

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

insight

SEPTEMBER/OCTOBER 2020

**New dates for
2021 Conference
announced -
March 2021**



INSIDE:
Tribute to Terry McKain
Some great member projects



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contents

President's Report.....	5
Tribute to Terry McKain.....	7
Tackling Residential building quality.....	8,9
Celebrating 10yrs of Aluminium Partitioning innovation	12,13
CPR Projects.....	18,19
Case Study: Eclipse Aluminium Baffle in Commercial Bay & Spark House.....	20,21
Minter Ellison Rudd Watts.....	30



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President's report

From the trowel of Gabriel Ataya



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

I am so pleased that the industry, in the main, had recovered well and there appears to be plenty of work still flowing. Obviously it is a bit patchy still and likely to remain so for a while yet, however with most members reporting strong work to Christmas and then further into 2021 the industry should remain busy for a while yet.

With the election coming up that can always disrupt some plans especially for those doing Government work. Again from an industry point of view depending on which way the election goes, it is likely that there won't be any major impacts on our businesses for the next few years ahead.

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 AWCI 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 AWCI will be involved in these discussions.

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. With our borders closed that is certainly assisting the industry with spending on housing increasing.

The one important final point is that the AWCI Executive have confirmed dates for the **2021 Conference in Tauranga in March**. It would be fabulous to get a large number of members turning out for this event after the year we have had this year. Put these dates, **26th and 27th March**, in your diary now and book it in – especially if you have an apprentice worthy of competing in the GIB Workskills competition!

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

Gabriel Ataya
AWCI President

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Tribute to



Terry McKain

Terry McKain (1949 – 2020)

It's a difficult task to pen a fitting tribute in a few short paragraphs for a man who served the plastering industry for so many years. Terry McKain, from Plastercraft 2000 in Auckland sadly passed away on 19/07/2020. He was undoubtedly the largest fibrous plaster manufacturer in the country and his presence will be missed sorely by all those he worked with.

Terry McKain was a member of the New Zealand Fibrous Plaster Association (NZFPA) for some 44 years. He didn't originally start out in the fibrous industry. His first experiences of working life saw him move from the Hawkes Bay to the Auckland region at the age of 18 where he was employed by WA Stevenson and Sons at the Kopuku mine driving D9 tractors and DW20 and DW21 motor scrapers. Two years later he moved to Auckland city and was employed by Fletcher Insulation, erecting suspended ceilings. When Ceramco purchased Fletcher Insulation, Terry was one of the first employees in the new company that was called Plastercraft.

Plastercraft had branches in Christchurch, Wellington, Palmerston North and Auckland and employed some 300 people. Terry was very quickly promoted to supervisor in Auckland which had a

staff of 110 fibrous plasterers and suspended ceiling fixers – along with a manufacturing operation. Plastercraft itself was made up by incorporating Fletcher Insulation, PJ Stone, HV Wallace, Te Papa Plaster Works, Walasco Wallboards and Plastic Surfaces Ltd.

Before long, Terry was promoted again into a sales and marketing role and went to numerous courses – the most significant of which was being accepted into Tatum Park NZ Business Administration College. With this new found direction, he soon became the Auckland Manager of Plastercraft and held this position for three years.

Ceramco decided to sell the business in Auckland, Wellington and Christchurch and along with Roy Hills and Derek Richardson, Terry purchased the Auckland operation. Terry and his partners enjoyed some very good times until the share market crash in the late 80's that saw developers and construction companies fall over at an unprecedented rate. Financially, it was a disaster for Plastercraft that forced them into liquidation.

But Terry was never one to quit and so in 1998, he purchased the company off the liquidator, downsized the operation

and got out of contracting – retaining only the fibrous plaster manufacturing operation specialising in sheet, ceiling tiles, cornice and decorative mouldings. During this time, Terry was on the executive of the NZFPA and the Wall and Ceiling Association. He saw the need to have a single organisation representing both industries and so along with Stuart Sturge, convinced both executives and members of the associations that this was indeed a positive way forward.

