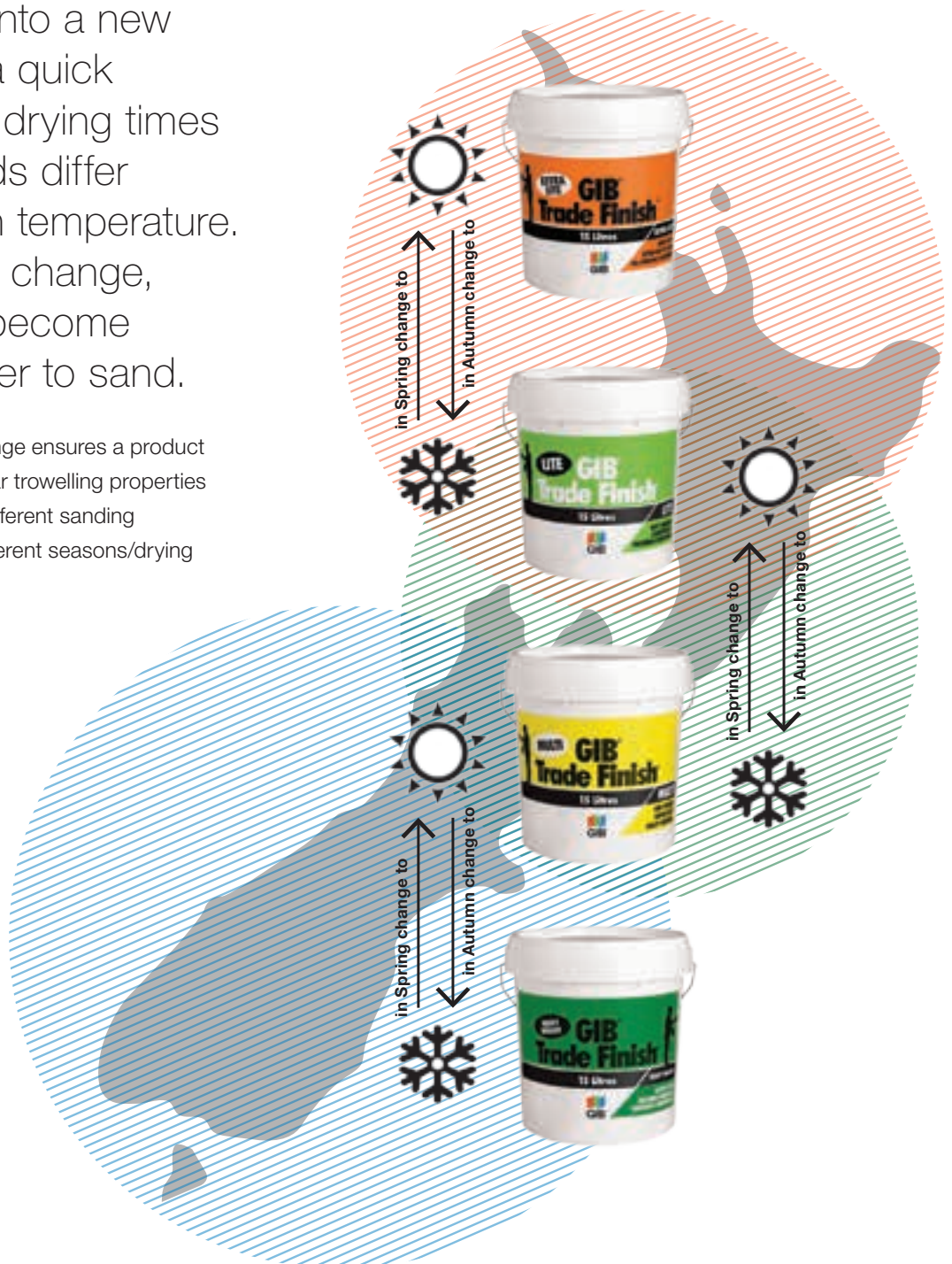
As we move into a new season, just a quick reminder that drying times for compounds differ depending on temperature. As conditions change, compounds become harder or softer to sand.

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Download the 'Case Study' document or contact the GIB® Helpline on 0800 100 442 for further information.



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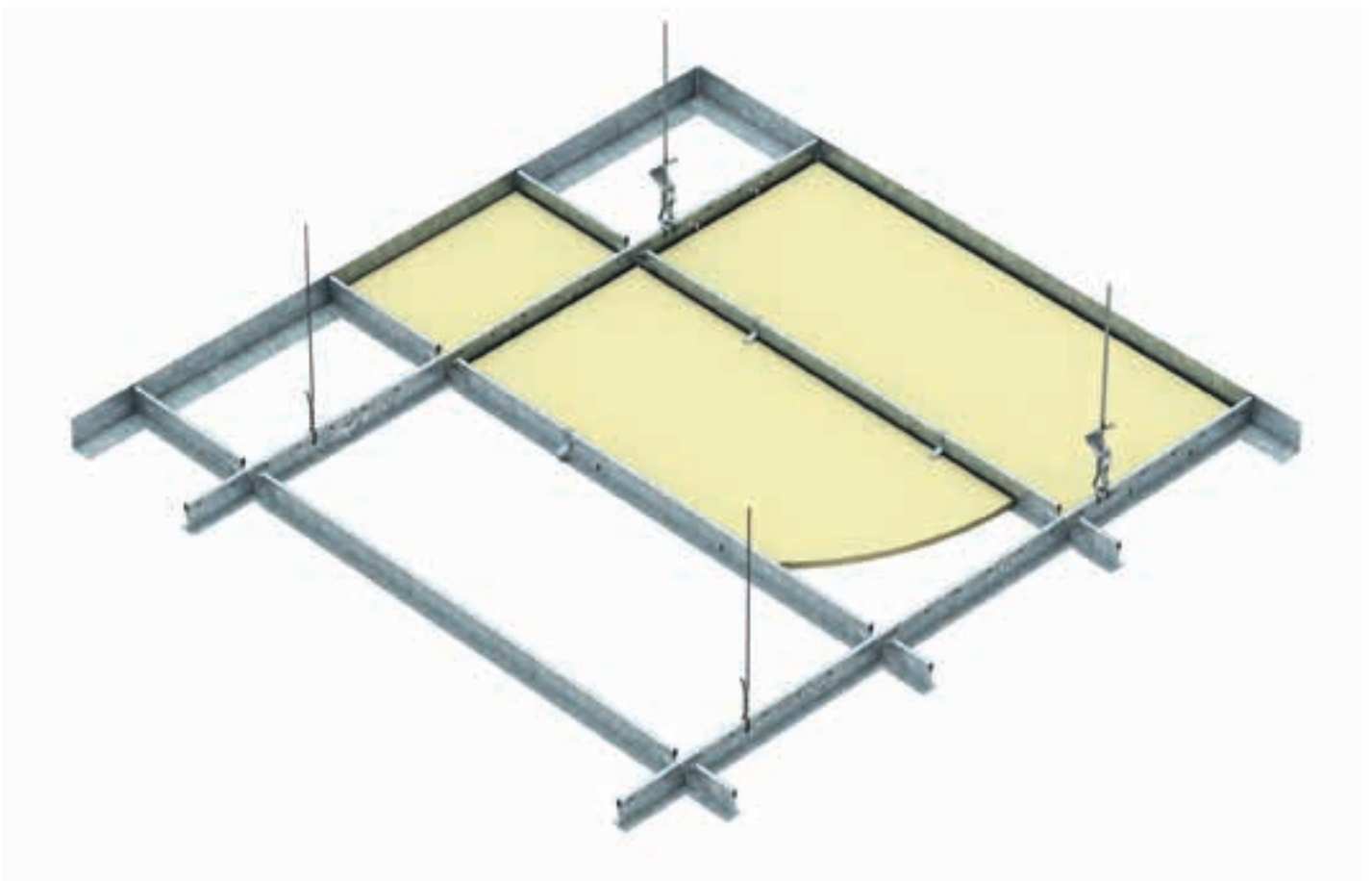


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# President's report

*From the trowel of Gabriel Ataya*

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Welcome to the October issue of Insight.

This is my last introduction article to Insight as I am finishing my term as President at the AGM in November. I have been serving in this role since 2018 and it is now time for the next person to step up to the challenge. I want to thank all our partners and sponsors for their continued commitment to the AWCI as without their backing it would be difficult to be running as effectively as AWCI does. I wish to also thank those who have been part of the Executive Committee in that time, it has been great serving alongside each person, working towards strengthening and growing AWCI. I wish to specially thank our past President, Stuart Phelps for the enormous amount of work and effort he puts in each year on the Committee here in New Zealand but also as the vice President of the AWCIANZ.

If you are passionate about your trade industry and are interested in being more involved in AWCI and feel you have something to contribute, please

consider standing for a position at the AGM, I encourage you to contact the Executive Officer for more information.

It has been an interesting last few months across the country and for our industry. Another lockdown has interrupted the significant momentum the industry was working to – and particularly for our Auckland member's, after 5 weeks of lockdown moving to Level 3 meant we can get some work underway again. While there is still a significant amount of work there for the industry other issues such as staff shortages and supply of key materials and stock will be with us for sometime at least through until Christmas.

I was pleased to see AWCI could step up and be involved with many of the key discussions with Government and relevant agencies to assist with the regulations to allow some key manufacturers and distributors to operate under L4 restrictions. This work allowed some key materials to start flowing to the rest of the country that was able to operate but were swiftly running out of stock. Members

should also be aware that changes are coming to supplementary industries like insulation with potentially big increases in R-Values likely to impact both residential and commercial industries.

We have been watching with interest the changes being made by the Government regarding Vocational training for apprentices. These significant changes are starting to take effect with the BCITO now part of Te Pūkenga. The day to day management of your apprentices doesn't really change however it is very pleasing to see that now over 700 apprentices are enrolled in Interior Systems training. This is really significant for our sector and will help with staff shortages as they begin to flow through into the workforce.

Gabriel Ataya  
AWCI President



# AGM

## **AWCI 2021 Annual General Meeting**

***Notice is given to all members that the 2021 AGM will be held on Tuesday 23rd November at 10am via zoom.***

***Nominations for Executive positions and voting information will be emailed to all members.***

**If you don't receive the information by 1 November, please contact us at [admin@awcinz.org.nz](mailto:admin@awcinz.org.nz)**



# Employers and Vaccinations



**T**his article is written by Manage Group friend John Dustow and the original article can be found online.

As we enter another lockdown and wondering whether this will ever end, I am getting several questions from employers around their rights and obligations around vaccination. In particular, whether an employer can make it a requirement to be vaccinated for an employee to gain or maintain their employment.

There is no doubt Covid 19 is impacting our society, both directly with people being infected by Covid 19 and indirectly via lockdowns and job losses, etc. We are constantly reminded that we need to all play our part and get vaccinated.

