

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

insight

SEPTEMBER/OCTOBER 2019



**How to put down
the tools**

**Mental health in
the construction
industry**



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CONTACT: AWC I, PO Box 45098, Lower Hutt NZ
FREE CALL: 0800 AWCINZ (0800 292 469)
Website: www.awcinz.org.nz • Email: admin@awcinz.org.nz

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President's report

From the trowel of Gabriel Ataya



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.

We have been watching with interest the changes being outlined by the Government regards Vocational training for apprentices and the new Construction Industry Accord which is a partnership between the Government and the construction industry. Significant changes are on the horizon for the construction industry in both these areas and AWCINZ has been actively involved in all these discussions for the benefit of our members. We will continue to update and inform as changes come through.

The opportunity provided by the Construction Accord for the construction industry to work closely with Government in key areas of health and safety, tendering and quality is

significant so AWCINZ will be involved in these discussions.

Another area of significant interest to us is seeing further construction or head contractors companies such as the Stanley Group going out of business and leaving more sub-contractors in trouble. AWCINZ has a seat on the Specialist Trade Contractors Federation and it is through this valuable group – which includes Master Painters, Master Electricians, Master Plumbers, Roofing and Scaffolding and many other contractor groups – that we impact and review whether the retentions legislation is working for our members or not.

If any AWCINZ member has been impacted by the Stanley Group receivership or other companies going under we encourage you to contact the AWCINZ office as we may be able to provide assistance or information. It is of great interest to the AWCINZ Executive

whether the Retentions legislation is working positively so that feedback is important.

As always, a good test of the Association is its members and it is pleasing to see that membership numbers have steadily increased throughout the year with a good mix of both certified businesses and tradesmen. Thank you and I look forward to working closely with you again in the coming year.

Gabriel Ataya
President AWCINZ

Construction News

ANOTHER CONSTRUCTION COMPANY IN RECEIVERSHIP

Auckland and Waikato building company Stanley Group and related company Tallwood have been liquidated. The companies were placed into liquidation on Thursday after a vote by shareholders, the Companies Office showed. The business has about 100 staff and is headquartered in Takapuna with a factory and office in Matamata. It had three projects underway for Housing New Zealand in Mangere, Hamilton and Whakātane. It is understood Stanley Group got into financial trouble after it under-quoted for work with Housing New Zealand.

The Specialised Trade Contractors Federation (STCF) and AWCI are working on further improvements to the current CCA regulations and lobbying Ministers. Information from the STCF indicated receivers reports for Ebert Construction and Corbel Construction show that the directors did not place all retentions in trust in the spirit of the CCA, this money has been lost to those it belongs to and there is no penalty for the directors.

The BDO Construction Survey Report 2019 states 67% of respondents held retentions in trust or had insurance. Following precedent from the Ebert Construction liquidation, the other 33% would not be available to those who have had retentions held if the contractor failed, even if the money was held in accordance with the CCA, for

example the money was “Comingled”.

Urgent action is needed to protect subcontractors retentions as intended by the amendments to CCA. STCF and AWCI have been waiting for the release of the KPMG report to start discussions around solutions. We will continue to keep you updated.

<https://www.stuff.co.nz/business/115665943/save-the-subbies-politicians-are-failing-the-little-guys-of-the-construction-industry>

HOW TO HAVE A CONVERSATION ABOUT MENTAL HEALTH

CHASNZ has been working on a Mental Health in Construction Strategy. An initial workshop was held in Auckland on the 12th August with attendees from industry, the mental health sector and Government. There was wide agreement that a co-ordinated approach across our industry was needed to better understand the drivers of mental health for our people and to target the problems and opportunities that will have the most benefit.

As part of this work CHASNZ, with assistance from Dr. Kate Bryson and the Mental Health Foundation, has made available two new documents. The first is a guide to Mental Health in Construction for Managers. A short document that talks about the why, what and how of mental health across the industry. This document can be shared across organisations to help

support those who are supervising their teams better understand and help workers dealing with mental health issues.

Secondly, there is a simple pocket guide that all workers can carry with them to assist before, during and after a conversation about mental health occurs with a worker. The intent is to normalise these conversations and create better workplace supportive bonds. This guide is consistent and supported by the upcoming rollout of Mates in Construction, which will be established here in New Zealand, as of next month.

If you require any bulk printed copies of the documents or would like your company logos added to the documents, CHASNZ can arrange this.

<https://www.chasnz.org/articles/chasnz-mental-health-pocket-guide-how-to-have-a-conversation-about-mental-health>

HIDDEN EMISSIONS OF BUILDINGS REPORT

Construction in New Zealand could slash emissions by over one million tonnes of carbon every year following the release of a new report by the green Building Council and Thinkstep. This encourages key stake-holders to work with their material suppliers to collectively decarbonise our buildings.

https://www.nzgbc.org.nz/KNOWLEDGEHUB/Attachment?Action=Download&Attachment_id=2453

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If you are looking for extra guidance in managing employees, understanding legislation updates, or just want to brush up on the basics, register for one of the EmploySure seminars.

Check availability in your area today, spots are limited!

https://employsure.co.nz/events/?utm_source=NL_Workplace_That_Work&utm_medium=email&utm_campaign=Monthly_Newsletter_Aug19&utm_content=Seminars

HEALTH AND SAFETY CONSTRUCTION ROADSHOW

WorkSafe will be the headline act this year discussing Leadership and Engagement as key tools to manage your risks and the top critical risks covering falls from heights, vehicles, asbestos and accelerated silicosis. We will also have presentations from:

- Easy Access Co. covering mobile scaffolding ladders and compliant height access,
- AA Motoring talking about importance of safe driving in terms of both HSAW compliance and social responsibility,
- Bosch providing information about extraction systems when working with airborne contaminants,
- GIB presenting new, innovative products and new methods of purchasing to make life easier, and
- BSM covering how to manage the stress of running a small business.

Held across 34 locations, these FREE seminars earning 3 LBP points start on the 2nd September and run from 5.30pm - 7.30pm. For more information, dates & venues or to register, go to <http://www.bsm.org.nz>

MBIE FUNDS OVER 120 BUILDING STANDARDS FOR FREE DOWNLOAD

To remove barriers to achieving compliance in the building system, over 120 building standards are now available for free download.

These have been funded by the Ministry of Business, Innovation and Employment (MBIE) to make it easier to comply with the Building Code.

