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

insight

SEPTEMBER/OCTOBER 2017

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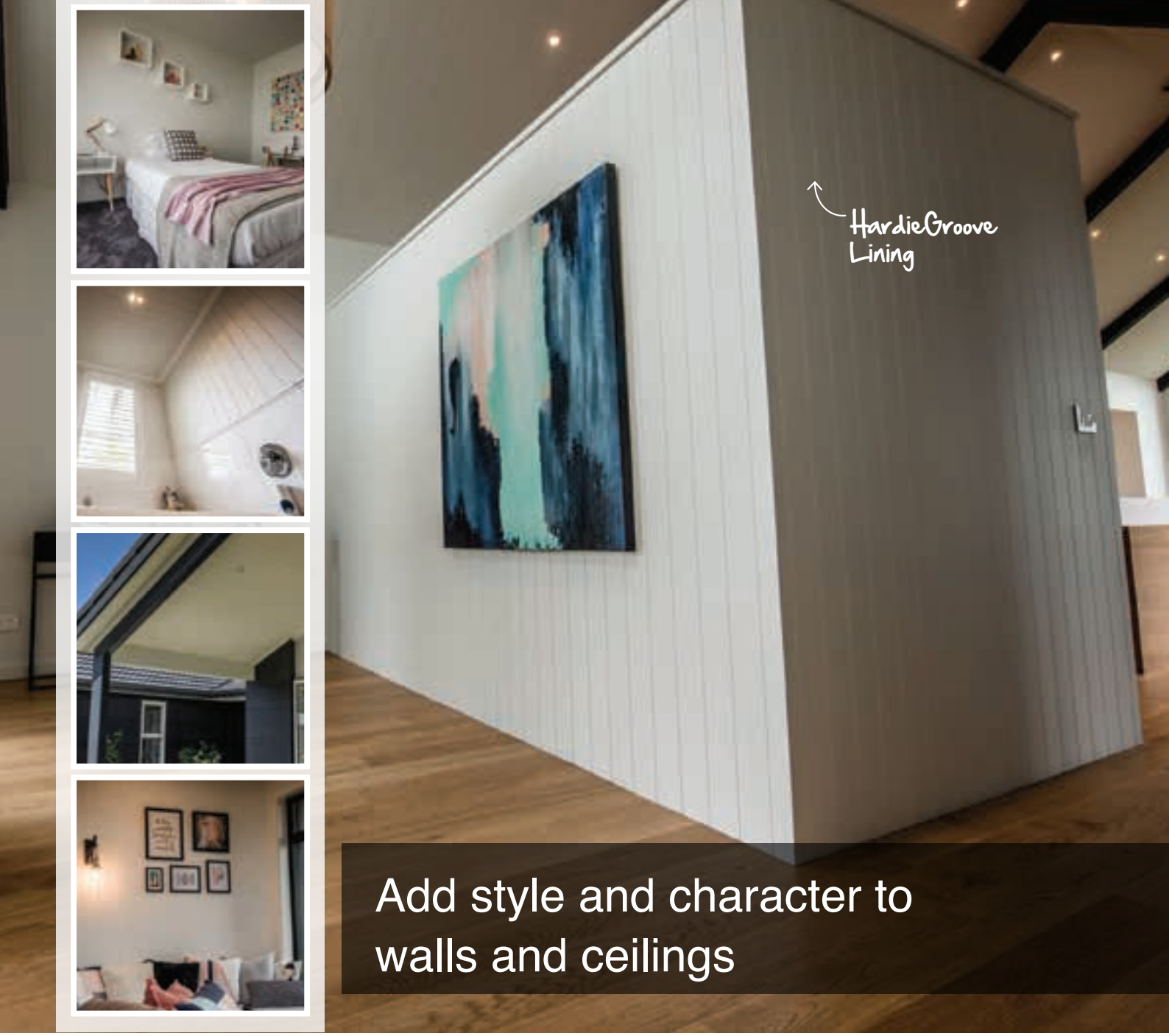

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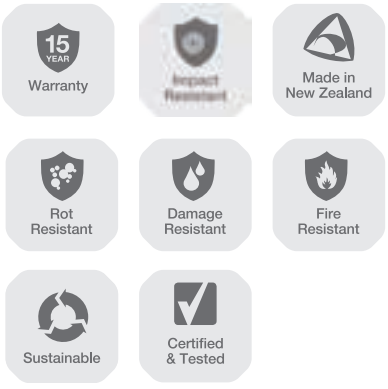

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President's report

From the trowel of Stuart Phelps

Welcome to the September issue of Insight. It has been an exciting busy winter throughout the country with a great deal of activity both within the Association and the industry.

I would like to start offering my sincere appreciation to the AWCI Executive for the way they worked together over the last year, continuing to be so positive and focused on the industry while growing the Association. Each member has played a vital role to develop many of the initiatives we set ourselves. The Executive make my role such a pleasure to perform.

The AWCI has continued to work closely with the BCITO to promote the need to invest in apprenticeships and we are heavily involved with the National Advisory Group (NAG) meetings. I would like to think that the fruit of some of this hard work is evident in the attendance of seven apprentices in this year's GIB Work Skills Challenge. I express my sincere gratitude to the individuals for competing and the respective employers for allowing them to. Our industry advocate, Helen Hines-Randall is a big supporter of the Association and we thank her for the work completed this year. I am extremely appreciative of the strong support offered to our association by the BCITO. I note it was an absolute pleasure to read the stunning profile of one of our outstanding AWCI members (Bryce Clifford) in the June Interior Systems Update. We can all learn from the insights Bryce provides in this article.

Taupo Conference 2017 was a wonderful opportunity to catch up with new members and old friends alike. It is always an honour to spend time with AWCI members and admire the years accomplishments from skilled tradesman on display with the Awards of Excellence entrants. Congratulations to all the winners without each category as highlighted in this issue of Insight. Special mention goes to Kevin Edser and John Seddon for taking out the well-deserved People's Choice award. It was memorable to pay tribute to so many fine people during the Gala Dinner, especially Dennis Prout as a Life Member recipient.

No conference is complete without recognizing the GIB Workskills competition. Last year New Zealand's own Rikki Dewes from Atlas Fibrous Plastering took out the 'Best Apprentice' award at the Australasian competition. It was exciting to speak with the apprentices and hear their enthusiasm and desire to compete in future events.

As mentioned at the AGM, I am stepping down from the role of President this year. I would like to take this opportunity to express my deepest gratitude to all of my mentors over the years and all those who have had an enormous impact on my development in the industry. A special thank you to my wife Jane for her patience and commitment, to Vince and Victoria Troake, Terry McKain, John Parkin, David Martin, Peter Collins, the present Executive committee, past committee members and Richard Arkinstall. I have been a part of some exciting changes to the industry, formed many life-long friendships and brought dynamic growth to an established family business that I love due to the skills, knowledge and contacts I have developed during my time in the role. I look forward to the new challenges ahead and to assisting in the continued growth and awareness of our fine association throughout the industry in the future.

Thank you and I look forward to working closely with you again in the coming year.

Stuart Phelps
President AWCINZ

Construction News

Earthquake-prone buildings

New rules and terms

The system for identifying and managing earthquake-prone buildings changed on 1 July 2017. This is when the Building (Earthquake-prone Buildings) Amendment Act 2016 came into force to create Subpart 6A of Part 2 of the Building Act 2004.

The new system ensures the way our buildings are managed for future earthquakes is consistent across the country by creating a single national policy framework. Territorial authorities still hold the responsibility for administering the law in their area.