Now, this blog isn't a debate on the merits of vaccinations. However, I see some media reports indicating that some businesses are following an overseas model of only allowing vaccinated people to enter their premises. I won't dwell on the legalities of that stance, but it does seem many companies are asking for a simple yes or no answer as to whether they can make it mandatory for their employees to be vaccinated. No

one can give that to you, and if they do, I would be very sceptical of that advice.

At present, Health Orders have mandated that all border workers who either work at the border or one of our MIQ facilities must be vaccinated and tested regularly. That order (to date) does not require that of employees at any other workplace.

Therefore, the legislation that applies to all other employers and employees regarding vaccination is the Employment Relations Act 2000 and the Health and Safety at Work Act 2015. These acts have not been changed as a result of Covid 19, as some employers found out when they decided to reduce employee's wages without the proper process during lockdowns.

The Employment Relations Act 2000 still states that any decision made by the employer must be what a fair and reasonable employer could do in all the circumstances. Furthermore, for any decision that is likely to impact an employee's employment status, the employer must first provide all the relevant information and then allow the employees to respond to any proposal before making any decision. That is a

very high bar to reach and not something that should be taken for granted.

When it comes to Health and Safety, as an employer, you're responsible for maintaining a safe workplace and taking reasonable action/steps to mitigate any reasonable risk of harm to employees. Now I'm not an outright expert on Health and Safety matters, but one of the basic steps to making any significant health and safety decision is that there needs to be a full Health and Safety Risk Assessment. We use the superstars at [Manage Group](#) for all the finer aspects of H&S, who can help businesses with this.

So, when it comes to making Health and Safety decisions around Covid 19, one of the first steps is to make a realistic assessment of the risk your employees face in the current Covid 19 environment.

What does that look like? Well, let's take a look at our awesome Custom Officers at the airport. As they process passengers from overseas, what are the realistic risks of coming into contact with Covid 19? You only have to watch the daily briefings from our Director General of Health to know that many people are arriving into our country, then testing

positive for Covid 19 in MIQ. I don't think many that would argue that under the risk assessment matrix, it is probable (if not certain) that our Customs Officers will come into contact with someone that has been infected with Covid 19.

The next step is to determine what the impact would be of a Customs Officer contracting Covid 19 from one of these passengers. Again, we can just look at the impact of the virus getting into the community as we sit in Level 4 lockdown. There is the societal impact of lockdowns and restrictions and the health impact on people who contract the virus. Again, I'm not taking a position on the seriousness of the virus; I am merely suggesting an employer must take a "reasoned" approach to these topics.

So, for the sake of this conversation, let's just agree that there is a serious risk of Covid exposure in this particular workplace. We can now look at the obligations of the employer to mitigate this risk in their workplace and what options are open to them:

- Policy on social distancing?
- Wearing masks/gloves?
- Wearing PPE with higher levels of protection?
- Vaccination?
- All or some of the above?

A decision like this needs to be practical in the circumstances, and that practicality will be dependent on the risk. By this, I mean we need to weigh up the risk versus what is reasonable. Do we require our builders to wear a harness if they are working 1m off the ground? No. Is there a risk that the builder may fall 1m and hurt themselves? Of course there is, but the risk is relatively low, so the mitigation needs to be proportionate to the risk.

Now we turn to vaccination. By making it mandatory to be vaccinated in your

workplace, you are essentially forcing your staff to undergo a medical procedure for the purposes of their employment. Now when

you put it like that, things have just got serious. The question that needs to be asked is, is it reasonable to force your employees to be vaccinated after considering all factors?

Now for our border workers, there may be a solid argument there that because of the level of exposure they could potentially face every day, social distancing and PPE may not be suitable enough to mitigate the risk, and thus for people who deal with passengers, vaccination may be required (obviously it is required under the Health Act for front line workers at the border, but the risk assessment should be the same approach).

Now let's look at an office worker. For this example, in our current Covid 19 environment with the Government's elimination strategy, what is the likelihood of that worker contracting Covid 19? To help you answer this question, at the time of writing this, since Feb 2020, NZ has had just over 3,500 people infected with Covid. From a population percentage point of view, that is 0.07% of the population (based on a population of 5m). Turning that around, some could argue that is a 99.93% chance of not catching it.

So let's go back to that risk assessment. The risk of an office worker contracting Covid via their employment is minuscule compared to a Customs Officer.



Taking my example of the builder, is it reasonable to force someone to undergo a medical procedure that comes with its own set of potential risks, including serious side effects or even death? Or would it be more reasonable to think that you could mitigate that small risk by adopting some of the other policies?

Now, this process is only relevant to our current situation. If our borders reopen or the Government ditches the "elimination" strategy, that risk assessment may change depending on what's happening. That is why it is not a simple yes or no question in the broader sense of the term.

There are several cases before the Authority/Courts that will give us some more guidance on the issue, and I know my friends in the industry and I are watching very closely as to what is determined as "reasonable".

In the meantime, if you need more individual advice on the matter, please do contact me. If you want some advice on risk assessments for your workplace and other Health and Safety issues, contact the [Manage Group](#).

Be safe and be kind

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Or contact JD our HR Advisory and Employment Law Specialist

JOHN DUSTOW – E: [johnd@tech5.co.nz](mailto:johnd@tech5.co.nz)

P: 027 855 9989

**DISCLAIMER:** The above information is meant to be a broad and informative narrative of the topic. It is not intended to be specific legal advice. If you want specific advice pertaining to your situation, please contact me directly or another trusted Employment Law Specialist.



# Counting the cost of the Delta lockdown

by Brad Olsen, Infometrics

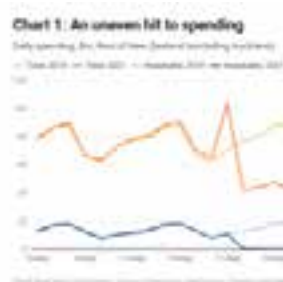


**T**he bounce back from Lockdown 2.0 has begun, but the overall recovery has been restrained by Auckland remaining at higher alert levels. Auckland's move to Level 3 is welcome news, with a larger amount of economic activity to take place. But risks remain for the pace of New Zealand's rebound, with supply chain issues and the need to balance health and economic priorities creating a difficult set of choices.

## AN IMMEDIATE BOUNCE BACK AT LEVEL 2 FOR THE REST OF NZ

Card spending activity from Marketview shows a strong bounce back across New Zealand (excluding Auckland) after the moves to Level 3 and then Level 2 Delta (2Δ). Infometrics analysis shows that card spending outside of Auckland was down 45% from usual levels at Level 4, before improving to a 33% drop at Level 3.

With the move to Level 2Δ, the rebound in activity is clear to see. For the first



17 days of Level 2Δ, spending outside Auckland was sitting 6.4% above 2019 levels, with a mighty 25% lift on the first day of Level 2Δ (see Chart 1).

The distribution of spending remains incredibly uneven. For the first 17 days of Level 2Δ, across the entire country, grocery spending remained incredibly strong, up 14% from usual levels, and in line with the consistently higher spending in this category throughout Lockdown 2.0.

Harsher restrictions mean that the hospitality sector is still hard-hit, even at Level 2Δ. Infometrics estimates that spending across New Zealand excluding Auckland for this sector is still 22% below usual levels.

Home and recreation spending jolted upwards since the move to Level 2Δ, sitting 15% higher than usual across the

entire country. This result is impressive given Auckland cannot spend, meaning that spending across the rest of New Zealand could be around 70% higher than usual.

It's worthwhile noting that the bounce back in spending has been stronger than after Lockdown 1.0. This better response likely reflects a stronger underlying optimism about economic and employment situations this time around, with households and businesses much more fearful and uncertain after the first lockdown.

Auckland's performance at Level 3 is expected to improve, but remain harder hit than the rest of the country at Level 3. Previous periods at higher Alert Levels suggest that Auckland spending at Level 3 will remain down 45% from usual levels, with hospitality spending down 67%.

Chart 2: A \$1.3b spending hole to make up

Cumulative difference in spending 2021 vs 2019 since Level 4 began

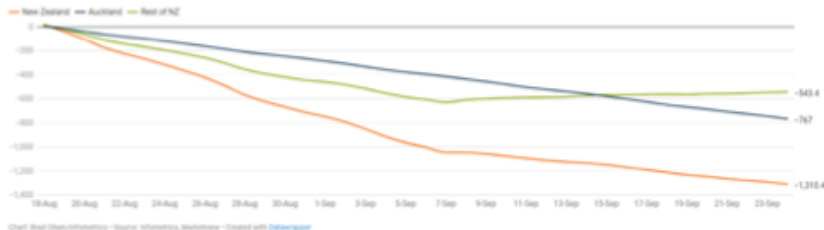


Chart: Brain Ocean/Infometrics - Source: Infometrics, Auckland - Created with Tableau

## A \$1.3B HOLE IN SPENDING TO MAKE UP

Since we entered lockdown in mid-August, the total amount of card spending deferred or delayed is around \$1.3b. Auckland's time at Level 4 has seen the region's spending hole continue to expand to around \$767m, but the hole across the rest of New Zealand has moderated from a peak of \$629m to \$543m at present (see Chart 2). Auckland's bounce back in activity is expected to show a similar profile, as funds saved throughout Level 4 are spent. However, there are concerns that the region's longer period at Level 4, and the fact that the latest lockdown is Auckland's fifth stint at a higher alert level, could have weakened business resilience and created more sustained economic repercussions than previous lockdowns.

## AN UNEVEN HIT TO AUCKLAND, AND WITHIN AUCKLAND

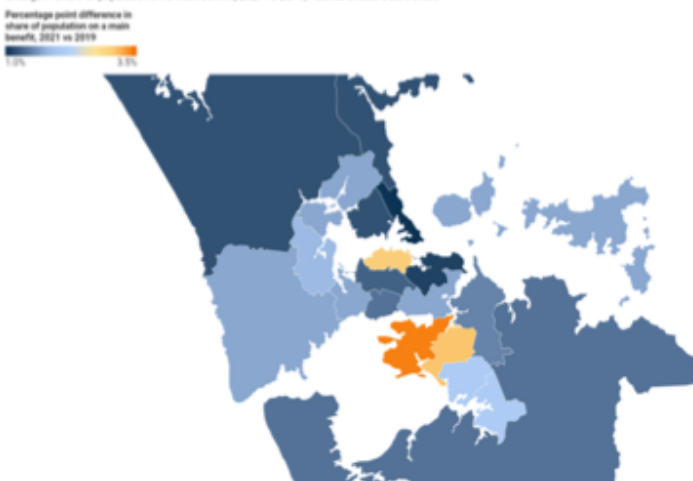
The hit to Auckland has been pronounced, given the length of time at Alert Level 4. But it's important to highlight that Auckland has been at the forefront of New Zealand's economic hit from COVID-19. The region has seen continued higher and longer Alert Level restrictions than any other part of the country, and so far, a lower economic pulse.