Standards New Zealand, and MBIE as the building system regulator, are committed to improving access to building standards

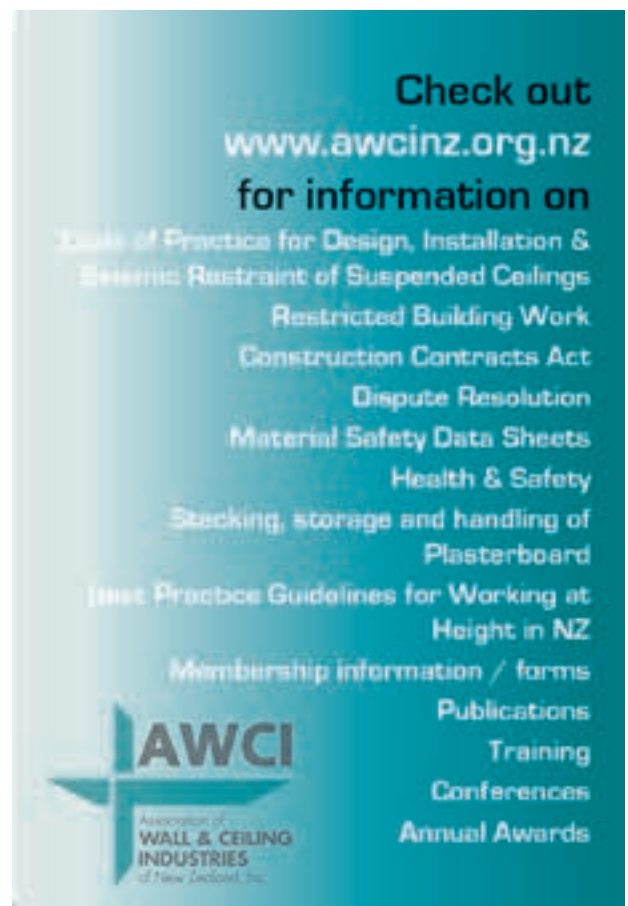
that make a difference to the wellbeing of New Zealanders.

The selected standards are ones that directly help demonstrate compliance with the Building Code, resulting in safe and well-constructed buildings and homes.

MBIE has acted on the concerns of building practitioners that the cost of standards can be a barrier to applying best practice. In December 2017, we made five prominent building standards and a handbook available free of charge, which attracted over 15,000 downloads in the last 18 months.

New Zealand is now one of the few countries in the world providing free access to building standards.

The available standards can be accessed through the Standards New Zealand website, and indirectly through www.building.govt.nz and www.codehub.building.govt.nz



How to put down the tools

Written by: Daniel Fitzpatrick
Next Level Tradie

It's when you put down the tools that your business starts working - and you work less.

The tradie who wins at business?

Isn't necessarily the one with the best reputation, or the best workmanship. The most successful ones have mastered the art of being at the helm.

If you're spending too much time on the tools, you probably know that being onsite all the time is really holding you back.

You may have discovered you can let go for a little while. But soon end up back where you started. Getting off the tools (and staying off the tools) is not an easy leap to make.

By "on the tools" I mean either: Working on the job alongside the team - getting the work done. Or organising the work - making sure everything runs smoothly onsite. Or even running around chasing jobs - getting enough work.

... "On the tools" is anything you could pay someone else \$30 per hour (or less) to do.

Sure, this stuff has to get done - otherwise, the business stops. But being on the tools too much means you can't get the important stuff done.

The things you do to find the real dollars.

The things you do to grow and expand.

The things you do to streamline your business, free up your time and get your life back.

It's a cycle every self-employed tradie gets caught in. Getting out takes effort. But when you do, everything gets better. Because you now have time to focus on



the things that drive profit. So you can make the real money.

The thing is, the captain of the ship can't be below deck. They need to be up top, directing the ship. That's the only real way to get where you want to be. And it also means you can see things coming - so you don't run aground.

If you can master this, you can have the lifestyle you wanted when you first went out on your own. More time to spend with family. More time for you. The time and money to go on holidays (without things turning to chaos in your absence).

"Great, sounds awesome. But how do I take off the toolbelt?"

The most important thing is to keep the standards and the quality of work that YOU have established. So you step back slowly - and systematically - while getting your guys to take responsibility.

Go through this process too quick or too

big - that's where you'll get into trouble - and fall back. Here's how you do it:

1. Record:

Write down every part of the job you want to stop doing. Step by step. Every detail, as if you are teaching someone your job and they are going to do it for the next 3 months on their own, without you.

2. Checklists:

Make checklists and staff policies for all of the most important parts that needs ticking and signing off at each stage.

3. Train and Delegate:

Hand each part over to one of your team who is now responsible, or get a new team member if you need to. Someone capable of being in charge and being your eyes and ears on the ground. Make sure you train them well so it's a smooth transition.

4. Check in:

Let them get on with it, without interruption. But follow up on their work. Check in with them regularly to make sure they are doing it right. This is key.

5. Move on:
Let go and work on your stuff.
It's really that simple. Not easy! But

simple!

Yes, you will have to work hard initially to set this up properly. Anything worthwhile takes commitment. But it's worth it.

The good news is, this strategy is proven and has worked for many others before you. It's always quicker, easier, and far less

painful to NOT reinvent the wheel.

Want to next level your profit? Find out the 5 simple steps to make your business grow financially and get more cash in the bank. Get your free guide here:
<https://nextleveltradie.co.nz/guide/>

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Project: FUA'AMOTU International Airport - Arrival Terminal Extension

Location: Tonga

Architect: ITS Engineering and Architectural Consultants

Contractor: OFA Construction

When the Tongan Airport came looking for a ceiling solution, all be it a smaller project compared to others, Forman Building Systems jumped at the chance to be part of this. It was both challenging from a logistic point and interesting from a design perspective.

They were after a durable, high performing ceiling product that was easy to install and readily available.

The product had to deliver on acoustics to satisfy the architects, as well as be durable enough to last in a challenging environment.

The ceiling tile supplied was the Armstrong Optra RH95 square edge, installed onto the Armstrong Peakform 24mm two way grid.

Armstrong Optra is an RH95 high absorption soft fibre tile range available in both square edge and bevelled edge details. Armstrong Optra offers 0.9 NRC and a light reflectivity value of 0.88. Optra is an ideal proposition for open plan offices, education projects, and/

or areas requiring superior acoustic performance.

The Optra tile being made from 80% recycled content and also fully recyclable at the end of life were both important factors for the Tongan airport authority

These tiles were used throughout the terminal in the Duty free area, the Talia lounge (VIP Lounge) and immigration area. The screw fix ceilings were supported using STUDCO Top Cross Rail, M39 locking key and Furring Channel

In addition for this project, Forman Building Systems also supplied the ceramic floor and wall tiles and signage throughout the terminal, the linear ceiling baffle as you enter the terminal building as well as the immigration counters and lighting throughout.

There is Autex acoustic blanket above the linear ceilings to aid the insulation as they will be running aircon in the terminal.