This saw the birth of the Interior Systems Association (ISA) which was the predecessor to the Association of Wall and Ceiling Industries New Zealand (AWCINZ) as we know it today.

Terry has served as President of the NZFPA, ISA and the AWCINZ and has been recognised by all three organisations as a life member. He's served on countless executives, attended many, many conferences, represented the industry on joint Australian and New Zealand Standards Committees, spearheaded product testing with BRANZ and flown the flag for fibrous plaster throughout.

Terry has been a true ambassador for the fibrous plaster industry – something that we are proud of, thankful for, and will miss terribly.

Tackling residential building quality

There's plenty of cracks to be found when examining why poor quality residential builds are so common. A look at the number of requests for further information for each building consent tells part of the story, as does the rate of inspection failures.

BY BRUCE SEDCOLE ANZIA, BRANZ TECHNICAL WRITER

The concept of quality in construction is often considered in terms of functionality, performance and durability. Here, I'll look primarily at durability. This was recently defined as 'the ability of building materials, components and construction methods to satisfy performance and functional requirements of the New Zealand Building Code for the expected life of the building, without a reconstruction or major renovation/repair'.

Where quality shortfalls emerge

Some recent examples of poor quality range from inadequately installed insulation through to poorly poured concrete floor slabs and problems with steel mesh and reinforcing bars.

The process to help minimise or eliminate residential construction quality control problems must address the most common issues with the most pragmatic possible solutions. So, what aspects of design and construction struggle to meet the minimum standards of quality?

Quality starts with good design

Step 1 in the construction process is the design phase. The ultimate standard of the final dwelling begins with the quality of the design and documentation for the project.

Building Research Levy funded 2018 research analysed requests for further information (RFIs) during the building consent application process. These are the questions the building consent authority asks of the building consent applicant to establish or clarify whether the proposed building will meet Building Code requirements. Here, we are considering whether building consent documentation is of sufficient quality, with quality defined as meeting the minimum standards of the Code.

Data was examined from building consent applications for 2,035 new residential consents of various increasing construction complexities from R1 to R3. The average building consent application generated 10.6 RFIs, while the highest was an R2 complexity application with 123 RFIs – if any readers can beat that, I'd

love to hear, anonymity guaranteed!

A quick look at the proportion of the RFIs by Code clause makes interesting reading too. Clause B (including B2 Durability but predominantly B1 Structure) generated almost 37% of the RFI requests, while clause E Moisture (predominantly E2 External moisture) accounted for 24% of requests.

Education part of the answer

Education must be at least part of the answer to improving the competence and performance of the designers and architects designing our new residential building stock. Identifiable major areas such as B1 and E2 should be the initial focus. I have anecdotal information that the younger designers and graduate architects are generating the most RFIs, so how do we focus the education where it is most needed?

Rather than learning on the job by correcting the documentation in response to building officials' RFIs, we may need to improve the education and skills imparted to these designers, targeting topics such as B1 and E2. Some of the

obvious potential change agents may be the university schools of architecture, polytechnic institutions and other postgraduate advisors and industry educators such as BRANZ and MBIE – even Kāinga Ora and Te Puni Kōkiri for papakāinga.

A quarter of inspection fails for structure

Step 2 is the actual construction of the dwellings. Other research has looked at the percentage of failed site inspections on residential building sites to gauge how prevalent the quality issues were during the build. Of the 3,195 site inspections that were looked at, 260 (or approximately 8%) had failed. While the reasons for the inspection fails were harder to specifically identify, the largest single cluster (approximately 25%) of fails was grouped around work pertaining to Code clause B1.

Also of interest was the spread of inspection failures by size of building contractor. Earlier research broke down the residential construction sector to show:

- Large builders (30+ residential dwellings per year) make up 1% of the industry and build 37% of the new dwellings.
- Medium builders (7–30 dwellings per year) make up 3% of all builders and build 12% of dwellings.
- Small builders (fewer than 7 dwellings per year) make up 96% of builders and build 51% of dwellings.