Infometrics analysis also shows that job losses in Auckland appear to be concentrated in central and south Auckland. Examining the proportion of

the population by Local Board being supported by a main benefit, the largest increase has been in Mangere-Ōtāhuhu Local Board, with a 3.4 percentage point (pp) increase to 16.6% of the 2020 population. Ōtara-Papatoetoe (+3.1pp, to 14.1%) has the next highest rise, followed by Waitemata (+3pp to 6.4%, see Chart 3).

Chart 3: South Auckland has the largest increases in benefit need

Change in share of population on a main benefit, 2021 vs 2019, Auckland local board areas



Lower employment in airport-related and tourism activities, face-to-face roles, and lower retail and hospitality offerings in the central city seem to be key to the declines noted above.

## PRODUCTION RESTARTS A RELIEF TO CONSTRUCTION SUPPLIERS

Chart 4: Some substantial manufacturing concentrations in Auckland

Selected manufacturing industries, with Auckland's GDP share (in 2020) more than 50% of the national total



Table: Brain Ocean/Infometrics - Source: Infometrics - Created with Tableau

Level 3 is often called "Level 4 with takeaways", with the partial reopening of hospitality providers for contactless pick-up a major focus for many people. But the revival of construction and manufacturing activity across Auckland is important too. The wholesaling of construction goods can also get back underway, allowing imported goods to get moving. With high levels of building work intended, the setback from Level 4 will see an additional lag in activity of at least 25 days.

The limitations on manufacturing activity at Level 4 in Auckland are important not

only for the Super City, but also for the wider New Zealand economy. There are several manufacturing areas with operations concentrated in Auckland, with building supply issues attracting

significant attention.

Infometrics analysis shows that there are several construction-related manufacturing areas with high concentrations in Auckland, so supply issues might persist for some time until production can work through previous orders. Carpet and other flooring is one key area, alongside insulation and plaster board (see Chart 4).



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# Counting the cost of the Delta lockdown *continued...*

Chart 5: 20% of eligible people - 840,000 - not vaccinated or booked in yet

Count of people, by COVID-19 vaccination status, 12+ HSI population

■ Fully vaccinated ■ First dose only ■ Booked in ■ Rest of the eligible population



Updated from Ministry of Health website on 28 September 2021

Chart: Brad Blackburn/Infometrics - Source: Ministry of Health - Created with Tableau

Several electrical equipment manufacturing sectors also have a high concentration in Auckland, meaning orders for some goods might be delayed further.

## VACCINATION LEVELS NEED TO LIFT FURTHER

The vaccine rollout has substantially ramped up since the Delta outbreak began – an important positive step and once which enhances New Zealand’s ability to change our evolving approach to COVID-19.

However, with the stark consequences of too-low vaccination uptake expected to lead to **unpalatable death levels and an overwhelmed health system**, going further will be important. Slower vaccination levels in recent days provide some concern, alongside the fact that only 80% of the eligible population is vaccinated or booked to be vaccinated (see Chart 5).

That 20% represents around 840,000 people, who are eligible and able to book a time, but so far haven’t shown any engagement with the vaccination rollout. It remains essential that everyone around New Zealand supports their friends, family, whanau, and community to get a vaccine. Reducing barriers to vaccinations, combatting hesitancy and misinformation, and incentives (and penalties) will all play an important role.

## POTENTIAL FOR A LONGER HIT

Auckland will remain at Alert Level 3 for at least two weeks, but there are concerns from health experts that the move to Level 3 might prolong higher case numbers in the Super City. If that is the case, Auckland might need to spend longer at Level 3 to limit the spread of COVID-19, which would further slow the bounce back in economic activity. The government faces a balancing act between the most effective public health settings, the restricted

ability for the economy to operate at Level 3 and Level 4, and the increasing risk of non-compliance as people face lockdown fatigue.

The risks of continued restrictions will still weigh on expectations in the short term. Early signs from the rest of New Zealand show a strong bounce back so far from Lockdown 2.0, but the time spent by Auckland at Level 3 will determine how quickly the recovery can proceed from here.



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*Nominations for Executive positions and voting information will be emailed to all members.*

M

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# 4 Mindsets That Separate Successful Business Owners From The Rest

*Business Coach Daniel Fitzpatrick takes a look at 4 ways of thinking that will get you to the next level a lot faster.*

If you're like most tradies and have a lot on your plate right now, it's easy to forget about how your mindset impacts your success. And simply go through the motions every day. Ticking off your long list of to-dos.

You want to be making progress but it feels like you're bogged down by what's urgent. And not necessarily getting to what's most important.

So, how can you ensure you're on the right track and progressing towards where you want to be? Such as running a thriving, growing company with an amazing team and reputation that is second-to-none (with plenty of space for regular family time and holidays!)...

Start by understanding these 4 mindsets that separate successful business owners from the rest:

## **1. They take responsibility for the big picture**

Hal Elrod says: The moment you



accept total responsibility for EVERYTHING in your life is the day you claim the power to change ANYTHING in your life.

It's true: When you don't take total responsibility for something in your business, then you've given up the power to change that thing. It's unlikely to then go in the direction you want it to. Ever started a job and took ownership but a few things got away on you... Like when you discovered there were a few extras involved that were not allowed for in the quote... But it was just easier to carry on and deal with it later? In the end your margins disappeared and it was too late to negotiate with the client coz the job was finished...

Taking total responsibility (even when it

means having the hard client convos in the middle of a job) saves a whole lot of headaches later.

Another big one is taking complete responsibility for your financials. This means consistently being ahead of the game: Knowing exactly what's coming in, what's going out, and what's left.

Yes, it's a good time to be in the trades right now. But good times don't necessarily lead to a better business.

Even when you've got more work coming in than you can handle, you still need to be focused on building the fundamentals of a strong business.

Ask yourself 2 important questions:

- What's out of control to fix right now? (eg. cashflow - there's a whole lot of debtors you haven't followed up and that's why you've got no money)
- What are you letting coast by that you need to get control of because it's gonna bite you in the future? (eg. your forman is being difficult)

If you can really get a handle on those



loose ends, when you get to the end of the year you'll be much happier with the results.

## **2. They make financial decisions based on the ROI not the cost**

Fact: Not all costs are the same. When you make a financial decision, it can either be seen through the lens of it being a cost or an investment. For example, implementing new project management software will cost time and money initially. But will save you time and improve margins and control in the long term. Therefore, just viewing it for its initial cost could hold you back from investing in something that would later benefit you. The more growth focused approach is to analyse your financial decisions based on the ROI, the overall effect. You gotta think: For what I put in, am I getting a greater return back? Making financial decisions in this way can save time and frustration, and play a great role in taking your business to the next level.



## **3. They fixate on their goals but are flexible in their approach**

Any significant goal will have curveballs on the way that try to shunt you in a different direction. The winning attitude is to be firm and fixated on your goals. But also to be flexible in how

you achieve them! Imagine a key staff member has left and you need to find a great replacement. It's hard to find staff right now. Thinking outside the box might mean training an existing team member up into the role, or offering to pay moving costs to attract someone outside the region. There are always going to be turns and bends in the pursuit of our goals. But it's not an excuse to stop. Instead, it's a reason to find a different way. As Ryan Holiday says: Stop looking for angels. Start looking for angles. Where are you currently stuck in your business? What isn't working? Spinning your wheels and hoping things will improve might not be the best approach. Even if you've had success in the past, what's gotten you to point A might not necessarily get you to point B. So, look for a different way. Find a new strategy. Create opportunities and get after the results you really want.



## **4. They don't expect themselves to have all the answers**

Tradies sometimes think: There's no task too big to handle if I just grind it out. However, when it comes to nailing down the nitty-gritty of your business, you'll run into a problem: You can't read the label from within the jar.

How often have you seen someone stuck on how something's going to work, but then someone else has come over and almost immediately found the solution? As billionaire real-estate investor Gary Keller says: Any time in your life you are hitting up against the ceiling of achievement, you're missing a person. It shouldn't be a surprise that a different set of eyes sees different things. So, stop and think: How are you taking advantage of different eyes and minds in your business strategy? Do you have a different set of eyes on your financials? Have you got other minds working with you to help take your business to the next level? Having someone who you regularly sit down with to go over various aspects of your business will force you to show up and think strategically. Which will ultimately help you move forward and stay the course. So, take advantage of it! Let's wrap this up

The mindsets of business owners who succeed and those who don't are very different. Make sure you can say you're on the right side!

Remember: Take responsibility for the big picture. Make financial decisions based on the ROI rather than the cost. Be flexible in how you get to your goals. And don't go it alone.

If you have trouble with any of these areas, contact me for a free online chat to see how I can help you fast track your way forward. Book a time here: <https://nextleveltradie.co.nz/nextstep/>

**By Daniel Fitzpatrick**

Next Level Tradie



# Business transformation final release in October



**T**his month we will go live with the final phase of Inland Revenue's Business Transformation programme. The improvements will build on the changes we've already introduced and will focus on bringing child support into our new system, implementing changes from The Child Support Amendment Act, upgrading to the latest version of myIR, as well as some other smaller changes. To implement these changes, we will need to temporarily close down our services. We have confirmed our outage window as:

- From 3pm Thursday 21 October we will be closed to customers. At this time our systems and services will shut down, including our contact centre and myIR secure services.
- We'll be closed to customers for three business days and during this time all of our services will be unavailable.
- All going to plan, we expect our systems and services to be back up and open for

customers by the start of business on Thursday 28 October. Thursday 28 October is a filing and payment deadline for many businesses, and we know there will be concern among the tax and business communities about our systems being closed in the week before this deadline. Particularly in light of the stress that the effects of COVID-19 are already placing on business. In response, Ministers have agreed (dependent on passing an Order in Council) that businesses and individuals will have more time to file and pay their GST and Provisional Tax that is currently due 28 October. **Everyone will now have until 4 November.**

## WHAT YOU NEED TO NOTE AHEAD OF OUR CLOSEDOWN

- All drafts saved for returns or secure mail in myIR need to be finalised and submitted by 3.00pm Thursday 21

October, otherwise they will be deleted as they can't be transferred as part of the closedown process.

- Employment Information (EI) returns for Payday Filing that are due over the closure can be filed early, if you're able. The days during the temporary shutdown will not count as working days for filing periods.
- Filing can be completed up to 3.00pm on Thursday 21 October and can be resumed from the start of business on Thursday 28 October.
- You will now have until 4 November to file and pay GST and Provisional Tax that is currently due 28 October (dependent on passing an Order in Council).

## WHY CHOOSE TO GO LIVE AT THIS TIME?

- It's important we go ahead with this release as soon as possible for a number of reasons:
- If the Government needed us to implement further changes to help New

Zealand through COVID, that would be difficult and risky while still running two systems.