Forman Building Systems also supplied all the bathroom fixtures and fittings ,

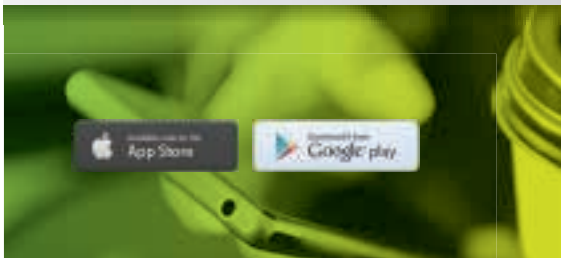
toilets, basins, mirrors taps and hand rails into this project.

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Health and heights



*Site Safe contractor
and health and safety consultant
Kelvin Sparks*

Heights and health are key things for anyone working in the trades.

Both issues are being reviewed and monitored with WorkSafe looking at silica and accelerated silicosis and the Ministry of Business, Innovation and Employment (MBIE) doing a review of regulations around plant, heights and excavations.

Site Safe contractor and health and safety consultant Kelvin Sparks has a few tips for those working at heights and he also has a warning about a health issue that not everyone thinks about.

He says falls are usually the leading cause of death and injury in the construction sector, though that unwanted title has recently gone to people being hit by mobile plant and vehicles.

“However we all have to be aware of the dangers of working at heights, of any level and make sure we take appropriate steps to ensure our safety when working at heights.

“To me as a health and safety practitioner, what I’d really like to see is the guys who are doing ceilings and walls to get right away from three and four-step ladders.”



“Even the platform ladders – that have the handle that comes up above them – often make people feel a little too confident. So they over-extend and lean out to the side causing a fall.

“I would much prefer the guys use a mobile scaffold – it’s a bit more work for them but it’s certainly a lot safer.

The concerns about silicosis are part of the bigger picture of looking after individual health.

The WorkSafe review is based on concerns about the growing numbers of people affected by silica dust from artificial stone causing lung damage. But he says every site has dust lying around that can cause problems.

“When guys go onto a site to install the Gib board, put in a false ceiling, do the plastering etc., there’s already been many trades there before them. There’s silica from concrete dust, wood dust from treated timber, fibreglass fibres from Batts and it’s all lying around the site.

“Before they come in and install the Gib board a lot of guys get the broom out and they’ll start sweeping the rooms to clean them up. And all of a sudden you’ve created a potentially toxic cloud of silica, fibreglass and treated timber dust and workers are breathing that in.”

He says when it comes to cleaning up, people must use an effective dust mask or respirator and, ideally, an industrial vacuum cleaner, not brooms or blowers.

Workers must also decontaminate themselves, he says, changing out of their work clothes before going home.

“Otherwise all those substances get on their overalls and their hi-viz and they hop into their ute which contaminates it, and then they go home and cuddle their kids and contaminate them.

“And on weekends they all hop into the work vehicle to go to sports and breathe in a bit more. Kids lungs are smaller and they can’t cope with that stuff,” he says.

Health and heights *continued...*

While Kelvin says there is always room to improve in the safety sphere, there is plenty of good stuff going on with pre-start talks and toolbox talks being used well and workers taking on board safe work practices.

“With my clients, the foremen will have daily pre-start talks and regular toolbox talks and everyone is stopping, looking and thinking.

“Sure there is some bad stuff happening out there but a lot of companies are working hard to improve and keep workers safe.

“In my experience, if workers feel valued, not only will their productivity increase, but they will embrace health and safety.

“It is important for employers to genuinely care about their workers, get to know the names of the workers children, partners etc., what sports the children play, make some time to show they care.”

For information about silicosis and health monitoring, go to:

<https://worksafe.govt.nz/about-us/news-and-media/accelerated-silicosis/>

For information about the MBIE review of plant, structures, heights and excavations go to:

<https://www.mbie.govt.nz/have-your-say/implementing-the-health-and-safety-at-work-act-better-regulation-plant-structures-and-heights/>

For more information about working at heights, go here:

<https://www.sitesafe.org.nz/training/our-training-courses/height-and-harness-safety/>

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Moving away from cheques

Inland Revenue is becoming increasingly digital in the way we work. So are our customers, with most already choosing to pay their taxes electronically. In contrast, cheque usage continues to decline every year. Continuing this shift, from 1 March 2020, we will no longer be accepting cheques. This includes post-dated cheques (cheques dated after 1 March 2020).

We do appreciate that for some people this will be a significant change that will take some adjustment. The good news is that there are alternative faster, cheaper and safer ways to pay – electronically or in person.

These options are already available, and we urge cheque-paying customers to get a head start on exploring methods that will suit them.

WAYS TO PAY

We recommend you contact your bank and ask about the following payment options. They will be able to tell you how to set up and use these facilities.

PAY ONLINE THROUGH YOUR BANK

Direct Credit payments

Ask your bank if they have a dedicated tax payment function (most New Zealand banks provide this). Details are straight forward to complete, for example Inland Revenue's bank account details are already built into the pay tax system.

You can also authorise your bank to make one-off payments into IR's bank account. You can pay on the spot or set it up to be paid at a future date.

Debit payments

You can use your credit or debit card to make online payments through our website, ird.govt.nz/pay

Use the following details when setting up your direct credit payments to Inland Revenue.

Name of bank: Westpac

Name of account: Inland Revenue

Account Number: 03 0049 0001100 27

Particulars: IRD number (if you have an 8-digit IRD number put a zero in front of the number)

Payee code: Account and period (with a space). E.g. INC 31032019

Leave the period blank when you're making a payment for:

- ARR – Arrangements
- KSS – KiwiSaver voluntary contributions
- LGL – legal decisions
- NCP – child support liable parents
- RUL – Rulings and determinations

Reference: Leave blank

Check with your bank about their daily cut off time for processing same day payments online (you'll find this on the bank's website).

Automatic Payments

You can set up automatic payments from your bank account if you pay a regular amount for a fixed frequency (e.g. fortnightly). Visit your bank's website to see if they offer this service online. Alternatively, you can complete an Automatic payment authority form (IR586) and give it to your bank to set up the payment. You can find this form on the IRD website at ird.govt.nz/forms-guides.

PAY ONLINE THROUGH IR

Credit Card, Debit Card and Direct

Through your personal myIR account you can make credit card or debit card payments. You can also set up direct debit payments - these can only be done through myIR.

Visit our website ird.govt.nz to logon to, or to register for, your myIR account.

Payments made using credit cards and debit cards will incur a fee.

Money Transfers

If you are overseas you can pay through a fees-free money transfer service. Visit ird.govt.nz/pay for more information.



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Moving away from cheques *continued...*

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Visit [Westpac.co.nz](https://www.westpac.co.nz) to find a Westpac branch or Smart ATM.