There is more information for people using buildings. For example, a publicly accessible and searchable register of earthquake-prone buildings is being developed.

The new system categorises New Zealand into three seismic risk areas – high, medium and low – and sets timeframes for each of these areas for identifying potentially earthquake-prone buildings and strengthening earthquake-prone buildings.

Also introduced is a new concept – priority buildings. This concept accelerates the timeframes for buildings that are considered to pose a higher risk to life safety or are critical to recovery in an emergency. The priority building provisions do not apply in low seismic risk areas. Full details are given in the **MBIE priority buildings guidance document.**

Benchmarking Tool Goes Live

SiteWise has launched a new feature which will make monitoring contractors' health and safety performance easier.

The new dashboard is now live, and will be available to all Level One (main contractor) users of the health and safety prequalification system as part of an initial three-month pilot.

The dashboard will allow users to view the average overall health and safety rating of their contractors and compare it against the rest of the SiteWise database.

SiteWise Account Manager Nigel Palmer says the new tool will make it easier for businesses to keep track of their contractors, ensuring that their information is up-to-date, as well as monitoring their health and safety performance.

"This is an exciting development, which we believe will greatly improve contractor management. The dashboard will give main contractors a real-time view of where their contractors are at, and allow them to benchmark overall performance.

"Another new feature is the alerts, which will allow Level One users to see which contractors need to be updated. To make using the system even easier, we've also added an invitation tool, which means users can issue their contractors with a direct request to join SiteWise from within the system itself."

Access to the dashboard will be automatic and complimentary for all Level One SiteWise users for the first three months.

To join SiteWise, or to find out more about the improvements, visit **www.sitewise.co.nz**

Threatened Migration clampdown would lead to Economic slump

New Zealand's economic growth is being constrained by shortages of labour in key areas, and this problem will become more widespread if there is a significant and rapid tightening in migration policy following this year's election, warns Infometrics Chief Forecaster Gareth Kiernan.

The company's latest forecasts, released 14 July, predict that slower near-term growth in construction activity and household spending will see GDP growth slip below 2.0%pa this year.

Although growth is forecast to rebound during 2018, that pick-up is contingent on the continued supply of labour provided by foreign migrants coming to New Zealand for work, on which businesses have become increasingly dependent.

"High levels of immigration have undoubtedly contributed to stresses around infrastructure and the housing market, particularly in Auckland," says Mr Kiernan.

"But employment growth of more than 1.0% per quarter over the last 18 months demonstrates the need for workers across the economy.

"Without these inflows of foreign workers and returning New Zealanders, businesses would have struggled to meet growing demand, and cost pressures would be even more intense in areas such as the construction and tourism sectors," says Mr Kiernan.

Although the make-up of the government after September's election is uncertain, many parties favour a reduction in migration over and above the changes implemented since October last year.

A large drop-off in net migration would have negative repercussions for economic growth during 2018 and 2019, constraining activity via higher labour costs.

The inflationary risks associated with these cost pressures would also be likely to compel the Reserve Bank to raise interest rates sooner than would otherwise be the case.

"Given the slowdown already occurring in sales activity and house price growth, this potential cocktail of rising interest rates mixed with a government clampdown on migration would be lethal," says Mr Kiernan.

"Even with modest increases in interest rates from mid-2018, medium-term growth in household spending will be constrained by high debt levels, which have climbed from 146% to a record high of 167% since 2012.

"Faster lifts in mortgage rates and debt-servicing costs would threaten a jump in forced house sales, hastening a correction in the housing market and hammering consumer confidence," continues Mr Kiernan.

Infometrics believes that the surge in migration over the last four years could have been more carefully managed, thereby preventing the housing market imbalances from becoming as critical as they have.

Although Infometrics expects net migration to gradually ease over the next five years, a cautious approach is needed to avoid replacing one lot of problems in the economy with a completely new set.

"Ultimately, high migration levels are a positive reflection on New Zealand's economic performance.

"We've been able to attract and retain workers in this country because our growth over recent years has outpaced that in other developed economies," concludes Mr Kiernan.

Site Safe Evening of Celebration

Site Safe is proud to celebrate health and safety in the construction industry by hosting Site Safe's Graduation and Construction Health and Safety Awards. This year's event will be held Wednesday, 8 November at Alexandra Park, Auckland.

The evening will include:

- Announcing the 2017 Construction Health and Safety Award winners
- Celebrating the graduates of the Certificate in Construction Site Safety

For more information or to purchase a ticket, go to:

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Don’t be a risky business

Talking to workers and subbies is key to managing risk on site

Under the Health and Safety at Work Act, if you’re a person in charge of a business or undertaking (PCBU), you need to protect your workers and anyone else on site by managing risk. Not only is risk management a key part of your legal responsibilities, it can also lead to better productivity, better contractor relations and happier workers.

PCBUs must manage risk:

Section 30 of the Health and Safety at Work Act requires you to eliminate risks, so far as is “reasonably practicable”. To be reasonably practicable simply means to consider the level of risk, what you know about ways of controlling it, and the cost in relation to the level of risk. This does not mean that if the control is too expensive it can be dispensed with. If the risk of death or serious injury exists, the question should be whether or not the job is worth the risk. If you can’t eliminate the risk, then you must minimise it as far as is reasonably practicable.

Which hazards need to have a process for assessing and managing risk?

- All of them - but not all will require a formal process
- If you are just starting out, begin with the major risks that could cause serious injury or death

The 5-Steps to Managing Risk:

#1 Identify hazards
#2 Assess the level of risk for each
#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 risks levels are acceptable

Step One: Identify

Walk around your workplace with a worker and identify what could seriously harm the health or safety of workers and others. Remember to think about immediate safety hazards, like falls and gradual health hazards like asbestosis.

Step Two: Assess

Once you have identified the hazards, assess the level of risk for each. This is a great time to talk to your workers, who are your greatest source of information during the risk assessment process. They know and understand the jobs, how they can suffer potential harm, and the controls that are or aren’t working. Your workers will often have great ideas for improvement, so just ask! To work out the level of risk, determine how likely it is to occur and what might be the possible severity of injuries. Using a risk matrix as a guide can be useful.

Step Three: Control

Once you have identified the level of risk, you must do what is reasonable and practical to eliminate it. Where it can’t be eliminated, minimise it by choosing the best controls for the situation. The better the level of control, the lower the level of risk. Common controls can be applied for common risks. Remember to talk to subbies and anyone else on site about risks from your work. If you can’t eliminate a common risk, then apply common control measures, Codes of Practice, guidelines, standard procedures, etc. Use a risk register to record your common hazards and controls. If you can’t eliminate a specified risk and it is: covered by regulations or high-risk, then apply the “hierarchy of controls” and use a Task Analysis or a Safe Work Method Statement.
Controls can be ordered from most effective to least. This is called the “Hierarchy of Controls”. The better the controls used, the lower the level of risk.

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Number: K17

Position: Walls and ceilings

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Don't be a risky business *continued...*

The most effective control is to eliminate, the least is to just use PPE. Substitute, isolate and engineer are classed as being as equally effective. You will often need to use multiple controls on a single risk.

Step Four: Reassess

After putting in place controls, go back and reassess the level of risk. You may not always get your controls right the first time. If the new level of risk is still too high, go back and reassess it with different controls.