- It would also require us to modify a major software release which has already been fully tested.
- This release brings child support into our new system. We need to make sure these changes are live and being used successfully well before Christmas - a time of significant stress for people relying on those payments.
- While this date is difficult for businesses, we also need to factor in the impact on our Working for Families, child support, Student Loans and other customers. Other dates are difficult for various reasons, and if we don't use a Public Holiday weekend it's one more business day that we're not supporting all our customers, including getting COVID payments out to businesses.
- We'll also be reminding people how they can take advantage of our ability to remit penalties and interest if they can't pay in full or on time because of COVID.
- We have invested significant time rehearsing and aligning tasks for shutdown, as well as preparing our people, partners and customers for these changes. We are confident that we are ready.
- Following the final major release, all tax and social policy products will be in our new tax administration system (START).

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Gib plasterboard tiles powder-coated with a durable, moisture resistant and easy to clean Climate Decor Shield surface. For use in suspended ceiling grid systems, available in standard sizes to suit most grids and can be custom cut to size.

Made in New Zealand from local materials, the Gib plasterboard is Green Tag certified and the Climate powder coated finish is VOC free, low waste and does not emit toxic chemicals. Available ex-stock from Forman.

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# Inter-Tenancy Barrier Systems Horses for courses

***The last few years has seen a rise in multi-unit residential design and construction, and with it an increasing popularity of intertenancy (IT) barrier systems to achieve superior noise attenuation and fire resistance between dwellings.***

## HOW AN IT BARRIER SYSTEM WORKS

Central IT barrier systems come in many forms, such as aerated concrete, concrete tilt-slab, and plasterboard systems. The main advantage is that the Sound Transmission Class (STC) and Fire Resistance Rating (FRR) is substantially achieved by a heavy central barrier between frames, leaving the unit linings conventional. Depending on the central barrier type, several internal lining service penetrations can often be permitted, without the need for complex fire-stopping or acoustic treatment.

Fixings that fail in a fire, such as aluminium clips, connect the central barrier to the frames either side. In the case of a fire in one unit, the clips on the affected side fail, allowing that unit to detach, whilst the protective central IT barrier remains connected to the adjacent unit.

GIB Barrierline® was put to a real-life fire test in a townhouse

development under construction at Papakura Auckland, April 2021. Pictures taken after fire-fighting operations show substantial damage to the fire-affected structure, and adjacent framing protected by the central barrier. Although the full IT wall system had not yet been completed, GIB Barrierline® prevented spread of fire and wider damage to neighbouring units in the development.





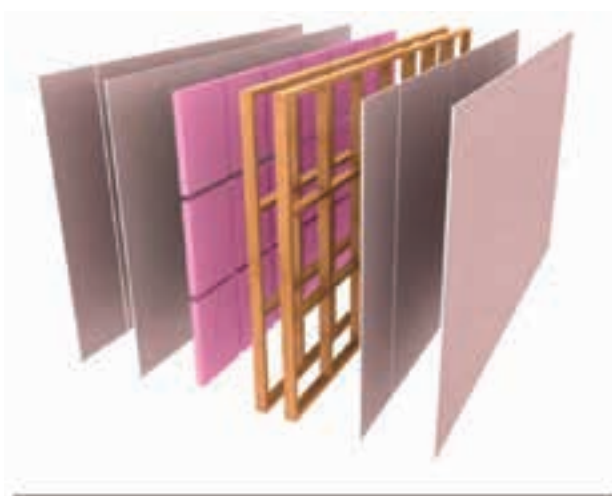
# Inter-Tenancy Barrier Systems

## Horses for courses *continued...*

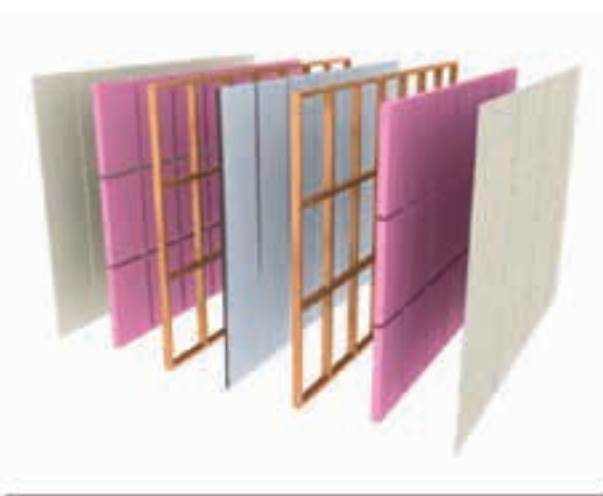
### CENTRAL BARRIER AND CONVENTIONAL DOUBLE FRAME SYSTEMS

In contrast, a more traditional double frame IT wall system

requires heavier and/or multiple internal apartment linings to create the mass required to meet STC and FRR performances. These linings protect the framing behind, and to maintain their integrity tested and verified service penetration seals must be installed.



**FIGURE 2:** Double timber frame IT wall system, heavy unit linings, penetrations sealed

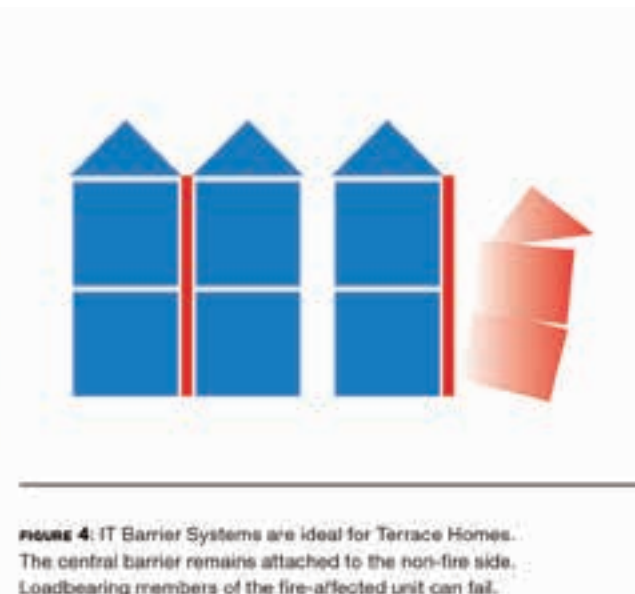


**FIGURE 3:** Central barrier IT wall system, conventional unit linings, some penetrations permitted

### HORSES FOR COURSES

It must be remembered that central IT barrier systems have been developed to provide vertical separation between

units and are ideally suited for Terrace Home applications. Difficulties can arise when IT barrier systems are specified in multi-level apartment construction where horizontal separation is also a requirement.

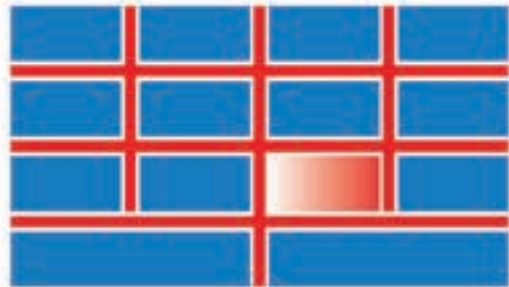


**FIGURE 4:** IT Barrier Systems are ideal for Terrace Homes. The central barrier remains attached to the non-fire side. Loadbearing members of the fire-affected unit can fail.

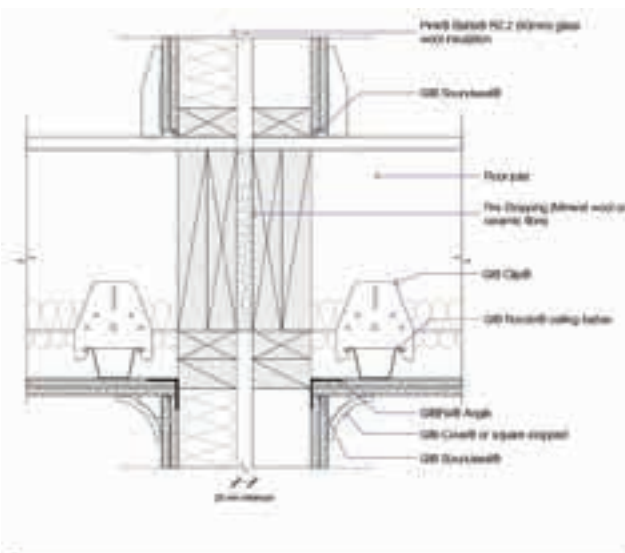
In framed multi-unit and multi-level construction, the loadbearing members of lower apartments must remain intact during a fire to avoid fire spread and progressive collapse. This means that the lower loadbearing frames require heavier protective linings and that any service penetrations



must be fire-sealed. In this case central IT barrier systems with conventional apartment linings do not work, and it would be more cost-effective to revert to a traditional IT wall configuration, such as a double frame system.



**FIGURE 5:** Use IT Barrier Systems with care in multi-level apartments. Conventional double frame IT systems might be more efficient. Loadbearing members of the fire-affected unit must remain intact.



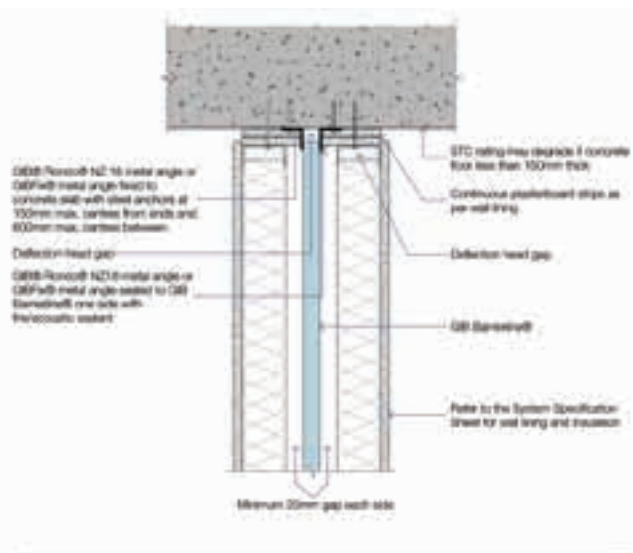
**FIGURE 6:** Double frame in multi-level, linings protect lower loadbearing frames

Figure 6 illustrates how a traditional double frame system is used in multi-level apartment construction. If we were to substitute a central IT barrier system, then lower loadbearing frames must also remain fully protected with heavier linings. In addition to fire protection, the lower apartment linings assist with achieving required noise attenuation and minimise potential noise ‘flanking’ via the structure. The need for lower

## FINAL WORDS

Carefully consider what IT system best suits your needs. Central IT barrier systems are ideal for Terrace Home applications, whilst traditional double frame systems might be the better option in multi-level apartment construction depending on the structural system selected.

**Sources for further information include;**



**FIGURE 7:** (T) barrier in multi-level, separate structure-supports floors above

frame protection largely negates the benefits of a central IT barrier system.