FIND OUT MORE

To help you find a payment option that works for you:

- Talk to your bank about their online banking facilities.
- Visit the Inland Revenue website, [ird.govt.nz/pay](https://www.ird.govt.nz/pay)
- If you have a tax agent, you may also like to talk to them about your payment options.

FREQUENTLY ASKED QUESTIONS

What's changing with cheques?

From 1 March 2020, Inland Revenue will no longer be accepting cheques. This includes post-dated cheques (cheques dated after 1 March 2020).

How can I pay instead?

There are several alternatives to cheques. See the Ways to pay section above for options to pay electronically or in person.



Is online banking secure?

Online banking is a safe and secure way to make payments. Please talk to your bank or visit their website to find out more about how your bank keeps your banking safe and what you can do to protect yourself.

How can I be sure my taxes have been paid, and on time?

Paying electronically significantly minimises delays and you'll receive a formal notification of the date and time the payment was made to Inland Revenue.

If you pay over the counter at a Westpac bank or at a Westpac Smart ATM you will get a receipt for your payment.

What if I really have no other option than to send a cheque?

We must ensure that our customers have a way to pay their taxes. A very small number of people might not be able to find an alternative to cheques.

First, you'll need to check all the available options. You can also talk to your bank about the payment options they can provide.

If you still don't think there's an option for you, give us a call on 00800 377 774.

I'm not confident using the internet. How can I get help?

For more help getting started with online banking, check out the free digital banking courses offered by your bank or local community groups.

What if my account needs two signatories to operate?

Most banks have options for dual signatures in their internet banking facilities. This is where online payments are set up to require two signatories before processing. Talk to your bank about whether they offer this.

How can I find out more about my options?

Talk to your bank about the payment options they provide; or

Visit Inland Revenue's website,
ird.govt.nz/pay

If you have a tax agent, you may also like to talk to them about your payment options.

Mental Health in the Construction industry

Mental Health issues, especially within the New Zealand construction industry are at an all time high. AWCI is getting in behind the efforts to raise awareness around these issues. Below is the first of a series of articles we will be publishing around mental health and looking after your workmates and employee's. The article below has been re-published from other news agencies. After his brother and partner in the family construction business died by suspected suicide, Chris Hughes wasn't sure what to tell his staff. Should he tell them the truth or should the family keep the circumstances of Jonny Hughes' death on New Year's Eve secret?

The 31-year-old father of two young children had been battling depression and had work and relationship problems but still his death came as a shock, Chris Hughes said.

"We didn't realise how bad it was. You can't help but asking yourself what more you could have done so he didn't get to that point."

The last memory Chris Hughes has of his brother Jonny is of him laughing, making jokes and disappearing off down the hallway.

It was Christmas Day. Chris was putting his son to bed and Jonny was leaving to



Chris Hughes, left, lost his brother Jonny Hughes, right, to suspected suicide on New Year's Eve.

take his own son home.

"I said 'How come you get to leave early?' And he said that 'oh I've got bigger balls than you,'" Chris says.

Jonny had a great sense of humour. Spending time with him and laughing with a drink in hand is what Chris says he misses the most.

Days later, Jonny died in a suspected suicide. Jonny was a 31-year-old father of two. He had good group of friends, enjoyed his job, and had travelled the world. He had been battling depression and had been dealing with some problems, but "to us on the outside he seemed happy", Chris says. Jonny's death came as a shock to everyone. The Hughes are just one of the many Kiwi families being hit by the ripples of grief

and pain that's left in death's wake. In New Zealand, the number of suicides rose to 685 people in the past year to June 30. It's the highest-ever level since records began.

Chief Coroner Judge Deborah Marshall recently released the provisional suicide statistics, showing there were 17 more deaths than in the previous year - an increase of 2.5 per cent.

Chris says Jonny fit the stereotype of a "staunch", "tough" Kiwi bloke, who worked alongside his family in their construction business in Christchurch. He says his brother likely "wanted to look like everything was going well and he was handling everything perfectly".

Since Jonny's death, Hughes' family business, The Switched On Group, have

been trying to combat that stigma and open conversations about mental health within the construction industry. Mike King came to a health and safety event for 600 staff and contractors to discuss mental health. Hughes also took part in a Mental Health Foundation video campaign. "If we can turn it around and make it a positive out of a negative and stop somebody else from doing exactly the same thing, then Jonny hasn't died in vain."

SO WHAT CAN BE DONE?

Chris says money alone won't solve the country's suicide problem, and that everyone needed to work together to bring the numbers down. "It's everyone. It's business, it's Government, it's friends, it's family - all of those things all contribute towards us making a difference."

Share your stories.

Even though talking about topics like mental health and prostate cancer can sometimes be "bloody awkward conversations to have", Hughes encourages people and businesses to have them.

"Looking back now it's something I would definitely have done more with Jonny - is just talk to him about what's going on and how he is."

Research released in May by Site Safe revealed there had been 300 suicide cases over the past decade in the country's construction industry. Of those, 32.3 percent of cases were deemed by coroners to be somewhat influenced by workplace pressures.

Those pressures may include job insecurity, stress related to running a business, deadlines, and dealing with injury affecting ability to work. Hughes wants to ensure a conversation about mental health is happening in the industry.



Jonny Hughes, left, died in a suspect suicide. His brother Chris Hughes, right, has been raising mental health awareness within the construction industry since then.

"Over the last couple of years, we are seeing people come to us and talk to us a bit more about having issues, and it is never just about the workplace, it is always a lot of other things rolled into that as well. We want to get it out in the public arena, and make it feel like it is much easier, especially for tradies, to talk. It is a male dominated industry, and it is that she'll be alright thing, where people just get on with their work and get it done." Hughes believes employers and managers need to take responsibility for their workers as well as tradies' peers.

"It comes down to employers and managers and everyone to play a part in this as well," he said.

"More and more emotional intelligence is becoming part of our roles as leaders or managers and using that to see 'hang on Fred's not right or Bob's not right, what's going on', and picking up on that. It is also the peers as well. If the guys are on the site with someone else during the day, they can see what is going on. Don't hold back, don't say nothing, ask someone for help."

**Chris Hughes is a member of the
AWCI Executive**



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Skulls Galore

This time last year, we told the story of an Indiana Jones mission to rescue a collection of models and moulds from a broken-down quarry in Hanmer.

Amongst them was a macabre skull with an accompanying intricate and extremely impressive piece mould.

At the time, Steve Leitch (a.k.a. Indiana) knew he'd stumbled upon something unique and special but couldn't quite imagine how it could find its way into a job anytime soon. Let's face it, not everyone would be keen to have skulls worked into their architectural details.

But it's moments like this when the most unexpected things happen. A chance visit by a friend to a pub in Berwick-upon-Tweed in the UK highlighted just how versatile fibrous plaster products are when they looked up and spotted the cornice while supping on a warm ale.