Inspection fail rates by builder group were recorded – large-scale builders failed 6.9% of their total, medium-scale builders 8.3% and small-scale builders 10.6%. Interestingly, more-complex buildings did not necessarily attract higher rates of inspection fails – R3 buildings had a fail rate of 7.7%, while the fail rate for less-complex R2 was 9.4%.

Bigger companies have fewer fails

These studies suggest that there are two strategies for influencing quality during the residential build process:

- Focusing on the 4% of medium and large-scale builders who record the highest levels of quality across 50% of residential new builds. How do we encourage this group to lift their quality even further?
- Focusing on the 96% of small-scale builders who record the lowest levels of quality across 50% of new builds. This would require influencing most firms who may have a wide variation of business operating models, special market focus and capacity to upskill and who by definition operate as independent units. Neither are an easy fix. They would need targeted strategies to make inroads and positively modify these levels of performance.

When we seek to address building quality issues, we must remember almost every building in the country is a one-off to some degree. Even apparently identical structures will have been tailored to suit their site conditions, location, by-laws, hazard zones and budgets. There are no single fix-all solutions to these problems, but a general upskilling of all participants is needed.

Further ways to improve quality

The question of building quality has a myriad of contributing factors. Other areas of design and construction improvement could be considered to improve the quality of our existing residential upgrades and new builds:

- Focusing on educating clients – teaching the potential quality risks and ramifications of various aspects of their budget and brief such as multiple cladding materials, complex details and features.
- Making an extended range of building information more easily available and free. Extending the scope of Acceptable Solution details available – for example, E2/AS1 to include timber fenestration and to cover the increased breadth of construction situations that now arise.
- Improving the current Licensed

Building Practitioners Scheme, such as increasing the minimum skill level requirements.

Joining design and construction

When I started work as an architect in the late 80s, there were still many active remnants of the old traditional model of building construction, from design through to construction. The connection between these two steps was stronger, too, especially with the presence of a clerk of works on site, and I look back almost fondly at the way they helped bridge that gap.

Now most designers and many architects usually undertake design and documentation only through to the building consent stage. Traditionally, it was rare to take on projects without providing full service through to practical completion and post-occupancy. That continuity was priceless.

Having the architect present or always available during construction meant the person who designed the details of the building could discuss any issues with the clerk of works or the subcontractor involved in situ. Details could be discussed and substituted or amended to suit the real situation in front of them, and many potential future building quality issues were nipped in the bud.

In my experience, these discussions were open, respectful and honest two-way dialogues bringing together the usually vast specific experience of the tradesperson with the theoretical and design objectives of the architect. These discussions could never take place at every step of the design process, but they could occur before any contentious aspect or detail of the project was actually built.

Finally, one point in the construction quality research was obvious. Self-certifying subtrades such as electricians and gasfitters are less represented in the construction inspection failure statistics. Maybe part of the answer lies in that model!

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Western Springs College

Potter Interior Systems proudly supplied a range of quality products and proven solutions to the Western Springs College – Ngā Puna O Waiōrea Redevelopment.

The project is New Zealand's largest ever public school rebuild and deservedly won Jasmax the 2020 NZIA Auckland Architecture Award for the Education category.

The campus is centred around The Ken Havill Learning Centre (named after a former principal) which is organised around a three-story atrium, that features open-plan learning areas linking to enclosed spaces such as meeting pods, presentation rooms, resource and teacher work spaces. The building now houses 80% of all teaching and learning activities under the one roof. The school is designed to encourage new methods of individual and group-based learning. With screens, whiteboards and furniture all mobile and learning spaces of different size or arrangements able to be configured as needed. Potter Interior Systems supplied 50 Unity whiteboards; a modern adaption on a mobile whiteboard that is far more robust and sleek than traditional in varying bright colours to suit.