Figure 7 gives an example where IT barrier systems can be successfully used in multi-level apartment construction. In this case a separate structure supports the higher floors and the apartment IT walls are non-loadbearing elements providing vertical fire and noise separation.

GIB® Noise Control Systems, 2017

[gib.co.nz/systems/gib-noise-control-systems/](http://gib.co.nz/systems/gib-noise-control-systems/)

GIB® Fire Rated Systems, 2018

[gib.co.nz/systems/gib-fire-rated-systems/](http://gib.co.nz/systems/gib-fire-rated-systems/)

New Zealand Wood Design Guides

[nzwooddesignguides.wpma.org.nz/home/](http://nzwooddesignguides.wpma.org.nz/home/)

For further information go to [gib.co.nz](http://gib.co.nz) or call the GIB® Helpline on 0800 100 442.



# BCITO – Business as Usual



*Uniting on-job, on-campus and online learning*

From 4 October 2021, the mahi we do to arrange, support and assess work-based training (apprenticeships, traineeships and micro-credentials) will be transferred to Te Pūkenga Work Based Learning Limited (WBL), a subsidiary of Te Pūkenga, led by [Chief Executive Toby Beaglehole](#).

BCITO will be a separately branded business division within WBL, led by [Director Jason Hungerford](#), BCITO's current Chief Financial Officer. Jason will be responsible for championing the needs of Building and Construction learners and employers in Te Pūkenga WBL.

## **What this means for employers and learners**

It's important to remember that our qualifications and services are not changing. As usual, support for employers and learners will continue with the same BCITO people who you work with now.

From 4 October 2021, our qualification standards-setting functions will be transferred to a new entity, called [Waihanga Ara Rau](#) the Construction and Infrastructure Workforce Development

Council (WDC) led by [Philip Aldridge](#).

So, from early October, it's business as usual for you and BCITO. We're still building people, together.

Find out more about [Te Pūkenga](#)

Find out more about [Waihanga Ara Rau](#)

## **At the heart of it**

These are evolving times for BCITO, and we are proud to be one of the first transitional ITOs to join Te Pūkenga WBL. We are on a journey to reshape and grow vocational education in Aotearoa, New Zealand. We know this coming together of work-based, online and classroom learning will deliver the best possible outcomes for our employers and learners, who are always at the heart of everything we do.

## **FAQs**

**If I am doing an apprenticeship or other on-the-job learning is my BCITO qualification still valid after 4 October 2021?**

Yes, there will be no changes to your qualification or your current learning programme.

## **Will employers and learners still have the same training advisor after 4 October 2021?**

Yes, you will connect with BCITO in the same way, your training advisor will not change, and we will continue to support our learners and employers to the same high standard we always have. We are committed to making the transition as seamless as possible for everyone.

## **Will I still be able to engage and advise BCITO on usual channels?**

Yes. Our website, email addresses and phone numbers will remain the same.

We will welcome all feedback on programmes, services and initiatives in the same way we do now. Our industry National Advisory Groups (NAGs) will still be regularly engaging with us as industry representatives. We will continue to invite industry input into programme and service delivery through technical

advisory groups, NAGs and your individual feedback.

### **How will the changes consider Māori aspirations?**

A key priority of vocational reform is to recognise the needs of Māori communities better and acknowledge that Māori are significant employers with their own social and economic goals.

The changes will support learners who weren't well served by the previous system, including Māori.

A group has been set up to ensure the changes reflect the Government's commitment to the partnership between Māori and the Crown – **Te Taumata Aronui**. This group will give Māori community and employer views on tertiary education, including vocational education and training.

### **Where do I find out more about Te Pūkenga?**

Go to [tepukenza.ac.nz](https://tepukenza.ac.nz)

Where do I go to find out more about

RoVE and WDCs?

You will find more detailed information about RoVE and WDCs on [TEC's website](https://tec.org.nz).

I have a question, how do I get in touch?

You can email [rove@bcito.org.nz](mailto:rove@bcito.org.nz) with any RoVE-related questions.

### **Training numbers on the up-and-up**

It's great to see that training numbers in the sector are on the rise. In September 2020 there were a total of 340 people in training across all of the sector's qualifications, programmes and strands. Now there's 771 - that is an increase of 214%.

From that 771 total, 0.52% are enrolled in Interior Linings' programmes, 68.7% are enrolled in Proprietary Systems programmes and 30.78% are working in Fibrous Plaster Manufacture.

The Government's incentive schemes of No Fees and Apprenticeship Boost are the primary reasons for such a large increase of people in training, even though the sector has consistently engaged in training their

people. If you want to gain a qualification or train your people, check out links on our website for information on fees-free and the employer boost scheme.

### **Current active enrolments in New Zealand Certificates:**

Interior Linings (Level 4): **4**

Proprietary Systems Installation (Level 4): **529**

Fibrous Plaster Product Manufacture (Level 4): **238**

**TOTAL: 771**

Training an apprentice is an investment in your business and industry. You lay down the foundations for hardworking, loyal employees who understand how your business operates, reduce risk and re-work and increase efficiency and profitability.



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For more information visit [jameshardie.co.nz](http://jameshardie.co.nz)

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# New Acoustic Requirements for quality learning spaces (DQLS)



**F**irst released by the Ministry in partnership with the Building Research Association of New Zealand (BRANZ) in 2007 and the second version released in September 2016 with its mandatory requirements applied in 2017. Changes in this third version have been made to align with industry best practice, the latest research, feedback received from design reviews and responses to a wide range of technical queries.

The DQLS documents have been developed to provide technical requirements that assist architects, designers and engineers in creating quality learning environments that are fit for purpose. The primary objectives are to provide quality learning environments to support teaching and learning, and the wellbeing of everyone who use or occupy school buildings

The DQLS requirements apply to:

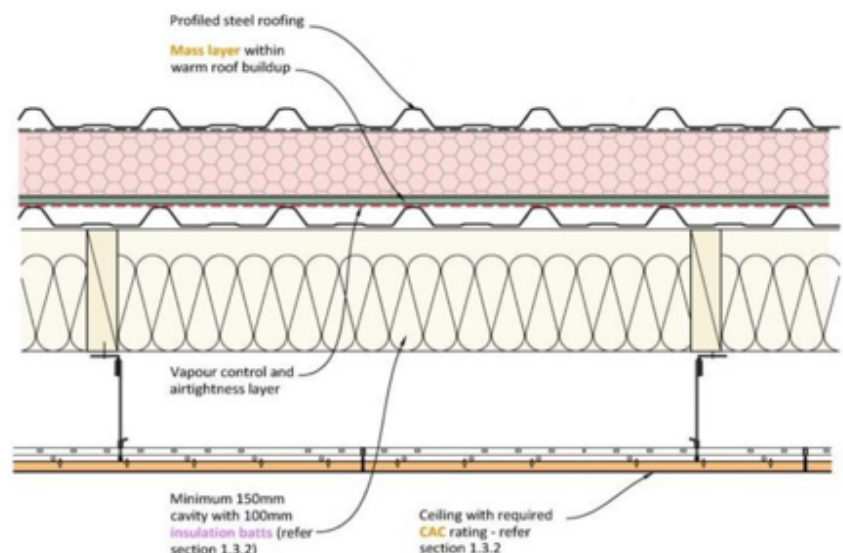
- All 'new-build' structures including extensions
- Prefabricated and new contracts for modular buildings

- Refurbishments of existing school buildings, including significant alterations

A design team must ensure that any new learning space design complies with the DQLS requirements for reverberation time (RT), sound absorption (NRC), sound insulation (CAC), impact insulation and indoor ambient noise levels. The use of acoustic ceiling tiles reduces ambient noise levels and improves sound quality within a room by

absorbing sound waves and eliminating echoes.

Three approved design solutions for roofs have been developed to cater for areas of high, medium and low rainfall intensity. The approved solutions are warm roofs, where the thermal mass is in a rigid panel directly below the cladding. This is the Ministry's preferred roof type for learning spaces, but others may be accepted if they are of a robust design.





## New Acoustic Requirements for quality learning spaces (DQLS) *continued...*

To comply with the mandatory requirements, a roof-ceiling system must adopt the approved solution relevant to the school's region – or a design that is acoustically equivalent (as confirmed by an acoustic engineer). The differences are in the ceiling's CAC specification and all the approved solutions require the warm roof to have a mass layer (as pictured on the previous page 23).

### HEAVY Rain Regions

Northland, Auckland, Bay Of Plenty, Taranaki, West Coast.

- A profiled steel warm roof system including a mass layer
- 150 mm ceiling cavity with insulation batts and CAC 35+ ceiling
- or 150mm ceiling cavity with (no insulation) and CAC 40+ ceiling

### MEDIUM Rain Regions

Waikato, Gisborne, Hawke's Bay, Manawatu, Whanganui, Wellington, Tasman, Otago, Southland.

- A profiled steel warm roof system including a mass layer
- 150 mm ceiling cavity with insulation batts and CAC 25+ ceiling
- or 150mm ceiling cavity with (no insulation) and CAC 30+ ceiling

### LOW Rain Regions

Canterbury, Marlborough

- A profiled steel warm roof system including a mass layer
- (No acoustic requirement for ceiling or cavity)

Potter Interior Systems have been working with the education sector for many years and understand the complex NRC + CAC levels required under the new code.

As specialists in this area we can offer the most practical and compliant solutions for your projects.

If you have any questions on how the new standard affects your projects, products or services, feel free to get in touch for an in-depth discussion or email [specsupport@potters.co.nz](mailto:specsupport@potters.co.nz).

The Full Acoustic DQLS can also be downloaded here:

<https://potters.co.nz/wp-content/uploads/DQLS-Acoustics.pdf>

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# Is your extra stock covered by your insurance?

***On a recent road trip catching up with builders around the lower North Island, pretty much everyone raised the issue of supply of materials. This included merchants out of stock, much longer lead times on ordering materials and cost increases across the board.***  
***By Ben Rickard, Builtin Insurance Advisor.***

**S**ome of you may be tempted, as a number of our clients are already, to build up your own stock levels.

That way, if merchants run out, at least you have some on hand and you can get by.

The value of this stock on hand can soon mount up, so you need to make sure it is covered by your insurance. Building materials are exposed to the usual risks of water damage, fire, etc. And because they are in short supply, with prices rising every other week, they are an increasingly attractive target for thieves too.

If these materials are allocated to a specific project, then they can be covered by contract works insurance under the 'offsite storage' extension. This has a sub-limit and is only for stuff for that job.

If you've bought materials that are not for a particular job, then your best bet is to make sure it is covered under a material damage policy. You may already have one that covers your tools and equipment, and stock can generally be added under this too. This is likely to be



an 'anywhere in New Zealand' policy, so the stock is insured if stored at your yard, in your garage, in your vehicle (although this could be restricted in some cases) or on site. Be sure to increase your 'sum insured' by the value of the stock you're carrying.