Some may say it was a bit of skulduggery.

Others might think it the full dentil.

Regardless, it just goes to show that where there is a creative mind, a skilful fibrous plasterer, and a penchant for the dark side, even skulls can be part of a fibrous plasterer's repertoire!





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Employing Casual staff

“I have a Casual” is how the conversation between numerous business owners and HR start. The conversations are seldom about the casual nature of the employment relationship but usually about other employment issues. The fact that we start the conversation with the statement to indicate that we are talking about someone that is not deemed an employee in the full sense of legislation should raise a question. Casual employees are not defined in employment legislation but refers to where the employee has no guaranteed hours of work, no regular pattern of work and no expectation of permanent employment. The employee works as and when they are required by the business. The employee has no obligation to render their services and the employer has no obligation to offer continued work.

If you are employing someone on a casual basis, the arrangement/intention must be made clear from the onset and noted in the employment agreement. It's mandatory for every employee, casual or permanent, to have a written employment agreement.

Employment rights and responsibilities still apply to casual employees, but the entitlement to leave and some other benefits vary. The termination of a casual employee is also not always required. The employer simply ceases to engage them any further. This limits the casual employee's right to raise a dismissal dispute. Casuals are often

paid their 8% holiday entitlement as they go, and as such there's no further pay upon termination.

These are a few reasons as to why employers use casual agreements but this is not without its risks and here are a few things to consider prior to appointing and/or renewing a casual agreement;

The employee has no obligation to render their services and the employer has no obligation to offer continued work

What happens if there is a marked increase or decrease in the employee's working hours/work load?

The following should be considered;

- Is there a clear pattern in the work hours and/or shifts;
- How long has this been increased and/or will it be increased for;
- What reasonable motive exist for the change?

If this is not handled correctly and/or accompanied by justifiable reasons this could create an expectation of future

work and/or guarantee of income for the employee. The casual employee will be deemed permanent and be entitled to the same benefits and protections, and further, termination of the contract is subject to the usual lengthy processes.

What happens if a casual employee refuses to work?

They have the right to refuse any work offered and this does not breach their agreement. Unless the refusal is continuing and/or re-occurring the agreement will continue and the employee will still have their rights in term of the agreement. The employer has limited to no recourse when a casual employee reasonably refuses work.

What happens when the casual employment contract comes to an end?

The parties to the agreement will go their own way. The casual employee is free to seek other employment and the employer is free to enter into new employment agreements for the same/similar work. However, should the casual employee not accept the original intention of the employment relationship the employer may be in for a personal grievance.

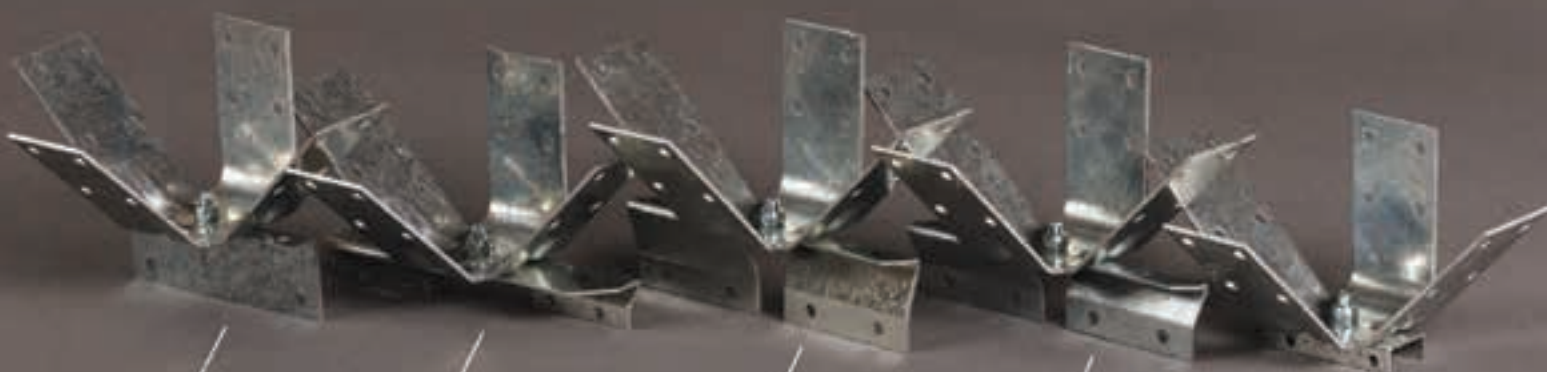
The moral of the story is, if you wish to engage casual staff be sure to use a good Casual Employment Agreement, and review the nature of the engage every few months.



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

- *Quality Interiors by qualified tradespeople*

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



support for all AWCI members.

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

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

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

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

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

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

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

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

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

Turning a blind eye to Employee Capabilities and potential

Are you sitting on a goldmine? It is not uncommon for employers to get so caught up with running their business as an entirety that they overlook the individual components that piece the business together – their employees. In several instances, employees have a lot more to offer than what they produce on a regular basis. It is up to you, the employer, to try your best to maximise your employees' potential – this is not only good for the business but also good for the employee.

Motivating staff

A great way to go about maximising your employee's potential is through motivation. Employees who feel motivated are more likely to produce their best work. It's an easy solution to get more commitment from your employees.

So what exactly motivates staff?

A study conducted by Dan Ariel in his book *Payoff: the hidden logic which shapes our motivations* used four groups of employees to try and determine the key for motivating staff. His study tested which incentive would boost productivity the most:

- Voucher for a free pizza
- Cash bonus
- Compliments from their boss

The results?

In the course of two weeks, the group receiving compliments from their boss saw over 6.6% increase in productivity – while the group promised the cash bonus became 6.5% less productive! Giving frequent positive feedback is a great and cost-effective way to boost productivity.

Training and development

Whether due to fear that a skilled employee will leave, or due to overlooking its importance, many employers are reluctant to upskill their employees. But failing to invest in your biggest asset is a huge pitfall for many small business owners.

Giving frequent positive feedback is a great and cost-effective way to boost productivity

Sure, there is always a risk that your employee may leave, however, having a team of employees who are not developing and growing with the



industry is a far greater risk. This will hold the business back and make it less competitive in its field. Plus, investing in your employees builds loyalty which is essential to a small business.

Employees who are not constantly developing and improving are more likely to become jaded and disengaged. By providing regular training and development, you are not only getting the most from your employees in terms of skill set, you are also letting your employee know that you value and believe in them.

Staff happiness

This element cannot be reiterated enough. It is absolutely essential that employers value their staff and realise that the business cannot grow with an unhappy team. It is unreasonable for an employer to expect commitment and dedication from discontented staff.