Step Five: Review and Monitor

You'll need to review your controls regularly to:

- Ensure your planned controls are being used
- Check that controls are effective
- Ensure your risk level estimate is correct
- Check in with workers if controls are convenient and effective
- Monitor exposure to health
- Identify new or different work activities and risks
- Consider if stronger controls are now possible

Want more help? Site Safe offers a free Risk Management guide designed specifically for SMEs, as well as a new Risk Management course. To enrol, or to download the guide, go to www.sitesafe.org.nz.

Site Safe is a not-for-profit, membership-based organisation that promotes, inspires and supports a culture of health and safety in New Zealand construction.

AWCI 2017 Confere
Striving for Succes

This year's conference attracted a number of members to Taupo. Over 14 speakers delivered valuable content and information to the attendee's.

Of special note was the Life Membership award presented to Dennis Prout in recognition of all his work for the industry and the Association. The conference finished with the Gala Dinner on Saturday night overlooking Lake Taupo.

Enjoy some of the photo's from the event.

Apprentice Challenge

Apprentice Challenge winner Rikki Dewes

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ss!

Stu Phelps sharing a joke with incoming President Allan Tribble

Warwick Quinn, BCITO presenting

Stu Phelps and Bryce Clifford, Atlas Fibrous Plaster

Gala Dinner

Dennis Prout receiving his Life Membership award from Stu Phelps

Commercial Awards of Excellence Commercial Winners – John Seddon, Seddon Fibrous Plasterers and Kevin Edser, Hush Interiors

The Apprentices hard at work

Gala Dinner

Construction News

The national economy

The New Zealand economy continued to hum along in March with GDP growth running at 3.0%pa for the year. After several years of solid economic growth, signs of labour cost pressure are starting to emerge.

Growth in the labour cost index picked up to 1.7%pa in June — its quickest pace since December 2014. This lift has occurred at a time when the labour participation rate dropped (putting the squeeze on available labour) and consumer price inflation was running at 1.7%pa. Looking ahead, we predict that mounting cost pressures and a renewed acceleration in economic growth will provoke the Reserve Bank into hiking the official cash rate in May next year.

	Latest	Dec 2017	Dec 2018
Gross domestic product[1]	3.0%	1.9%	3.3%
Residential consents[1]	4.7%	-1.0%	20.8%
Non-residential consents[1]	1.6%	12.9%	-2.2%
House prices[2]	6.4%	0.6%	5.5%
Unemployment rate[3]	4.8%	4.9%	4.6%
Net migration[4]	72,305	72,217	65,790

(1) Year-end % change (2) Annual % change
(3) Quarterly level, seasonally adjusted (4) Annual total
Data source: Statistics NZ, Infometrics forecasts

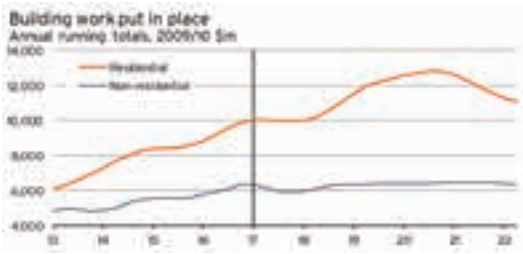
The construction sector

Our outlook for non-residential building consents has been revised upwards for the year ahead, given that consent growth has persisted despite mounting cost pressures. Over the year to June 2018, we expect the annual value of non- residential building consents to hit $6.8bn, a 9.4% increase from June this year. This lift is likely to bring about a sharper turnaround in non-residential building work put in place in 2018, following the slowdown in completed work we see happening during 2017.

At a time when the economy is experiencing a solid expansion and consents have done little but grow, it seems strange to anticipate a 6.9%pa drop-off in non-residential building activity. But capacity (and building cost) pressures in Auck- land, along with a drop-off in private sector activity in Christchurch, are behind the forecast contraction in non- residential work put in place during 2017.

The residential building sector faces even more intense cost pressures. In Auckland, building cost inflation hit 8.1%pa in June, while residential building costs across the rest of the country grew at a pace of 5.2%pa. These cost pressures, along with falling house sales, will keep a lid on dwelling consent growth over the next 12 months.

Nevertheless, with population growth still running at its fastest pace since the 1970s, underlying demand for new dwellings will remain strong. In the year to March 2018, dwelling consent numbers are expected to fall 3.4%, but to then surge 30% over the year to March 2019. Similarly, residential building work put in place is expected to ease 0.8% in the March 2018 year before rising 15% over the following 12 months.



Special topic: Auckland's housing crisis looks bigger than ever

Auckland Council's estimate that only 6,260 new dwelling units were completed during 2016 earlier this week came as shock given previous indications of the amount of residential building activity taking place in the city. Consent numbers for Auckland in the last calendar year totalled 10,026, while Statistics NZ

published figures earlier in July estimating that 7,872 dwellings were completed in the city during 2016.

Our graph shows the estimated completion figures published by Statistics NZ for Auckland over the last 20 years alongside consent numbers during this period. As would be expected, there is a lag of between six and 12 months between consent and completion. It's less apparent from the graph, but Statistics NZ's modelling also allows for 2-3% of consented dwellings not to be built. This cancellation rate got as high as 7.0% for dwellings consented during 2008 when the Global Financial Crisis hit.

Understanding Statistics NZ's numbers

Statistics NZ's work is based on two main data sources: the quarterly Building Activity Survey, which is used to produce work put in place data, and final inspections data provided by Christchurch City Council. The latter dataset was particularly important to ensure that the model behaved correctly during the post-quake rebuild period. Ideally Statistics NZ would use inspections data from across the country, but the Building Activity Survey provides this nation- wide coverage. Nevertheless, there are some possible limitations regarding Auckland.

• **The composition of dwelling types in Auckland suggests that lag times are longer than the average across the rest of the country.** Standalone houses in Auckland make up the smallest proportion of consents for any region and, at 49.3% over the last year, this figure is only just below 2004's record high. Statistics NZ's modelling shows that attached dwellings take longer to be completed. So even if houses take the same length of time to complete in Auckland as they do around the rest of the country, the fact that more of Auckland's dwelling con- sents are for attached dwellings means that the average lag over all new dwellings in the city will be longer.

• **Building Activity Survey data since 2015 only considers consents over $900,000,** which is likely to exclude most new dwelling consents. However, Statistics NZ notes that, for higher-value houses, the lag between consent and completion appears to be shorter now than it was in December 2014. Thus it seems reasonable to assume that the lag for lower-value houses has not changed.

• **Statistics NZ's model might be overestimating current completion rates.** Statistics NZ has noted that the surge in dwelling completion numbers since September 2016, particularly in Auckland, has been driven by modelled da- ta, and contrasts somewhat with slowing growth in residential work put in place as measured by the Building Ac- tivity Survey. This statement hints at some concern about whether the modelling, based on historical relationships, is adequately coping with the large volume of consents currently being issued, especially given that de- mand for residential construction services is highly concentrated from a regional perspective.

So what do we make of Auckland Council's data?

The most disturbing aspect of Auckland Council's data is that, even allowing for a

Construction News

continued...

3% cancellation rate of issued con- sents, the annual consent total has not been as low as the Council's 2016 completion figure since early 2014. A lag of almost three years between consent and completion is wildly at odds with Statistics NZ's estimates and our own mod- elling. An even more critical limitation is that building work must be completed within two years of a consent being issued unless an extension is granted. It seems reasonable to assume that more consents than usual might currently be getting extended, but it is unlikely that this situation applies virtually across the board in Auckland.