If you own premises (e.g. a building or yard), the insurance on that building could be changed to include stock as well. Check the stock sum insured on your current cover and make sure you increase it if needed. Depending on the wording of your policy, the stock may only be insured at a specific address.

If it might be transported or stored elsewhere, you will need to notify your insurer.

## **Asset register reminder**

In February, a customer of ours had their vehicle broken in to and tools stolen.

Unfortunately, they did not have proof of ownership for some of the larger items, and this delayed settlement of the claim. We fought hard on our customer's behalf and when he managed to dig up some pictures of the items, the claim was then settled quickly.

This is a timely reminder that proof of ownership will help get your claim settled swiftly. This could be an asset register such as a spreadsheet or app that holds details of your tools; receipts and invoices or photos. Ideally, you would record each item's details, serial number, date purchased and value. The same goes for any stock that you're building up.





# BVT Share Open Source Code for Engineering Standards 1170 & 1170.5

It may well be a world first! It's definitely a 'world famous in New Zealand' move. After a decade of diligently digitising the way we solve engineering problems, we are sharing our secrets. Yes, we consider this IP to have significant value. And yet earlier this month, BVT shared some of our methods publicly by releasing an 'Open Source' python library on GitHub. Anyone can find it and use it for their own purposes.

Before we dive into the 'why' BVT would choose to freely give away this hard work, let's have a look at a few software terms.

## **What is the difference between open source software (OSS) and closed source software (CSS)?**

With closed source software (also known as proprietary software), the public is not given access to the source code, so they can't see or modify it in any way. But

with open source software, the source code is openly available to anyone who wants to use it. Programmers can go further, and can adapt and integrate the code into their own programmes<sup>1</sup>.

## **The advantages for open source and closed source**

When you provide open source code it means it can be checked and challenged by others. It also means others can build on it and improve it. As interest grows, more people get involved and the code evolves faster with greater and greater improvements. Open source code fosters collaboration as the code is transparent and available. Collaboration fosters creativity and innovation.

With closed source software, only the original authors can access, copy and alter the code. This reduces the amount of input and collaboration, but provides greater levels of security. It also allows for a paid model which can in turn mean

greater user support can be offered. Because there is an owner, it allows liability to be more easily applied.

## **What have BVT shared?**

In September 2021 BVT shared our first two python function packages. The packages are based on the NZS 1170.0 and 1170.5 standards, and currently give the necessary functions to calculate the earthquake loads on parts. We'll be working to extend these packages over the coming months to include the functions for more complex structures.

## **Who can use them, and how?**

Anyone can access the code, but in its current form it is most likely to be relevant to engineers and developers. The code has been shared in the code repository called Github. You can find the BVT code [here](#).

To make the move from reading the code, to putting it into action (ie. solving

<sup>1</sup> Within the terms of the open source licence. BVT is releasing code under the Apache Licence 2.0




your engineering queries), it can be run on a platform such as **Colab**. A platform such as Colab allows you to run (execute) the code on your web browser and is a great bridge into the development world for engineers who are more familiar with Excel.

#### Now for the 'Why'

The great thing about sharing this information is that the more brains we have working on it, the better it will become. Not only that, when one person makes an improvement, we all benefit.

Over time, the more efficiently we can perform the standard engineering questions, the more efficiency we can bring to the AEC industry. Finally, the transparency of open source makes peer review easy. Methods can be reviewed, rather than project calculation sets, before design on a project has even started, let alone been built.

If you would like some more information on how to access and use our libraries of code for AS/NZS 1170.0 and NZS 1170.5, please get in touch. We'd love to see our hard work being leveraged for the advancement of our industry.



**AWCI**  
ASSOCIATION OF WALL & CEILING  
INDUSTRIES New Zealand, Inc.

**AWCI 2021 Annual General Meeting**

A  
G  
M

*Notice is given to all members that the 2021 AGM will be held on Tuesday 23rd November at 10am via zoom.*

*Nominations for Executive positions and voting information will be emailed to all members.*

**If you don't receive the information by 1 November, please contact us at [admin@awcinz.org.nz](mailto:admin@awcinz.org.nz)**

# ACC Changes Proposed from Manage Co

**A**CC are proposing a raft of changes that will impact employers. Below are some of the key changes with our position on each one. We will be submitting our views formally alongside another 20 recommendations we would like ACC to reflect on.

We welcome your thoughts on this and please respond directly to martin@managecompany.co.nz

## Levy Costs

**ACC Position:** there is a myriad of changes presented in this space. In summary:

- Work Levy: average 6% decrease in 2022 / 23, then increasing over the 23 / 24 and 24 / 25 years to match what we are paying now. Please note this is an average decrease. Several of the 539 levy codes will actually increase - **in fact 243 levy codes or 45% will increase.**
- Earners Levy: what workers' pay via their payroll tax. This is increasing in three increments over the three years – 5.0%, 9.9%, and 14.9%.
- Motor Vehicle Levy: paid via registrations and will increase in three increments over the three years – 5.5%, 13.0%, and 21.2%.

**Manage Group Position:** We understand that claims costs go up and support the need for an increase in levies. Our concern, however, is that the proposed increases impact the employer more so than any other party. The work levy reduction in the first year will not offset the overall rise experienced through the changes in the other two accounts. ACC has argued that the earners account is actually funded by the worker not the employer. Although that is true, it is naïve to think that this will not impact the wages payable to workers.

## Experience Rating Increase

**ACC Position:** ACC has recommended that the penalties increase from a maximum of 75% to 100%. The rationale given for this is not to cover an increase in costs – that would contradict the decrease proposed for the Work Account. Rather, ACC holds the position that it should drive change in employer attitude to minimise serious harm and fatalities (see below re the Fatality Modifier). ACC's position is that increasing the overall penalties will force employers to take more ownership.

**Manage Group Position:** ACC is moving too far into the WorksafeNZ space by taking a regulatory role in driving compliance. This is not ACC's mandate irrespective of whether penalising employers is an effective way to drive change.

That said, we do not believe it is an effective way to drive change based on several factors.

- Employers do not understand the nuances of Experience Rating well enough in order for change to occur
  - ACC is poor at supporting employers with acute and timely claim management
  - ACC does not place the employer in a position of strength when it comes to challenging claims that are challengeable under the legislation (repetitive strain, pre-existing, re-aggravation, motor vehicle related, fictitious claims, ACC not following due process).
  - ACC's auto acceptance of claims and onus of proof places employers on the back foot with disputes and challenges
- Please note, we do believe and support that employers should be taking ownership over their claims and better

still, injury prevention space. We believe ACC may be better placed educating employers first with the aim to reducing workplace injuries, not penalising employers who have good practices in place, but are penalised through the employees own poor behaviour. In addition, why would ACC not increase the discounts available to good performing employers which are currently capped at 50%?

### **Fatality Modifier**

**ACC Position:** The Fatality Modifier, or death penalty will be applied when there is a workplace death as a result from accident. The penalty will be an additional 20% on the levy payable for the first year and an additional 10% for the second year. ACC's argument is the same as the increase in Experience Rating as discussed above.

**Manage Group Position:** we do not believe this is ACC's role to play. ACC is not a regulatory body like Worksafe NZ. ACC is a Crown Agency that does and should not have this power.

ACC has been clear in its rationale which does not include covering an increase in costs in one of the 5 levy accounts. This is a direct penalty placed on those

employers who have a fatality, regardless of any action taken by WorkSafe or other authorities.

### **Prime Contractors**

**ACC Position:** Realign employers so that they are treated consistently across all trades sectors. This will mean a decrease in levies for a large number. Prime contractors typically do project management of jobs rather than being on the tools. They typically subcontract their work out to 'subbies'. Historically, employers either sit under a levy code that covers property development or they sit directly under the levy code of that profession i.e. brick laying.

**Manage Group Position:** we strongly agree with this and is something we have submitted on in previous years. Employers who use subcontractors for the physical aspect of their work have a substantially different risk profile that should be akin to the contraction project management related levy code. ACC's proposed change does not go quite that far, however, the reduction is material for most employers. We support this recommendation.

### **Credit Interest (Use Of Money Interest)**

**ACC Position:** The current rate is set at 6% and ACC wishes to change this to align to the Three-Year Government Bond rate. This is currently set at 0.925%.

**Manage Group Position:** Use Of Money Interest is an area we have challenged ACC on, on numerous occasions. The reality is, ACC rarely is in a position to have to pay this is interest on the basis of how it interprets the legislation. Realistically, we should be able to take the position that if ACC has the use of an employer's money for an extended period of time, that it pays for this privilege. Yet, it does not. ACC interprets the criteria in a very tight way and based on our understanding of the legislation, would result in ACC not having to pay interest in most cases if not all. This is compared to three years ago when ACC had a more liberal view of the interpretation.

Our recommendation is that ACC reverts back to the interpretation it held pre 2020 and recognises that when it has the use of employers' money, it pays for this use.

### **Martin Wouters**

**[martin@managecompany.co.nz](mailto:martin@managecompany.co.nz)  
0800 RISK NZ (0800 747 569)**

# INSURANCE FOR INTERIOR CONSTRUCTION

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# Vocational Education reforms underway, providing more support for Employers

By Warwick Quinn

**T**he way we deliver vocational education and training in New Zealand is changing to better support our future workforce and employers. The transition is well underway, but we understand there are still a lot of questions. This article answers those questions to ensure employers know what to expect next.

## Why is this change happening?

A couple of years ago the Minister of Education, Hon Chris Hipkins announced the reform of our vocational education (ROVE). Amongst other things the reforms are focused on developing a vocational education system that is fit for the future, addresses the inequities in the system and is more flexible and adaptive to help businesses obtain the skills they need. Skill shortages have been felt for many years and COVID is making them even more apparent, highlighting how dependent we had become on foreign workers to fill some of our skill gaps.

By the end of 2022 Te Pūkenga will become the largest nationwide provider of vocational education and training. Te Pūkenga gives us the opportunity

to change how we train our people and support our employers to ensure a highly skilled workforce that contributes to our country's economic growth.

We are moving away from the current competitive system where 27 separate polytechnics and industry training organisations compete for the same talent. We know that this stifled collaboration and innovation, generated duplication and an unsustainable financial position. While many have benefited, many have not. In particular Māori, Pasifika and disabled learners have not done as well in the current system and employers have also found it difficult with only 15%-20% of businesses using the system at any one time to upskill staff.

## What do the changes actually mean – who do I need to know about?

Te Pūkenga is becoming a new nationwide provider of vocational education and training. It brings together the 16 institutes of technology and polytechnics (ITPs) and the arranging training functions from many of the 11 Industry Training Organisations (ITOs).

The ITPs are already subsidiaries of Te Pūkenga and ITOs have started to join - Competenz and Connexis were the first movers. BCITO and MITO are scheduled before the end of 2021, with the remainder who opt to join Te Pūkenga transferring throughout next year. All ITO transitions will be completed by the end of 2022 ready for launch on 1 January 2023.