Acoustic experts, WSP Opus were involved with the acoustic considerations, as these were a key design concern with the open plan learning spaces, and large levels of students in one space. Ceiling panels can play a large role in treating the acoustics, with three various panels selected for sound optimisation

of specific spaces and how they are used by students. The three panels from the AMF range are the AMF Thermatex Acoustic, AMF Thermatex Alpha HD35 and AMF



Thermatex Thermofon and used extensively throughout including in the high open atrium space, and gym areas. The AMF range have the same white fleece facing to ensure consistency across the project that enable each area to be acoustically treated optimally within the Rondo Donn suspended grid. All of our AMF Thermatex Acoustic Range carries the Declare label and are Red List free giving confidence that these products are non-toxic and safe and maintain GreenTag's GreenRate Level A certification. Level A products achieve a 'Sustainability factor' of 100% in the Green Star® rating tools' sustainable products credits ensuring healthy and ethically sourced products are used. Potter Interior Systems pride ourselves in providing quality products and solutions for your educational and commercial projects no matter how large or small.



Get in contact today with our specification team at specsupport@potters.co.nz



Architect: Jasmax Design

Ceiling installer: Shore Ceilings

Acoustic Engineer: WSP Opus

Photography: Dennis Radermacher
Products Featured

AMF Thermatex Acoustic

<https://potters.co.nz/product-collection/thermatex-acoustic/>

AMF Thermatex Alpha HD35

<https://potters.co.nz/product-collection/amf-thermatex-alpha-hd/>

AMF Thermatex Thermofon

<https://potters.co.nz/product-collection/amf-thermatex-thermofon-nrc-0-85/>

Unity Mobile Whiteboards

<https://potters.co.nz/product-collection/unity-board/>

Celebrating ten years of aluminium partitioning innovation

The latest edition of the Potter Interior Systems - Aluminium Partition Specification Manual is out now. In celebration of ten years since the launch of the iconic, market leading resource manual for architects, designers, installing contractors and everyone in-between, it has been renamed the 'Blue Book'.

Andrew Clemmet, Potters' Technical Product Manager championed the first 'Spec' manual ten years ago. Working with Matt Duder in the early days of Eboss, enabled an introduction to Steve Davies and the team at Assemble – the experts tasked with producing the initial set of Potters suite details.

"Ten years ago, the term 'revit' was a hot topic," says Andrew "No one really knew what it was, but talking to the team at Assemble we knew it was a game changer – and we needed to be ahead of the game."

Potter Interior Systems business was in the early stages of becoming more architecturally focussed working closely with architects, designers and specifiers.

"Back then, there was no standard for revit files, which made it all the more important to partner with Assemble to ensure the revit files were designed by



revit users, for revit users," says Andrew. A mix of both online drawings and physical printed manuals saw the growth of communication through Potters as the

supplier and manufacturer - connecting design ideas with the reality of onsite restrictions. The drawings enabled the buildability of designs and created open dialog throughout the process between the architectural designers, trades and contractors onsite.

"To this day, the manual is our most valuable resource for the many layers of the architectural, design and construction market that we work within," says Andrew.

Over the many editions, Potter Interior Systems has constantly innovated, adding extra profiles and providing a larger range of design solutions.

Like many others Sally Vandal, Senior Technician at Stack Interiors thanks Potter Interior Systems for making her life easier with both the manuals and quick team responses.

"We use all of Potters' resources, all of the time," says Sally. "The Revit families are essential to creating our details for the documentation and I find the manuals really helpful when trying to combine the systems to get the result I need."

As industry professionals approach our technical team, Potter Interior Systems are constantly innovating and developing custom profiles, suite refinements and additions due to demand and trends.

Joshua Hepi, Potters' Technical Manager Walls & Aluminium thrives on creating systems for unique situations using his expert understanding of aluminium partitions.

"With CAD drawing capabilities we are creating new systems all the time, including custom profiles that can't be achieved with our existing suites to meet the design vision," says Josh.

With the recent introduction of the Soho Series, there are now ten suites in total. The Soho Series is a unique solution to achieve the increasingly popular steel look with a more cost-effective aluminium suite, that is also more time effective to build. Now included in the Blue Book, the Soho Series has a 45mm high door stile, rail and glazing post, with solutions for sliding doors, hinged doors (non-locking) and fixed glazing.