The other possible explanation is that cancellation rates in Auckland have been significantly higher over the last 2-3 years. About a year ago, there were several stories about larger-scale residential developments not going ahead be- cause developers were not able to obtain finance. The typical scenario was that the developer had previously secured funding, then pre-sold the apartments and collected deposits, but then needed to go back to the bank for additional funding because building costs had risen 10% or more since they originally got their finance. By this stage, the banks were becoming increasingly nervous about property values in Auckland, particularly in the more volatile apartment market, and refused to extend any further funding to the developer. With a lack of second-tier options like the finance companies that existed 15 years ago, the project ended up not going ahead.

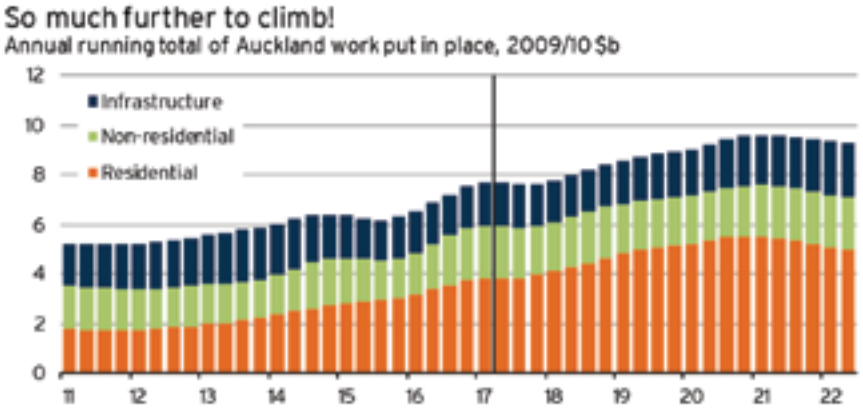
Our conclusions are all bad

Our assumption had been that these projects had been falling over at the pre-consent phase. But it is conceivable that some consented projects did not go ahead. If that is the case, there are two important implications.

- Auckland's undersupply of housing, which we estimated to be more than 37,000 dwellings at the end of 2016, is even larger than previously thought.
- Even though the residential build rate might only be at 6,000-7,000 dwellings per annum, the capacity pressures that are stretching the construction industry in Auckland are still critical.

Furthermore, it looks like the Auckland Housing Accord, which was in place between central and local government between 2013 and 2016, severely overstated the positive effects it was having on the city's housing problems. There were 13,760 consents recorded in the Accord's final year, well short of the target of 17,000. More than one quarter of the Accord's third-year consent total consisted of sections only, and it now looks like a significant number of the dwelling consents that were counted have not resulted in new dwellings. Simply subdividing land doesn't actually give people anywhere to live.

Our conclusion is that a build rate of 14,000 new dwellings per annum in Auckland, which is necessary to keep up with underlying demand, looks further away than ever. Starting to reduce Auckland's undersupply of housing and solve the city's housing crisis seems to be an even more insurmountable task.



Infometrics construction update BCITO buildingpeople

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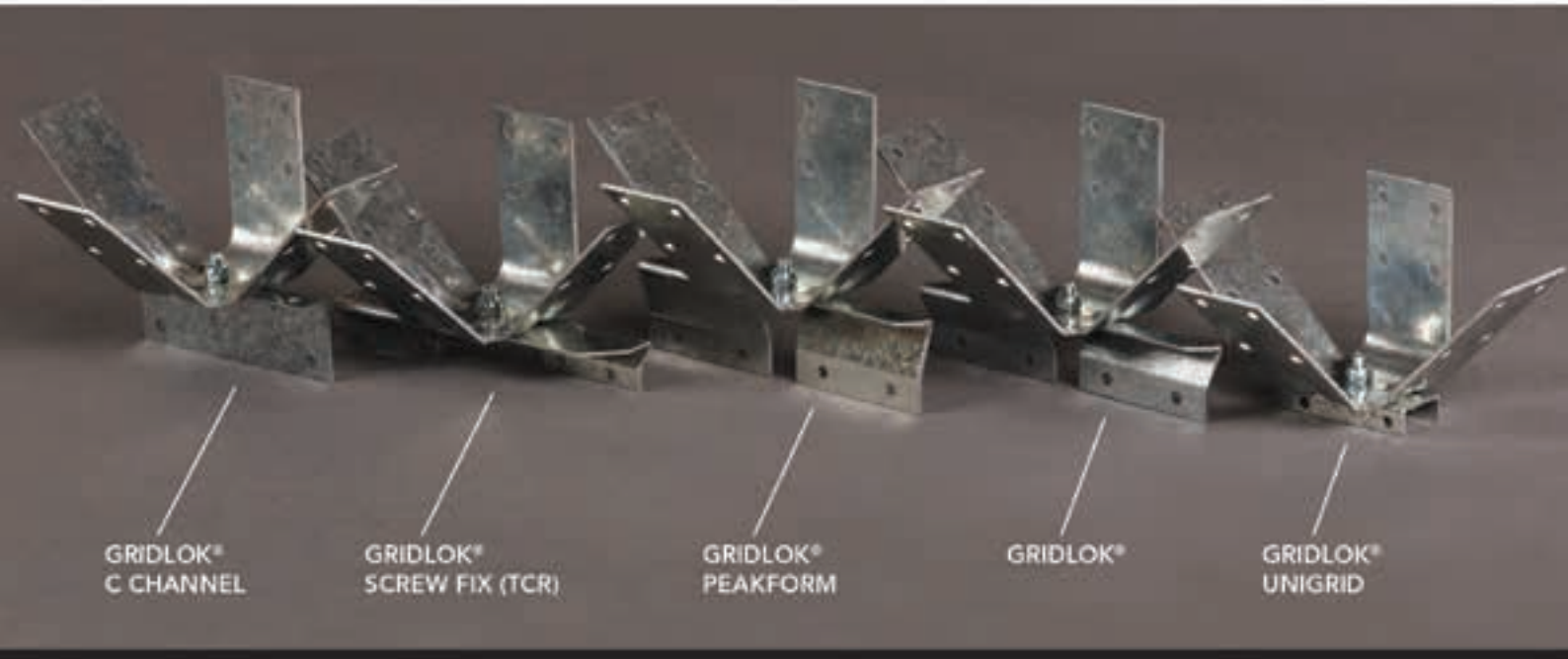

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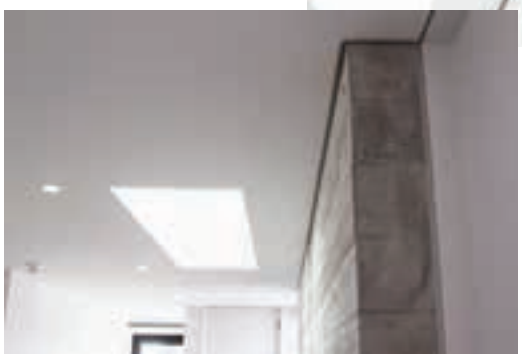
2017 Awards of Excellence

2017 Awards of Excellence Winner

Project Category:	***Residential***
Company Name	**Superior Walls and Ceilings**
Contact Person	Peter Lucas
Project Name	Hamblyn St
Site Address	Hamblyn St, New Plymouth
Designer	Gibbons Architects
Builder	Lifestyle Building & Construction
Special Project Details / Product used	All windows had gib jambs with external corners with a well for electric blinds and a groove right around the ceiling out of negative detail and L-trim there was also negative detail around all concrete and timber features.
Materials:	All the usual winstone products plus Negative details, L-trim and external corners Very detailed and fiddly job



2017 Awards of Excellence

2017 Awards of Excellence Winner

Project Category:	***Commercial Project and People's Choice Winner***
Company Name	**HUSH INTERIORS LTD / SEDDON'S (THE FIBROUS PLASTER COMPANY)**
Project Name	ANZ BUILDING
Site Address	CASHEL ST, CHRISTCHURCH
Designer	PEDDLETHORP & ESQUISE
Builder	LEIGHS CONSTRUCTION LTD
Special Project Details / Product used	Construction of a 3 storey Commercial building, comprising basement carpark, 3 upper floors of open and individual office suites, ground floor reception housing public cafe and retail units.