Once the transition is complete, Te Pūkenga will become one of the largest tertiary institutions in the world having some 13,000 staff and 280,000 learners.

The reform process has also established some other key players in the system:

- Workforce Development Councils: there are six industry specific councils that will develop the qualifications and workforce plans based on industry needs
- Regional Skills Leadership Groups: 15 regional groups have been set up to ensure local and regional needs are addressed
- Centres of Vocational Excellence: there are currently two pilots underway, one for the construction industry and one for the primary sector (with potentially more to follow)



# Vocational Education reforms underway, providing more support for Employers *continued...*

developed eight new service concepts (which have already been shared with employers) and Te Pūkenga is in the midst of developing what its operating model will look like from 2023.

## **What does this mean for employers and students/apprentices currently signed up with an ITO or polytech?**

These changes do not affect apprenticeships, or any on-job learning programme. During the ITO transition phase it will be business as usual – apprentices will get the same qualification and will receive the same service from the same people they work with now.

## **Do these changes mean less on the job training?**

No – there will be more opportunity for work-based learning. With almost 60% of vocational learning undertaken in the workplace, employers play a critical role in our nation's skill development. The new system will provide more opportunities to equip and support employers.

Programmes will be more targeted and aligned closely with sector requirements. Resources will be shared across the network and genuine support will be given to employers to help them teach and train better. There will be more flexibility in delivery options, and learners will be able to switch between various modes of delivery (e.g. classroom or work based) and move between regions without difficulty. These changes will be better for learners and employers. It will be easier for learners to access the training they need, and employers will

have greater access to the people and skills they need.

## **How will sector and employer needs be met?**

Sectors and regional voices will be embedded into Te Pūkenga. We often refer to the German or Swiss vocational systems as ones to aspire to, where businesses and education are 'joined at the hip', where the cultural respect for vocational learning is equal to academic learning and the best career pathway isn't the exclusive domain of the universities. Te Pūkenga has similar aspirations.

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**During October, Te Pūkenga is seeking feedback from employers on the next stage of its operating model. For more information, go to [www.tepukenga.ac.nz/opmodel](http://www.tepukenga.ac.nz/opmodel)**

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One of the most important changes, and one that is yet to be fully appreciated and understood, is the change of status for ITOs. Under the current system there are "providers" of training and "arrangers" of training. Providers can teach and are organisations like polytechnics, wananga, private training establishments etc. Currently, ITOs are standard setters (i.e. write the qualifications) and because of a conflict of interest with this function,

are not allowed to teach, so they 'arrange' training and support the learner and employer.

That will change.

The standard setting functions of ITOs will now be the responsibility of Workforce Development Councils. When these are officially stood up on 4 October 2021, when this conflict for ITOs disappears and opens up all sorts of possibilities.

We know the best tennis player doesn't necessarily make the best coach. Similarly, an employer being technically proficient doesn't necessarily mean they have the skills to impart their knowledge and teach well (i.e. pedagogy) - these are a separate and critical set of skills. Some employers are great at it, others struggle with certain aspects or the type of apprentice they have. Just like at school a 'one size fits all' teaching approach doesn't work and it is no different in a work setting.

With the reforms Te Pūkenga can help lift the 'pedagogical' competency of businesses. We see them as an integral component of the ecosystem and teaching network. Te Pūkenga will provide support and resources and partner with employers to leverage each other's strengths. We will be agnostic to the mode of delivery and respond based on learner and employer needs. The new funding system will ensure one form of provision is not favoured over another and the whole system will be easier to navigate and interact with.

For more information: [tepukenga.ac.nz/employers](http://tepukenga.ac.nz/employers)



# How strategy shapes ideas: The making of Prenguin

BY ADVANTAGE BUSINESS

**M**eet Paul Wintour, architect and founder of Parametric Monkey, and Matt Bishop, engineer and

founder of BVT. While they come from different disciplines and live and work on different sides of the Tasman, they are both highly motivated to bring innovation to the construction industry.

They discuss how their journey began with creating a framework for innovation, and led to the development of **Prenguin**, an innovative software solution for the construction sector.

## Where it all started

Following a connection on LinkedIn, Matt and Paul quickly recognised they were both working towards the same goal - Technology-led change for the Architecture, Engineering and Construction (AEC) industry. A number of conversations later, it transpired that BVT were attempting something very new in the marketplace, and Parametric Monkey had the expertise to help them get there.

BVT engaged Parametric Monkey to create an innovation strategy. What eventuated was a journey of mutual learning.

## Automating engineering processes

Like any profession, most knowledge within the AEC resides in the heads of professionals, in the books and filing cabinets, and in their standards and systems of their institutions...Our view is that there is nothing so special or unique about professionals' knowledge to suggest that some of it cannot be made easily accessible and understandable on an online basis.

- *Susskind and Susskind 2017*<sup>1</sup>

Matt saw the future of artificial intelligence (AI) changing the role of engineers in society. He wanted a way to capitalise on knowledge and avoid reinventing the wheel on every new project. He believed this could be done by capturing information in tools, systems and databases rather than

individual brains and filing cabinets. This data could then be used to automate a large portion of the engineer's role.

In 2019, BVT engaged seven engineering students from Canterbury University to help progress this vision. Their scope was to explore software development opportunities for the organisation.

BVT's core speciality was interior seismic engineering, and so they were asked to research the automation of engineering processes specifically for this area.

## Workshops set the direction for innovation

Enter Parametric Monkey. Focused on helping businesses do better things, Parametric Monkey specialises in all things BIM, computational design, and digital fabrication. They ran a series of facilitated workshops to help identify if the team were heading in the right direction.

Initially, their role involved understanding the problem, reviewing existing workflows, and guiding the students in structuring their research. However, as Paul explains, it was an unusual engagement from the outset as they didn't converge on what many consider an industry best practice - BIM.

<sup>1</sup> Susskind, R. & Susskind, D. (2017). *The future of the professions: How technology will transform the work of human experts*. Oxford University Press, Oxford, p.34.

# How strategy shapes ideas: The making of Prenguin *continued...*

## Was BIM the answer?

When he first arrived on the scene (as someone with a strong BIM background), Paul describes cringing slightly as he saw staff marking up 2D pdfs. “I had to resist myself from coming in and saying *just do BIM*.” Yet when he considered the job to be done, Paul realised BIM would have been counter-productive. He explains, “BIM has digitised traditional methods of working. But it is still very much a manual process and doesn’t scale very well. BIM was not the right tool to deliver the radical change that BVT was envisioning.”

Instead, Paul stepped back and considered the processes at play. “We wanted to streamline BVT’s entire engineering workflow and take the next step to automate this process. If you thought about how this automated workflow would look, it wouldn’t look like BIM.”

Matt agreed that BIM was not the solution. While BIM has digitised aspects of the construction pathway, it has not delivered the cohesive communication platform required. Matt was looking for the fastest way to get the architect’s design intent into the hands of the builder at the end of the chain. He saw the **engineer’s role** as an enabler. “Rather than acting as a barrier, the engineer should help pave the way between the design and its implementation.”

## The elements for successful change

The do-nothing scenario is not a continuation of the status quo. It is a non-linear decline in performance which is exacerbated over time.

- Clayton Christensen et al<sup>2</sup>

BVT were prepared to make the changes needed to become a more innovative organisation. To help support this, Parametric Monkey ran a series of workshops to map out a path to get there. Using the **DICE** model<sup>3</sup>, the elements determining the success of change were discussed, and the scene was set. These include:

1. the overall **duration** (D) of a project or time between structured milestones
2. the performance **integrity** (I) of the team
3. the organisational **commitment** (C) to change
4. the additional **effort** (E) required of staff members

Going down a pathway of innovation

would require significant changes in organisational culture, organisational structure, talent recruitment and investment. It required a top-down shift in thinking and for every person in the organisation to be on board.

## The seed for Prenguin is planted

BVT held a significant level of engineering knowledge in a series of spreadsheets and databases, which they were already using to share knowledge and reduce repetitive work amongst team members. What if these processes could be automated further and be made available to the non-engineering community? The exciting part of this idea was that while the project could start by looking at a very particular area of engineering (namely, interior building elements), the potential for scalability was huge.

Through the workshops, Parametric Monkey assisted BVT to analyse potential technology solutions. A number of current solutions were eliminated, and possible solutions were identified. It was decided that tech capability needed to be brought in-house to support the long term strategy. A digital transformation strategy was developed, which coupled with the innovation framework, provided guidance for future decision-making.

Furthermore, BVT reviewed their organisational structure and reconfigured the organisation to support

<sup>2</sup> Christensen, C. et al. (2013). *Innovation killers: How financial tools destroy your capacity to do new things*. In *HBR’s 10 must reads on innovation*. Harvard Business Review Press, Boston, p.159.

<sup>3</sup> Sirkin, H. et al. (2011). *The hard side of change management*. In *HBR’s 10 must reads on change management*, Harvard Business Review Press, Boston, pp.155-176.

<sup>4</sup> McKinsey. (2020). *The next normal in construction: How disruption is reshaping the world’s largest ecosystem*.

# How strategy shapes ideas



better team performance. Recruitment strategies were revised and still continue to adapt as the organisation focuses on a diversity and inclusion strategy to meet their talent needs. **Performance management** and the recognition of performance and success were also reimagined, with team performance prioritised over individual performance.

## Where did we end up?

There's plenty of chat about the digitisation of the AEC sector, however the industry is still one of the least digitised and is still struggling with **productivity**.<sup>4</sup> There are multiple barriers to the success of technical solutions in construction, but with the strong strategic foundation that Parametric Monkey helped to seed, BVT has created a platform that answers many of the questions discussed so far.

The platform is **PenguIn**. As Matt explains, "PenguIn gives you the answer to engineering problems that have been solved before. Every day, armies of engineers are repeating variations of the same calculations to solve the same problems. PenguIn has captured this learning into design algorithms for standardised building elements and makes that available to the construction industry at large."

PenguIn can be used by architects at any point to check if their design is going to comply, allowing for early changes to the

design. Subcontractors can use PenguIn to perform the engineering components of their projects without having to bring in external consultants (a huge time savings), and developers and project managers can answer engineering questions earlier in their projects, enabling more effective decision making.

Paul is delighted with the outcome.

"Through our consultancy work, I see lots of innovative ideas floating around out there. But to see a vision become a reality takes a huge amount of work and bravery to do things differently. I can't wait to see PenguIn in action."

The journey from the concept of automating engineering processes to a marketable software solution was not simple. It required a fundamental shift in the way BVT structured their organisation and an evolution of their culture to support innovative practices. Parametric Monkey provided an outside perspective which helped avoid decision-making biases, align efforts, and provided the framework for BVT to grow their ideas in a structured way.

To learn more about PenguIn and how it can simplify the engineering compliance process for your projects, please get in touch with the BVT team.