The greatest way to maximise your employees' potential is to ensure that they are happy in their work and are willing to delve further into it. One simple way to check the happiness of your employees is by asking yourself the following questions:

- Q** Does your staff feel challenged?
- Q** Do your employees feel like they have a purpose?
- Q** Are there achievable goals that you have set for your employees?
- Q** Do you invest in employees' professional development?
- Q** Are you aware of your employees' aspirations?
- Q** Do you promote internally?
- Q** Do you conduct regular performance reviews?
- Q** Do you reward a job well done?



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Ensuring quality installations

Following a review of passive fire installation works, a rigorous assessment process for applicators and installers has been established by the Canterbury District Health Board. This has lessons for other organisations to help improve installation quality.

reproduced from BRANZ Build magazine issue 171

GHD OLSSON FIRE & RISK was engaged in mid-2016 by Canterbury District Health Board (CDHB) to review some post-earthquake passive fire installation works. The inspection revealed basic installation mistakes by the contracted specialist applicators and, on investigation, showed that some of the personnel used were untrained.

During a meeting, it was discussed how CDHB could gain greater certainty over the quality of installation.

Minimising the number of manufacturers

The first step to improving quality was to reduce the number of manufacturers whose products were being fitted throughout the CDHB properties, which numbered over 10 across the years.

A matrix of sample site construction scenarios was produced. This formed part of a supplier questionnaire and procurement process, asking manufacturers to provide tested solutions only. This reduced the number of manufacturers from 10 down to two, and they provided over 90% of the solutions using tested products. The manufacturers also committed to provide ongoing training to CDHB-approved applicators.

To provide further certainty, a process was devised whereby applicators had to apply for permission to work for CDHB.

Practical ability assessed

Installation staff had to undergo in-house CDHB-supervised training with a written test after they had been accepted and before starting any works.

If they passed, their practical ability was then assessed at a test facility purpose-built in Christchurch to assess the applicators' installation team's practical ability to work under time constraints and provide compliant installations.

The installers had to demonstrate a knowledge of QA procedures and produce the necessary QA reports. These installations were then taken apart and checked against the test standard, and marks were awarded for accuracy and compliance. At that point, if the applicator passed, they were issued with an approval.

The test facility also has the capability to mimic the CDHB-tested solutions matrix and is able to be adjusted to suit any new applications that may be tested in the future. Applicators

are required to resit the test on an annual basis and provide copies of any additional training received during that time.

Access to fire walls limited

As a further measure, access to fire walls has been restricted to a permit-only basis. Any trade making an opening has to have a permit to work and is accompanied by a member of the applicator staff who ensures that the opening is temporarily sealed or, preferably, sealed on the day.

Software program keeps track

A full inspection program has also been developed using Clarinspect, a local supplier of inspection software. This program allows CDHB to follow the opening from cradle to grave using a unique identifier, including all repairs, inspections and reinstallations.

It also tracks the installer from initial training and test scores and links them to openings installed by them during their time working within CDHB.

This system is now being used across the existing and new properties within CDHB jurisdiction and has been adopted as a standard on a new multi-million dollar hospital on the West Coast.

Industry Training Organisations to lose control of on-the-job training when apprenticeships are at record highs

On 1 August the Building and Construction Industry Training Organisation (BCITO) expressed disappointment that the Government's long-awaited decision on the Reform of Vocational Education removes industry control for on-job learning, placing the responsibility with a new centrally run institution.

BCITO is the largest provider of construction training in New Zealand and has record numbers apprentices joining the sector.

BCITO Chief Executive, Warwick Quinn says "Our enrolments have steadily increased over the past five years to where we now have nearly 13,000 construction apprentices learning on the job. The sector was very clear in its view that the status quo was performing well and should be maintained. They are concerned the reforms have the potential to undermine the confidence of construction employers and apprentices at a time when construction is booming, and skills are more critical than ever."

Quinn is pleased that the Minister had taken on sector industry views on how to manage the transition. We cannot afford to throw the baby out with the bathwater and get this wrong. The last

thing anybody wants is to look back in five years and wonder what happened to all the apprentices."

"We are happy to see BCITO's recommendations around minimising the risk when transitioning to the new model have been taken on board.

"Any change must be done in a way that minimises disruption to employers and apprentices. This means the Government needed to be bolder in some areas."

BCITO's advice included having fewer Workforce Development Councils (WDCs) to ensure greater capability and wide sector coverage. This will provide higher quality workforce planning and brokerage. The Government has signaled that five to seven WDCs are envisaged based on the six vocational pathways when previously there was no limit.

The advice also included the creation of interim agencies relating to on-job learning to allow the new single New Zealand Institute of Skills and Technology (NZIST) sufficient time to get established and operational, which the Minister has also agreed with.

Quinn says it is prudent to give both the WDCs and NZIST time to build the capacity and capability they need to



operate under the new arrangement. Having transitional agencies ensures stability in the system until apprentices can be safely moved to the NZIST, so employers and learners have a seamless experience.

"Our main focus now is on supporting our staff, apprentices and employers through these changes. We must ensure employers and apprentices encounter no disruption, and the only thing they need notice is a change of the branding on the shirt from the person coming to visit them.

“There is still a lot of detail to work through to get to this point, and the Government needs to get on with it and put the building blocks in place,” says Quinn. “We are looking forward to working proactively with the Government to ensure a smooth transition.

“It is essential employers and apprentices understand it is business as usual and they should not hold off entering into an apprenticeship for fear of not completing or what the changes might mean.

“We need just as many skills in construction today as we did yesterday and we will continue to do everything we can to address the shortfall,” says Quinn.

Today’s announcement effectively confirmed what was contained in the original consultation document which sees the establishment of a single institute created from a merger of the country’s 16 Institutes of Technologies and Polytechs (the NZIST).

The NZIST will undertake both off-job, or classroom-based learning as well as on-job learning which Industry Training Organisations (ITOs) are currently responsible for. ITOs have some 140,000 trainees and apprentices, and these will eventually be picked up by the NZIST.

ITOs will be replaced by Workforce Development Councils (WDC) that will be responsible for the development of qualifications, mediation, workforce planning, oversight of training providers and brokerage.