Hush Interiors Ltd were sub-contracted to carry out all ceiling works throughout the building, including suspended ceilings in the upper office areas. In conjunction with Seddon Fibrous Plaster of Dunedin, the ground floor feature ceilings within the open glazed atrium, were seismically designed (by BVT Engineering), and installed around all mechanical, electrical, and sprinkler services. Hush created the suspended framework from timber profiled supports, from detailed dimensioned architects plans, below a "floating" braced ply deck. All the radius up-lighters and angles are cast Fibrous Plaster supplied, fixed and stopped by Seddons.

Each individual radius was a separate mould, some only had a few casts taken off them.
Site measurements of the timber framework were taken to ensure accuracy.

As the set out was extremely detailed, close attention was to given to the installation in both framework and plaster casts so as to ensure a seamless transition from the curves to the straights. As can be seen in the photographs, each level had its own strip lighting, so the stopping had to be top quality. The use of Fibrous Plaster on this contract enabled the Architect to achieve a unique contemporary designed atrium ceiling in a building which is very prominent in the Christchurch rebuild. Hush and Seddon's also worked closely to provide straight and curved fibrous plaster bulkheads around the perimeter of each of the upper office floor areas.

Insulation affecting plasterboard

Some of you may be seeing the effects of thicker mineral wool wall insulation used to comply with increased Code insulation requirements and home owners desire for lower heating costs. After installation, plasterboard linings are being pushed away from the stud surface plane causing bulging on the lining surface. A little bit of research reveals that whilst we are seeing some poor specification of bulk insulation thicker than the depth of the framing, the prime cause of these problems was poor installation of the mineral wool insulation 'jammed' into the cavity around service pipes and bulging out from the face of the framing. Photo 1 illustrates that the insulation installer caused bulging of the linings as well as bond failure of the stud adhesive. R 2.6 mineral wool wall insulation has a nominal thickness of 90mm and, when cut accurately, will fit neatly within a 90mm stud cavity without any pressure being placed on the inside surface of plasterboard. An R 2.6 mineral wool ceiling mat (140mm thick) will not fit into a 90mm wall cavity and is also not likely to deliver the specified performance. R 3.2 or R 4 bulk insulation is only suited to 140mm stud cavities.

Plasterboard installers and builders have a couple of simple rules to follow.

1. If the insulation is not installed correctly DON'T ACCEPT IT. Bulk insulation must be cut to allow insulation to be fitted around pipes and wires and not jammed in front or behind them.

2. Wall and ceiling mineral wool insulation mats are not interchangeable. Give the insulation contractor the opportunity to come back and put it right or arrange to back charge them for your time to rectify it. Accepting the situation simply sends the message that it was OK and you will go through the same exercise next time round.

3. Don't line out over insulation that is likely to put pressure on the back of plasterboard linings. Get it rectified first. Why accept responsibility for someone else's poor workmanship?

Insulation & services protruding beyond the face of the framing

Adhesive failure due to protruding insulation

The effect of bulging insulation of the linings!

The effect of bulging insulation of the linings!

Trumpy Cornice

In 2010, work finally got underway on the garage build for my pride and joy; a 1964 Triumph Herald Coupe.

But it was never going to be just any garage. My vision was that it would be more of a shrine to the humble Triumph Herald and a place where back yard parties took place.

I was well into my mid-life crisis apprenticeship at the time and so it seemed only appropriate that my garage be furnished with a custom-made fibrous plaster cornice. Fortunately my employer (Steve and Carlene Leitch from Biggins Interior Solutions) were supportive of my crazy idea despite there being no obvious benefit to them or the business. I mean let's face it, who else would ever want a Triumph Herald cornice?

The design phase provided a number of challenges including:

• Size and projection: nothing too big or grand considering the megre 2.4 maximum stud height on a raking fame with an overall garage size of 3.5 x 7m

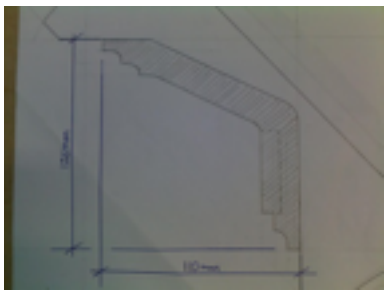
• Enrichments: a desire to use Triumph logos, lettering (ex-bonnet, boot and wheels) and scaled elevations of the four Triumph Herald models (Coupe, Convertible, Sedan and Estate)

• Pattern matching: to ensure a symmetrical layout, the pattern needed to be sized to reflect the dimensions of the room

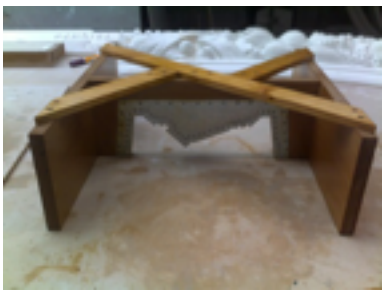
• Buildability: complexity of modelling was ambitious for someone so new to the trade!

Several designs later, I settled on "the one". It was important to me that the run of the mould was not too "frilly" but on the flip-side, not too plain. I wanted it to have crisp lines and cavetto to the top and bottom members but leave the real decoration to the enrichments.

The following film strip shows my journey from moulding to installation to the finished product. It just goes to show what can be done when you put your mind to it and how fibrous plaster can be just as "at home" in a garage as it is in any other space.



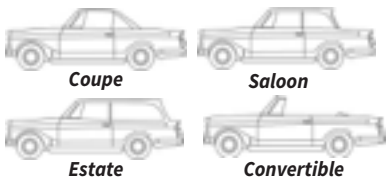
Cornice cross-section for template



Running mould for positive of cornice model

Straight run section of model run ready for enrichments

Triumph Herald batton and Triumph World enrichment models ready for making silicone rubber moulds for casting



Elevations of cars drawn in CAD ready for CNC cutting in customwood

Car models ready for making silicone rubber mould for casting (4 and 8mm options)

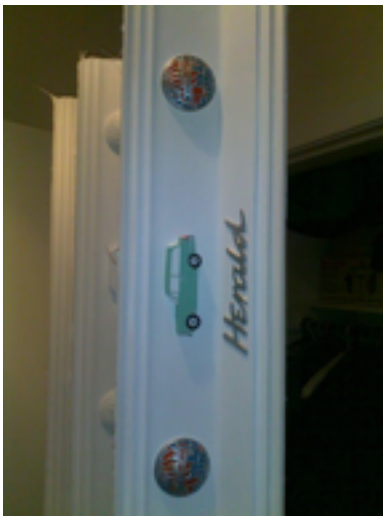
Enrichments positioned on run section of model

Enrichments stopped in place

Finished model (top) and silicone rubber cornice mould (bottom)