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# Succession strategies - family takeover



**BY ADVANTAGE BUSINESS**

**T**here are many ways to exit your business.

One of them is to have family takeover. You could let your family:

- buy-in
- buy-out
- or inherit

There are a number of questions you should ask yourself before considering a family takeover.

## **Are your family members...**

### **Willing?**

- Confidential, one on one interviews by a third party really help here. Family relationships often get in the way of straight-talking, unless an independent facilitator helps out.

### **DON'T LEAVE IT TILL THE LAST MINUTE!**

#### **Competent?**

Make up a checklist of the management and operational tasks that are:

- Vital – mission-critical
- Important
- “Nice to have”

Ask the family members to self evaluate against the checklists. Then use the results as a basis for discussion and further training. Have competencies

objectively tested if necessary!

### **DON'T PREVARICATE!**

#### **Committed?**

- We've seen a lot of family succession plans fail because the next generation just doesn't have the passion that you do for the business.
- Sometimes working outside the business, even overseas, will rekindle the passion and commitment.

### **DON'T LEAVE COMMITMENT TO CHANCE!**

#### **Managers?**

- There are some really big issues with “2nd generation” takeovers. Attitudes and expectations can get in the way of effective staff management and any ‘change of guard’ always creates tensions.
- Use tools such as psychometric profiling (Extended D.I.S.C) very early in the process. These map out behaviours and relationships for individuals and the team.

### **SORT OUT THE ISSUES BEFORE THEY EVEN START!**

And what about your emotional attachment to the business?

**Are you...**

### **Willing to let go?**

- Confidential, one on one interviews by a third party are beneficial to this process. Family relationships can prove to be difficult where both the current owner and family member have differing views on future business direction and how it is going to be managed.

### **DON'T UNDERESTIMATE THE EMOTIONAL EFFECTS OF CHANGE!**

Going to retain control?

- Attitudes, expectations and emotions can get in the way of effective management and result in unwanted tensions.
- Use tools such as psychometric profiling (Extended D.I.S.C) very early in the process to identify potential differences and conflict before they arise and develop a plan to counter these differences.

### **SORT OUT THE ISSUES BEFORE THEY START!**

Whatever you decide, the advice you will receive from ABL will be invaluable for your exit strategy. Contact us and we will put you in touch with the best advisor for your business. Advantage Business Advisors are with you every step of the way.



## DRYWALL LAYOUT MADE EASIER WITH TWO NEW INNOVATIONS FROM HILTI



### Take your measuring tasks to a new level with the PMD 200

Give your business a productivity boost with Hilti's cordless PMD 200 laser layout tool. Robust and easy to operate, it hands you the power to carry out accurate measuring tasks with ease; whether it's precise layout of square, curved or angled drywall track, complex ceiling plan geometries or overhead light locations.



## MINIMISE REWORK COSTS

### Making accuracy easier than ever

By partnering with Hilti and using our PMD 200 solution for your interior finishing layout tasks, you can minimize errors caused by manual measuring, thus reducing costly rework. In short, the PMD 200 makes accurate measuring easier than ever before.

What's more, the PMD 200 is versatile enough to help you transfer complex designs involving arcs, angles and other decorative elements from paper to reality, enabling you to take on a greater range of projects than ever before.

## SAVE LABOUR ON THE JOBSITE

### Maximise productivity using solo operators with the PMD 200

If your crew is still marking out reference positions manually or by combining traditional techniques with a line laser, you'll know layout can be a labour-intensive process that involves teams of two people. In fact, with construction schedules getting tighter, measuring tasks can take up valuable time.

But with Hilti's PMD 200, just one person can mark out layout points on the jobsite — even when it comes to more complex shapes. This means a second crew member is freed up for other tasks: a real plus when you are pushing to complete projects on time and within budget.







## GO CORDLESS

### Work with minimal interruptions and maximum flexibility

The PMD 200 has a 12-volt battery that allows for a minimum eight hours of continuous operation. It is part of Hilti's ever-growing range of cordless products designed to allow you to keep working in a flexible manner with as few breaks as possible.

From cutting and drilling to sawing and grinding, our innovative cordless tools continuously delivers maximum performance for every application while helping ensure safety on the job site.



## TAKE JOBSITE LAYOUT TO THE NEXT LEVEL

### Our advanced layout solutions are easy-to-use and further increase productivity on the jobsite

Robotic total stations like the PLT 300 layout tool have helped turned the slow and error-prone two-person task of laying out more complex interior wall partitions into a routine job for a single worker. Until now, the main drawback of these tools has been their complexity - they depend on data and point preparation before heading on-site.

## AN EASY-TO-USE LAYOUT SOLUTION

### Get up and running quickly with the PMD 200

Operated with a large 10-inch touchscreen controller, the PMD 200 has an intuitive interface and requires minimal training. It provides the ideal bridge between analogue and digital layout: you get all the labour-saving benefits of a 2D layout laser tool without having to handle or prepare digital plan data.

At the same time, you will receive ongoing technical and training support from Hilti, along with our top-of-the-range tool repair and tool calibration services as we work together to grow your business.



## SAVE TIME

### Waste no more time preparing data

The PLC 400 tablet with Hilti Construction Layout software is easy to use and is specifically designed for use with the PLT 300 Layout tool and can load DWG and DXF files directly from a BIM model. With Hilti's advanced layout solutions, no prior data preparation is needed, saving you substantial time in the office.

### Layout more points per day

And what about saving time when in the field? Using traditional methods, two trained workers can layout up to 100 points per day. With Hilti's advanced layout solutions, consisting of the PLT 300 layout tool and the PLC 400 tablet with Hilti construction layout software, this number jumps to 500 points with just a single worker.

To see layout solutions in action, contact your Account Manager today to arrange a demo.

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Eastcoast Fixers Ltd	CHRISTCHURCH	(021) 628 903
Forman Building Systems	CHRISTCHURCH	(03) 379 9329
Forman Commercial Interiors Ltd	CHRISTCHURCH	(03) 379 3929
GNS Interior Systems	CHRISTCHURCH	(027) 222 9980
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
Potter Interior Systems	CHRISTCHURCH	(03) 338 8763
Precision Plastering Ltd	CHRISTCHURCH	(021) 251-6128
Prime Plastering Solutions Ltd	CHRISTCHURCH	(03) 389 7890
Retail & Hospitality	CHRISTCHURCH	(021) 988 289
Russell Arthur	CHRISTCHURCH	(027) 951-0215
Southern Interior Linings	CHRISTCHURCH	(022) 464 0442
Synergy Contract Services Limited	CHRISTCHURCH	(03) 337 2424
Total Ceiling Solutions Ltd	CHRISTCHURCH	(027) 313 2369
Bressington Plasterers Waikuku Ltd	NTH CANTERBURY	(03) 312 7042
K M C Interior Plasterers Ltd	RANGIORA	(0274) 360 256
Scott Flanagan	RANGIORA 7475	(021) 351-975
J M Cavanagh Drywall	RANGIORA	(027) 508 6116

## DUNEDIN

Chris Maynard	DUNEDIN 9018	(021) 488-353
Mainland Interiors	DUNEDIN	(027) 226 5330
Mark Jamieson	DUNEDIN 9018	(027) 223-2486
Seddons Fibrous Plasterers Co Ltd	MOSGIEL	(03) 489 4688

## INVERCARGILL/SOUTHLAND

Performance Interiors Ltd	CROMWELL	(027) 245 8698
Tonic Interior Systems Ltd	INVERCARGILL	(03) 215 6221
B and B Interiors	QUEENSTOWN	(021) 946 540
El Build	ROSEDALE	(021) 994 099
Quickfix Interior Systems Ltd	SOUTHHEAD	(021) 916 759



# Executive Council



## AWCI Executive Council 2021

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Sarah Buckley.....027 703 1313..... Sarah.Buckley@jameshardie.co.nz

### Life Members:

Dennis Prout

John Parkin

Kevin Sceats

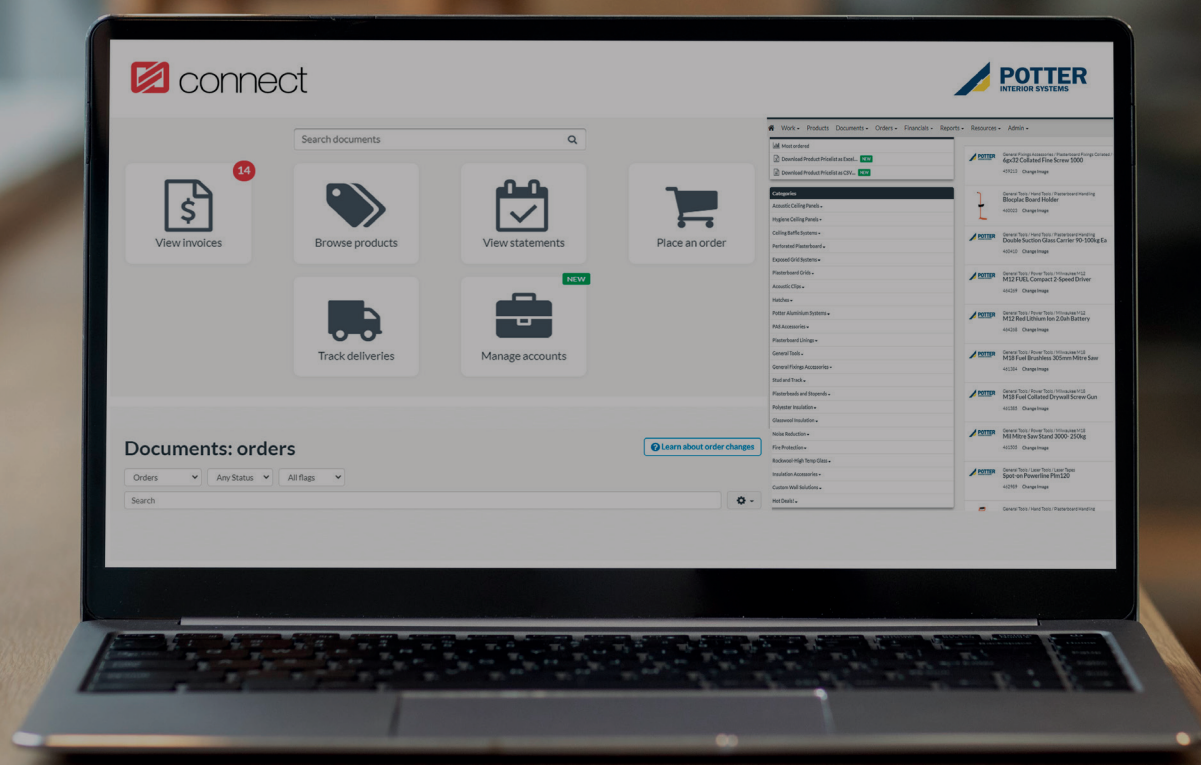
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