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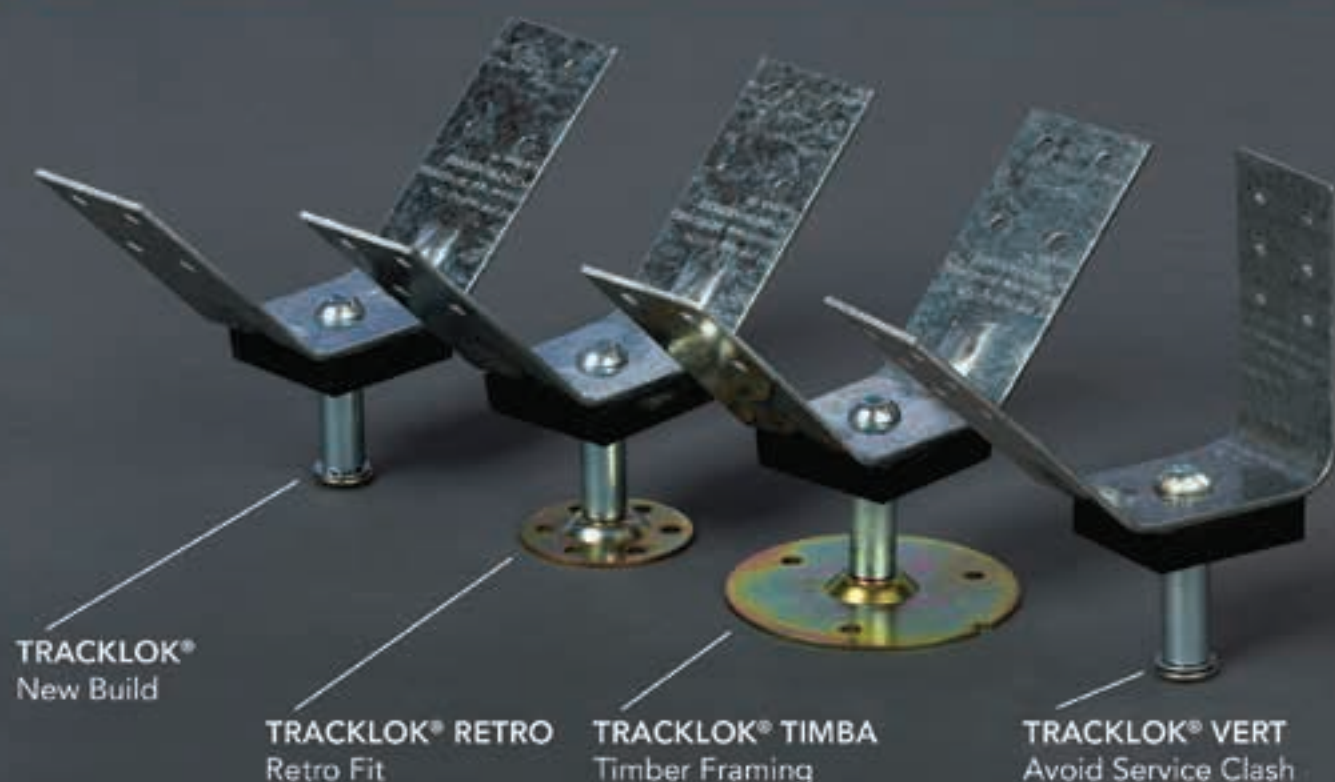
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CPR Ltd	CHRISTCHURCH	(03) 260 1760	Shore Ceilings & Partitions Limited	AUCKLAND	(09) 415 8115
Crawford Drywall	TAURANGA	(021) 748 830	Skelsey Plasterers Limited	WANGANUI	(06) 343 6110
Cubicon Interiors Ltd	AUCKLAND	(09) 478 4433	Steel Roll Formed Products	AUCKLAND	(09) 579 0175
David Wellacott	MANUKAU CITY	(021) 956 866	Steve Gray Plasterers Ltd	TARANAKI	(06) 272 8445
Designer Plaster	AUCKLAND	(09) 527 2171	Stop The World Ltd	HAMILTON	(021) 644 569
Dinsdale Drywall 2000 Ltd	HAMILTON	(0274) 954 594	STOPIT Plastering	HAMILTON	(027) 230 0070
Eastcoast Fixers Ltd	CHRISTCHURCH	(021) 628 903	STOPPING Systems Limited	BLenheim	(027) 577 9441
El Build	ROSEDALE	(021) 994 099	Superior Walls & Ceilings Ltd	NEW PLYMOUTH	(06) 759 9966
Field Plasterers Ltd	KAWAKAWA	(09) 404 1517	Synergy Contract Services Limited	CHRISTCHURCH	(03) 337 2424
Forman Commercial Interiors Ltd	AUCKLAND	(09) 270 1914	Taranaki Plasterboard Systems	NEW PLYMOUTH	(027) 817 5946
Forman Commercial Interiors Ltd	LOWER HUTT	(04) 576 2170	Tauranga Plasterers Limited	TAURANGA	(07) 541 1493
Forman Commercial Interiors Ltd	CHRISTCHURCH	(03) 379 3929	3D Interior Worx	AUCKLAND	0800 111 327
Frankton Plasterers Ltd	HAMILTON	(07) 847 6673	Tonic Interior Systems Ltd	INVERCARGILL	(03) 215 6221
G & C Pointon	AUCKLAND	(09) 236 0888	Total Ceiling Solutions Ltd	CHRISTCHURCH	(027) 313 2369
GDR Plasterboard Services Ltd	AUCKLAND	(09) 624 1579	Troake Group Ltd	AUCKLAND	(09) 426 7664
Gisborne City Plasterers	GISBORNE	(06) 863 3983	Ultra Interior Linings Ltd	AUCKLAND	(09) 271 0595
Global Linings Ltd	AUCKLAND	(09) 579 7460	Waikato & BoP Suspended Ceiling Services Ltd	HAMILTON	(0274) 945 773
Gunslinger Projects Ltd	PAPAKURA	(022) 177 0481	Wallboard Systems	TAURANGA	(07) 544 3721
HBF Plaster Ltd	NAPIER	(06) 843 4414	Wayne Rasmussen Plasterers	HAMILTON	(07) 829 9054
HBS Interior Linings	AUCKLAND	(09) 216 8693	Zorite Ltd	BLenheim	(03) 577 5160

Executive Council

AWCI Executive Council 2019



President Gabriel Ataya.....021 937 966..... g.ataya@licensed.nz
Vice President Stuart Phelps.....021 716 310..... stuart@taurangaplasterers.co.nz

Regions:

Auckland Gabriel Ataya021 937 966.....g.ataya@licensed.nz
Waikato Mike Dutton.....027 8390331..... mike.dutton@forman.co.nz
Lower North Island..... Hedda Oosterhoff.....021 270 1599..... hedda@tr-interiorsystems.co.nz
South Island Chris Hughes.....027 662 8097..... chris.hughes@hushinteriors.co.nz
Bay of Plenty..... Stuart Phelps.....021 716 310..... stuart@taurangaplasterers.co.nz

Technical:

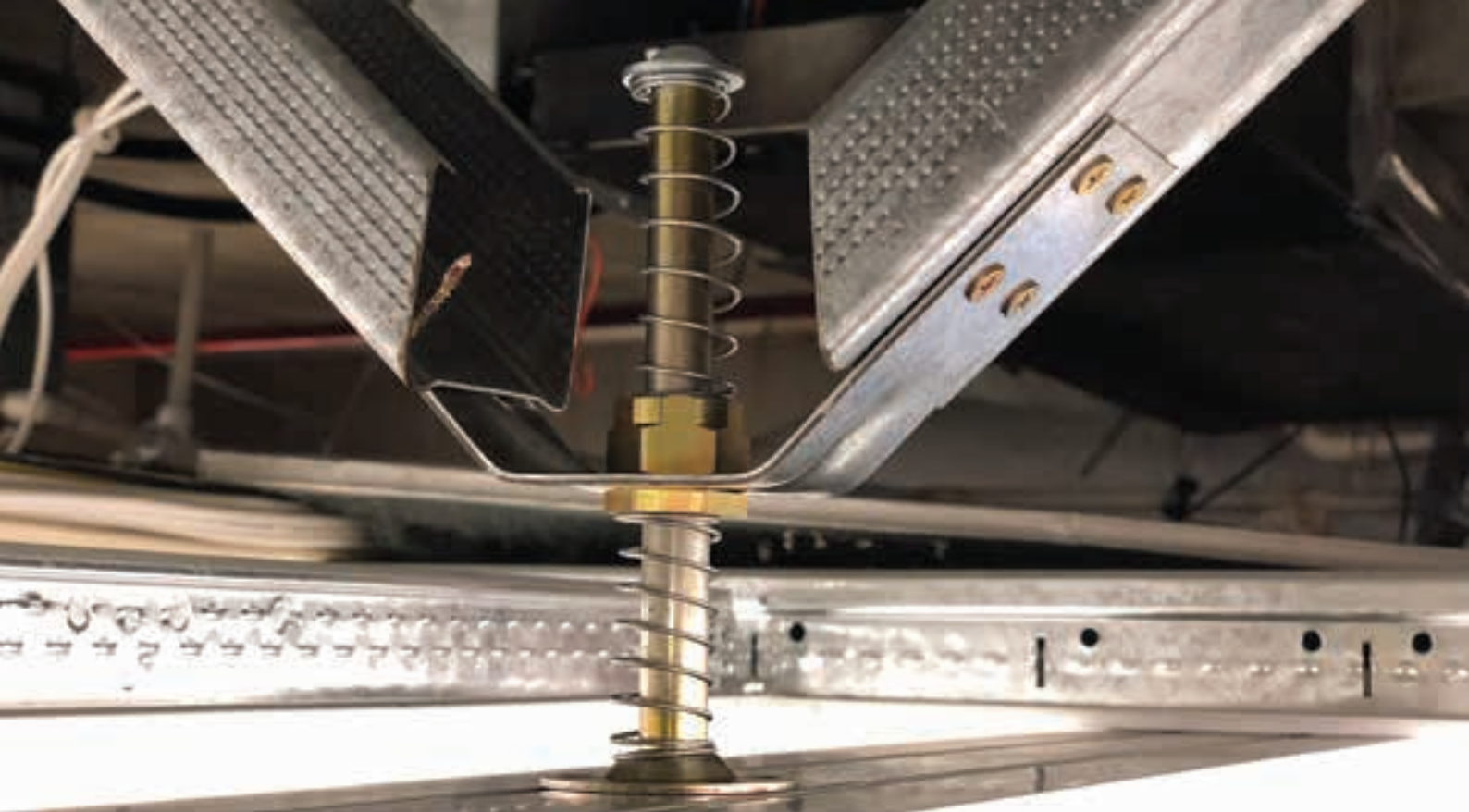
Plasterboard Peter Lucas021 857 673.....peterlucas1982@gmail.com
Ceilings Nick Molcisi.....09 636 5110..... nick.molcisi@rondo.com.au
Fibrous Plaster..... Pauline Sutton.....0274879918 pauline.Sutton@bcito.org.nz
Partitioning..... Andrew Clemmet027 2861 240AndrewC@potters.co.nz
Fibre Cement..... Singh Kamboj.....0212799538......singh.kamboj@jameshardie.co.nz

Manufacturers:

Plasterboard Peter Collins027 444 5770..... peterc@gib.co.nz
Ceilings John Keen.....021 963 033..... john.keen@usgboral.com
Fibrous Plaster..... Terry McKain.....09 634 8800..... tmckain@xtra.co.nz
Fibre Cement..... Jerry Friar.....027 703 1313..... jerry.friar@jameshardie.co.nz

Life Members:

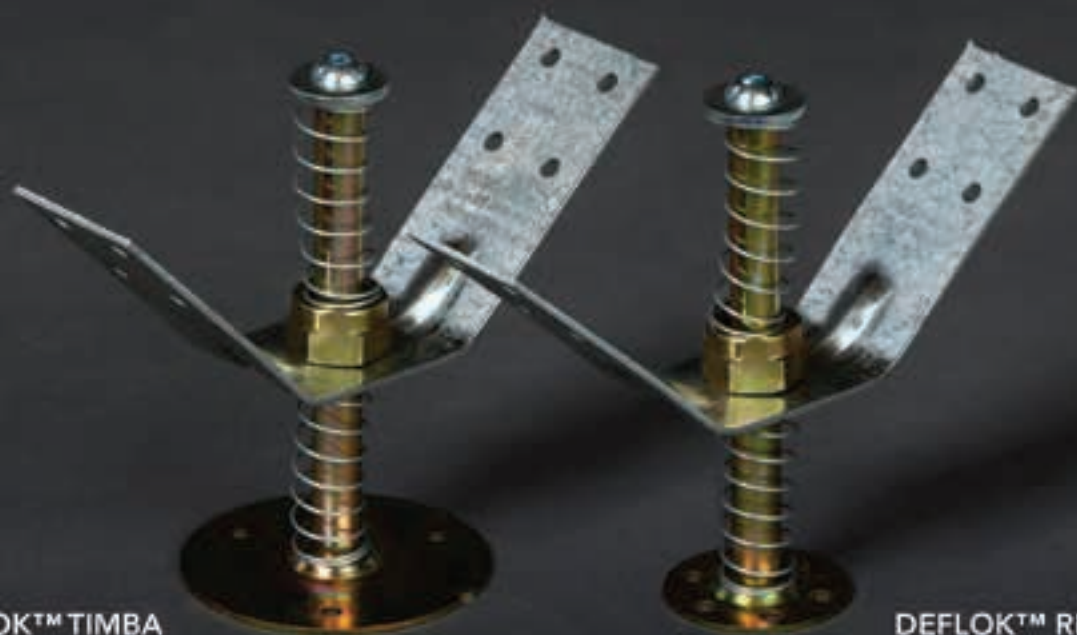
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