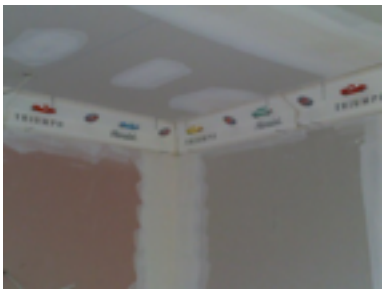
Cast lengths of cornice hanging in drier

Cornice in crade for pre-painting of enrichments

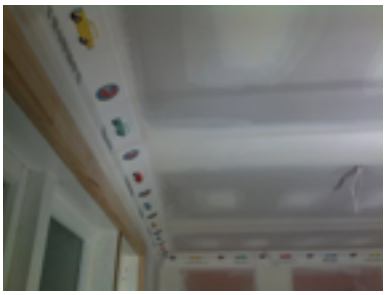


Close-up of pre-painted enrichments (final "step" in top and bottom members left unpainted for ease of installation)

Fitting cornice



Stopped cornice



Finished cornice – ready for painting top and bottom members, joins and internals

Trumpy's home (external wall with side exit "Triumph" leadlight door)

Trumpy's home (view from garage door entrance)

Trumpy's home (partition wall with main garage/workshop)

I kept a running total of the hours spent to get me to the point of completing the finished mould. The one-week total investment in my eyes was well worth it. However I stopped keeping tally of the hours spent working on the finished cornice about half-way through the exercise to pre-paint the enrichments. Let's just say that for several months after work, all I did was sit and paint; every damn car, logo and letter.

Would I do it again? Probably not.

Am I glad I persevered? Hell yes! Trumpy (and his garage) are my pride and joy.

Build It Right – know your rights and obligations

If you're a contractor, you need to know about the consumer protection measures for homeowners who are building or renovating.

The Ministry of Business, Innovation and Employment (MBIE) is running an information and education programme to help contractors and homeowners become better informed about the measures, which are part of building legislation.

The consumer protection measures encourage a professional, no-surprises relationship between homeowners and contractors.

Under the consumer protection measures, both contractors and homeowners must have a written contract for building work that will cost $30,000 or more (incl GST). MBIE encourages contractors to provide a written contract for lower valued work too, so that everyone has an understanding of obligations, requirements and expectations. It's also a good idea to encourage clients to seek legal advice before signing.

If the building work is likely to cost $30,000 or more, contractors must also provide a disclosure statement and checklist. The disclosure statement is information about your skills, qualifications, licensing status and the insurance or guarantees you provide. The checklist outlines the stages of the build and the steps homeowners can take to protect themselves. It includes information for homeowners on how building projects are managed, hiring contractors, what should be covered in a written contract and resolving disputes. To find out more go to www.building.govt.nz/contracts

If the building work is likely to cost less than $30,000, you only need to provide a disclosure statement and checklist if the client asks for this information. However, MBIE recommends always providing these, even if the client doesn't ask for them.

Contractors should check that homeowners have read this information carefully. They should feel confident you

have the skills and resources necessary to carry out the project.

Once the building work is completed, and regardless of the size of the job, contractors must provide certain information or documents related to the building work. These include ongoing maintenance requirements, guarantees or warranties, and any ongoing insurance policies.

Homeowners have an automatic 12-month repair period when contractors have to fix any defects they've told you about in writing.

Homeowners can also take action for up to 10 years if warranties in the Building Act have not been met – even if they're not in the contract (they're called implied warranties). It's a good idea to tackle issues as soon as they become known.

All this information is covered in MBIE's booklet for contractors: Do your homework – a contractor's guide to the consumer protection measures. The booklet can be downloaded from the building.govt.nz website.

MBIE is asking contractors to help champion change across the building and construction industry by encouraging homeowners to make informed decisions about building work. You can do this by directing clients to www.building.govt.nz before work starts for guidelines and operational information on building regulations. You can also give clients a copy of the Know your rights booklet – a homeowner's guide to the consumer protection measures.

Hard copies of both booklets can be ordered, free of charge, by emailing info@building.govt.nz

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Delivering the bad news, handling staff with violent history, sick of sickies

Common questions on employers' minds, as told to employment advisors at the Employers and Manufacturers Association Northern Inc (EMA)

Q ***My business is collapsing around my ears and I will have to start letting staff go, though I don't have time to deal with that while scrambling to sort our suppliers and customers' overdue orders. What do I have to tell staff and what if I can't afford to pay them wages and holiday pay at the end? – Mal***

Dear Mal

Sorry to hear things are so tough. However, there is no getting around your legal obligation to undergo the formalities of a restructure, which involves consultation with staff and justifying why you have to let them go.

You are obliged to pay wages and holiday pay that are owed, when letting people go.

If you are bankrupted as a sole trader or partnership, the Official Assignee will decide how the business will be dealt with, including the sale of any assets the business owns.

The Official Assignee will try to recover your business records including the wage books - so he can help employees collect their evidence to file claims for any salary, wages, holiday pay and/or redundancy they are owed against the bankruptcy.

Their claims may be considered preferential, which means they will be paid out before the unsecured creditors, if there are funds available.

"There is no getting around your legal obligation to undergo the formalities of a restructure, which involves consultation with staff and justifying why you have to let them go."

Is you have a company registered with the New Zealand Companies Office, the company is responsible for the debts.

Q ***Our employee has been in court for beating up his wife, so I don't want him on staff, even though the details were suppressed. Can we fire him? – Eddie***

Dear Eddie

The answer to your question is, as for most employment matters, is: it depends.

If your employee held a role connected to safety and wellbeing of others, then yes, you could instigate a disciplinary process.

That process involves investigating, with the employee, the known charge and court case, and discussing the implications for your ability to trust him to do his job and protect staff who also knew of the case, to feel safe working with him. The process can lead to warnings and termination.

It can be acceptable for you to take action even though the details are suppressed, because you could have a real interest in knowing about this employee's violent behaviour.

In a recent case that started at the District Court in relation to a security guard who admitted assaulting his wife, the employer found out and attended the Court proceedings. The Court imposed a suppression order and discharged the man without conviction.

The employer then told other key staff, suspended the security guard while they investigated the issue of his violence, and ultimately dismissed him after a final written warning.

The employee took his personal grievance for "unjustifiable disadvantaged by the issuing of a final written warning and by his suspension from work", all the way through the Employment Relations Authority, Employment Court, Appeal Court and Supreme Court – which dismissed the employee's appeal and vindicated the employer for the suspension, but not the warning.

One of the employee's complaints was about the employer's sharing of

Delivering the bad news, handling staff with violent history, sick of sickies

supressed information. The courts found in favour of the employer on this matter, noting that he/she had a genuine interest in knowing this information; and that the employer had told a small group, all of whom could be said to have had a need to know.

Q Frequent sickness on Fridays is starting to annoy me. It's not that much work is left undone; it's just bad for morale in the wider team, and frankly pisses me off. What are my rights to combat this abuse of my trust? – Nigel

Dear Nigel

Everyone has "pulled a sickie" at some point. But it's the repeat 'sickies' from the same person that make it hard for all involved, both in the short and long term.

Everyone suffers when the team isn't at full capacity and it keeps happening: production falters, mistakes happen, deadlines are missed and stress levels rise.

If you have a medical certificate justifying the sicknesses, that should put your mind at ease on the trust factor. You can request a medical certificate after the person is absent for three or more consecutive calendar (work) days due to sickness. You can also ask for a medical certificate sooner than that if you inform the employee as early as possible that proof is required, and if you pay for reasonable expenses incurred in getting that medical consultation and certificate.

But a person's repeated illness ("medical incapacity") that interrupts business activity is an issue you need to address. There is a process to follow.