The front section of The Blue Book has also been updated to include the most important information from key suppliers, condensed into one handy quick guide. Other updates include a stud height table guide for Rondo steel stud, updated glazing height table guide, and the latest Tracklok bracing information.

New details and solutions below:

A132

DS series

New Bi-fold door details
New track with soft close

option

New 63mm top door rail for top rolling sliding doors

New details including capture slipper plate for stacker doors (when opening)

T series

Single trunking available

DF series

New +/- 40mm deflection

E series 105/132

New deep pocket transoms and mullions

New 2-Piece offset glazing multi track to suit up to 150mm stud with 1 layer of plasterboard each side

C series

New one piece glazing sill

New 'stick on' mullion and transoms

Potter Interior Systems has seen the manual become an essential resource to all. Please get in contact for your copy of the latest and greatest ten-year edition of the Blue Book by emailing

specsupport@potters.co.nz





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IRD Update

The final phase of IR's Business Transformation

We're on the home stretch! Inland Revenue is now in its final phase of business transformation.

Over the last four years we've been making it simpler, open and more certain for New Zealanders to pay their taxes and receive their entitlements. We've gradually moved our tax and social policy products to a new tax administration system and made changes to policy, legislation, business processes as well as the design and structure of our organisation.

In April this year we brought in the latest changes - almost entirely remotely, during the COVID level 4 lock down. We migrated the back-end processing of PAYE, student loans and KiwiSaver into our new system, further improved online services and web channels and implemented improvements to Working for Families.

At the same time, we were managing a number of COVID-19 relief initiatives where the resilience and agility of the new system proved invaluable. For example, it took just 10 days from when the Government confirmed its intentions to establish the Small Business Cashflow (Loan) Scheme until the Scheme was launched.

Transformation the final phase

We're calling our final phase Stage 4 and it's a little bit different from our other releases.

Previously, our major releases have aligned with the beginning of the tax year in April. Given the impacts of COVID-19, a single large release in April

2021 isn't possible so the changes are being implemented progressively.

These changes will include moving all remaining tax and social policy products into our new system (including child support, paid parental leave, foreign trusts and duties) and upgrading myIR to a new version (Version 12):

- The first changes, including paid parental leave, will go live on 1 March 2021
- The second release, including child support and the myIR upgrade, is planned for October 2021

We'll also bring in a series of other, mostly smaller, changes throughout Stage 4.

Many of the Stage 4 changes will only impact specific, and sometimes very small, groups of customers. We'll connect with these customers to ensure they understand how the changes may impact them and will continue to provide everyone else with an overview.

Legislation

Some changes will include legislation change and our proposed policy changes won't be finalised until the legislation is passed.

Transition

We remain committed to completing our transformation as quickly as possible and this is currently planned for early 2022. This includes transitioning the programme's knowledge, practices and processes to the business which will progressively take over the controls as the programme winds down and decommissioning the old systems.

We'll tell you more about this, and what it means for you, during Stage 4.

Small Business Cashflow Scheme notifications

Since May this year, we've helped more than 96,250 small to medium sized businesses ease their COVID-19 related financial pressures, with a one-off business loan.

With key loan milestones quite a way off for many, we're aware that some businesses may be worried about being caught off-guard and missing payments or owing additional interest.



To ease this burden and provide peace of mind, we've built notifications into our system. This means that we'll automatically notify Small Business Cashflow (Loan) Scheme (SBCS) borrowers ahead of key events. These could include interest starting to accrue if the loan hasn't been repaid in full within the first year, or when regular loan instalment payments are about to start.

Customers with myIR will receive these notifications in their myIR account, while those without a myIR account will receive a letter.

The deadline for applications for the SBCS close at the end of the year. More information, including who is eligible and how to apply, is available from our website: <https://www.ird.govt.nz/covid-19/business-and-organisations/small-business-cash-flow-loan>.