In a small company it would be reasonable to review the absence after six to eight weeks of constant absence due to illness, or maybe 12 weeks in a larger firm, with a view to finding a temporary or permanent replacement.

Terminating their employment must be based on a business need due to operational difficulties.

"A person's repeated illness ("medical incapacity") that interrupts business activity is an issue you need to address. There is a process to follow."

The reason for termination should be stated as the person's inability to fulfil the requirements of their role, not the illness or injury per se, and notice given as in the employment agreement.

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

Real names have not been used.

To inquire about becoming a member of EMA to gain access to our member-only employment services such as EMALegal solicitors at member rates and the free AdviceLine 8am-8pm, and training tailored to your organisation's needs, please contact EMA at the numbers below or through www.ema.co.nz.

EMA is the main shareholder in national lobby group BusinessNZ.

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Employment in Interior Systems

Forecast Update – August 2017

One of the key inputs to workforce development planning is information about total employment in a sector and how this is forecast to change in the future. In October 2016 BCITO produced a Workforce Development Plan for Interior Systems. This used actual employment data for years up to 2015 and forecasts for 2016 – 2020. This information was produced by Infometrics.

Since then Infometrics has provided two forecast updates- one in March 2017 and the second in August 2017.

Both of these forecasts predict stronger employment growth for the Construction sector as a whole than at the time the Workforce Development Plans were created. This means the demand for skilled workers is even more acute and reinforces the need for an active focus on workforce development.

The impact of the August 2017 forecast update on Interior Systems is shown and outlined below.

Key changes in the latest forecast compared to the March 2017 forecast are:

• Employment forecasts are unchanged in 2017 and then higher in each year from 2018 - 2021.

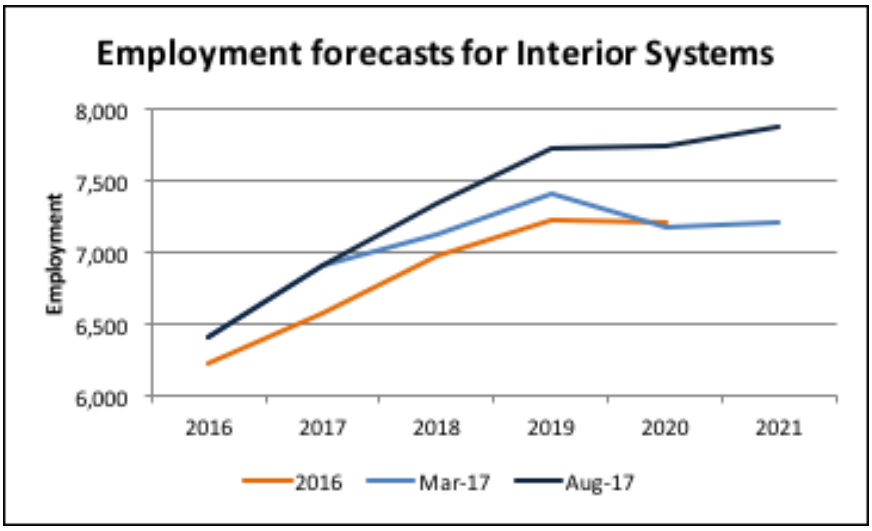
• Employment is expected to continue to grow in all years in the forecast horizon. The previous forecast expected growth to be relatively flat in 2020 and 2021.

Key employment changes forecast over the next five years are:

• In the five years from 2017 - 2021 the sector will grow by 970 workers.

• To fill new roles and replace people retiring or otherwise leaving the sector, 3,206 new people are needed in Interior Systems by 2021.

• To maintain current qualification levels, 1,122 additional qualified people are needed in the sector by 2021.



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I discovered a whole new me

Rikki Dewes, a young plasterboard fixer and finisher from Hawke's Bay was initially hesitant in pursuing his career in the trade. He says he was 'green as!' and knew nothing about GIB or plaster when he first went to Atlas Fibrous Plasterers' office to apply for a labouring position.

Four years on he is excelling and was invited to represent BCITO and the Interior Systems industry at the Future Business Leader's Forum as part of GOT A TRADE WEEK 2017 which happened in August.

"I just needed a job where I could do something I was proud of, I had no idea that I'd develop a passion for the trade or that I'd become really good at something I love doing each day," says Rikki. "Bryce gave me a chance and hired me and at first he put up with my adolescent persona. Then he trained me for the next three years and now I've got three qualifications and am studying towards my fourth.

"Last year I was selected to represent Atlas in the New Zealand Association of Wall and Ceiling Industries (AWCI) competition and a turning point in my career was when I won first place. I felt amazing, 'I can be great!' I said to myself and I became focussed on setting my sights even higher.

"It was as if I had discovered a whole new me and I went on to enter the AWCI Australasian competition in Darwin. When it was announced that I was the overall winner of that competition I had no idea what had just happened. 'Me?' I thought, 'how is this even possible?' Straight after I walked off the stage I called Bryce [Bryce Clifford, Atlas Fibrous Plasterers, Rikki's employer] and the guys and thanked them for backing me, I couldn't have got there without their support.

"My future career goals are very clear now. I want to be a success, not just financially, but also to be happy, focussed, and knowledgeable but most importantly to help as many other people as I can to get into a trade like me.

"I've got a great job and a happy life and to be able to show other young people what this is like, help recruit new apprentices and train them are all high priorities on my agenda. If I work hard, stay focused and help my peers along their journey to success, I'll be rewarded with the satisfaction that I've made a difference, not only to the individuals but to industry as well.

"My Fiancé and I have just purchased our first home together this year. We're looking forward to redesigning the property and can do so thanks to my trade and my training. Our future family will be well provided for thanks to the training I have received at Atlas.

"I wake up in the morning proud and eager to give my best efforts and professionalism to the job at hand. The training I have received has moulded me into a driven tradesman who would like nothing more than to further my success and the successes of those around me."

Rikki says he wasn't born a leader but he's grown into one thanks to being in a trade apprenticeship and the opportunities this has opened up for him. "It's given me the opportunity to grow into a strong leader and I know I can achieve anything - whether it's successfully managing a project at a high-end architecturally designed build or organising a fun event for the team as Atlas's Social Club President," says Rikki. Bryce Clifford, sums it all up, "Rikki's future? – The world's his oyster! He's come a long way from when he first walked in the door four years ago and I have every confidence that he'll achieve even more in the future."

Find out more about what happened in GOT A TRADE WEEK 2017 at www.gotatrade.co.nz

BCITO buildingpeople

Fire-safe timber linings

How much unprotected timber can be safely used in the interior of a building? BRANZ is conducting experiments and modelling the results to find the answer

BY GREG BAKER, BRANZ SENIOR FIRE RESEARCH ENGINEER

OFTEN THE COMBUSTIBLE contents in buildings are seen as the major fire safety hazard, whether they are products stored in commercial premises or furniture in homes.

While there is no doubt that combustible contents in buildings have a signifficant impact on fire safety, the actual material from which the building is constructed can be just as important. An example is where combustible materials are used as wall and ceiling linings inside buildings.

Lots of timber linings in buildings

Many New Zealand buildings have plasterboard as the internal lining material, but this provides virtually no fuel for a fire.

Timber linings are a common combustible material used in New Zealand. These include materials such as plywood, medium-density fibreboard, particleboard, solid timber boards, cross-laminated timber, laminated veneer lumber and similar.

Options are available for timber-based materials to be treated or protected to reduce their contribution to a possible fire to a safe level, but this can cost extra and change the aesthetics.

There are also situations where a quantity of exposed, untreated and unprotected timber lining is perfectly safe – the key question is what is a safe quantity? Trying to answer this question forms the basis for a current BRANZ fire research project, Fire-safe use of timber construction.

Quantifying how much is safe

The goal of the project is to come up with some simple universal guidance on what is safe. The easiest way to do this is with a percentage area exemption, where it is allowable for a certain proportion of the total wall and ceiling lining to be exposed.

As is often the case, though, simple end-user guidance is not quite as easy to quantify in a research context. For example, there are many different products of different thick-nesses and densities in a range of different configurations.

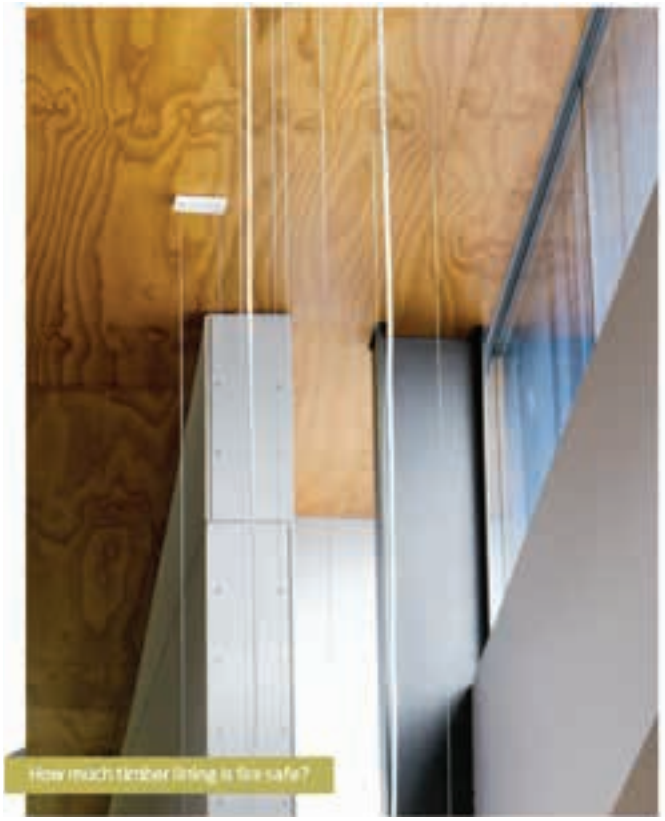
Ease of ignition affects safety

The key characteristic affecting safety is the ease of ignition of the material. At the extreme end of the spectrum is paper, which is essentially very thin wood, and this very quickly ignites and is burnt. As the wood gets thicker, it gets progressively more difficult to ignite up to the point beyond which the thickness no longer affects the ignition. There is a similar trend with density, with denser wood being more difficult to ignite.

Fires generally start from a small point of ignition and then grow in size. Once ignited, the increasing contribution of the timber lining to a growing re is caused by the ames spreading in all directions over the surface of the material. This surface ame spread is basically progressive ignition of yet-to-ignite timber immediately ahead of the ame front.

Tricky exercise to choose safe number

The more di cult the timber is to ignite therefore, due to thickness and density,



the slower the timber contributes to re growth and the safer (relatively) the material is. However, the reverse trend is that the thicker and denser the material, the longer the duration of the re, which can reduce the level of safety. The location of the fuel in the building (for example, on the walls or ceiling) also has a bearing.

This is a very simpli ed description, but it indicates how choosing a universally safe number is a tricky exercise.

Modest scale experiments pose challenges

The other practical challenge with this project is that BRANZ can only do intermediate-scale experiments, testing products in a 3.6m long by 2.4m wide by 2.4m high compartment.

From the experiments conducted, a safe area of timber lining can be confidently derived for a room in a building of less than 10 m2 floor area and standard ceiling height. Real buildings, however, have open spaces well in excess of this size but for which the same safe criterion also needs to be specified.

Taking from tests to real scale

The technical challenge for the research team is to decide how the smaller-scale data can be extended to the real scale.

Modelling surface flame spread with computer simulations is one option being employed, but this has some limitations. BRANZ re modelling software B-RISK can predict the contribution of timber linings to fire growth, and the research project aims to extend this modelling capability further.

A related aspect of the research is asking the question whether it is possible to do fire engineering calculations from first principles when timber linings are used. If the timber thickness, density, quantity and location in the compartment are known, can the re engineer accurately predict the resulting level of fire safety for occupants? This is proving to be an interesting avenue of enquiry for the research team.

The other approach being explored is to determine the contribution of the timber lining to the heat release rate of the fire in the building. This is the rate at which heat energy is generated by the fire. It is a measure of how quickly a fire grows, to what maximum level and how long it will last and is the usual starting point for fire engineering modelling. The combustible contents of the building will contribute a certain amount to the heat release rate, and BRANZ will try to quantify the additional contribution from the timber linings.

Upper wall zone most influential in results

To date, a series of experiments has been carried out in the ≈10 m2 floor area compartment and the heat release rate measured for different configurations of timber lining. BRANZ has been able to demonstrate that not

Fire-safe timber linings

just the quantity but also the location has an impact on the heat release rate.

The timber lining was placed in three separate zones – the lower half of the walls, the upper half of the walls and the ceiling – in different combinations. This has provided several data points to work out which of the three zones is the biggest contributor.

Surprisingly, the upper wall region appears at this stage to be the most influential. In Figure 1, the same quantity of timber is tested in the three different zones in three separate experiments. The order of best to worst is from right to left being the lower wall zone, followed by the ceiling and then the upper wall zone.

Good progress is being made, and the research team is looking forward to developing some practical and useful guidance for fire safety designers.

Reproduced from BRANZ Build magazine. August 2017, Build 161

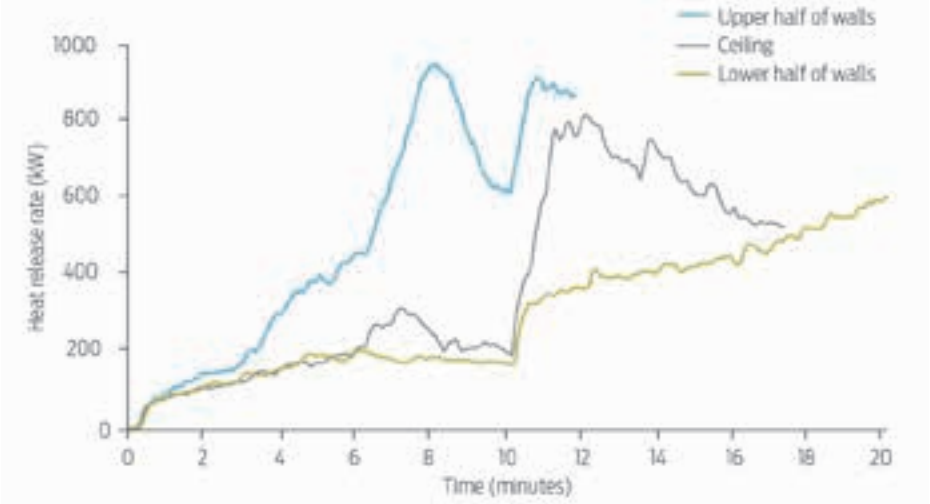


Figure 1: Three experiments test the same quantity of timber lining in different zones.

Ceiling test from Figure 1 at the peak of the fire after 720 seconds.

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Executive Council

AWCI Executive Council 2017

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