Construction Update

LITMUS TEST COMING AS GOVERNMENT SUPPORT COMES TO AN END

August's move to Alert Level 3 in Auckland and Alert Level 2 around the rest of the country will have had a relatively small effect on overall economic activity. Hospitality and retail businesses will have been most heavily affected, while the loss of Aucklanders' domestic tourism spending has also been noticeable in the data. Perhaps the most significant effect will have been on confidence. The reminder that the ongoing battle with COVID-19 can lead to renewed restrictions at any time will discourage businesses and consumers from making any significant plans for the future. We still anticipate a pick-up in the number of job losses throughout the next six months as the government's wage subsidy scheme runs out, and firms turn to rationalising their workforce. However, we also recognise that the timely and substantial labour market support provided by the government since the pandemic began has prevented the worst from occurring, meaning that employment outcomes to date have been better than expected. A 10% fall in total employ-

	Latest	Dec 2020	Dec 2021
Gross domestic product ⁽¹⁾	1.5%	-7.3%	2.7%
Residential consents ⁽¹⁾	6.0%	-14.5%	-21.6%
Non-residential consents ⁽¹⁾	-11.4%	-16.3%	8.2%
House prices ⁽²⁾	8.0%	1.0%	-4.4%
Unemployment rate ⁽³⁾	4.0%	8.3%	9.4%
Net migration ⁽⁴⁾	79,424	41,286	11,504

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

ment now seems unlikely unless there is a further major outbreak of COVID-19 in New Zealand.

CONSTRUCTION CONTINUES TO DEFY EXPECTATIONS

The volume of building work put in place in the June quarter was down 27% from June 2019, which was a direct result of the Level 4 lockdown throughout April. The 31%pa fall in non-residential activity was slightly larger than the 25% decline in residential work, suggesting that Level 3 physical distancing requirements were more difficult to work around on larger construction projects, which are likely to have several different teams of subcontractors. Building consent data has remained relatively

robust in recent months, meaning that the pipeline of upcoming work has yet to start shrinking. New dwelling consent numbers for the three months from May to July were up by 4.0% from a year ago, boosted by strong results

in Canterbury, Manawātū-Whanganui, and Auckland. The total value of non-residential consents rose 8.8% over the same period, with the biggest contributions to growth coming from Wellington, Manawātū-Whanganui, and Southland.

The graph below shows our expectations for work put in place published in our most recent forecasts in late July. However, the continued strength in consents and the modest deterioration in the labour market to date will lead to upward revisions to our forecasts when we next update them in October.

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Data source: Statistics NZ, Infolink forecasts

SPECIAL TOPIC: RESIDENTIAL ACTIVITY STAYS STRONG, BUT FOR HOW LONG?

Our forecasts of a rapid and substantial drop-off in building activity in the wake of the COVID-19 pandemic have proven to be wide of the mark. We saw residential construction as being particularly at risk from rising unemployment and softening net migration.

Back in April, the average forecast among economists for the September quarter unemployment rate was 8.7%, which now looks likely to be far too pessimistic. Immediate job losses have been limited by the government's wage subsidy scheme. However, it is still important to note that, since March 20, the number of people receiving either the Jobseeker Support benefit or the COVID-19 Income Relief Payment has increased by more than 77,000. This lift is bigger than the entire increase in beneficiary numbers following the Global Financial Crisis, over a much shorter timeframe. With the wage subsidy running out for businesses during the next two months, and most jobs having finished their support periods, more job losses are likely.

The government's mortgage holiday scheme has also meant that homeowners under financial stress have not been forced to sell their property. The recent extension of the scheme through until March next year will further delay any pick-up in mortgagee sales and downturn in house prices.

Furthermore, two of the key drivers of the housing market have been strongly positive this year. One-year mortgage rates have plunged from 3.4% to 2.6% since the start of 2020, stimulating demand from first-home buyers and investors. Population growth also surged to an estimated 2.3%pa in March as the pandemic took hold globally and New Zealanders rushed to return home.

And New Zealanders' inability to travel overseas has seen money earmarked for international holidays being diverted towards other purposes. Three of the big winners have been spending on domestic holidays, car purchases, and home renovations and DIY work.

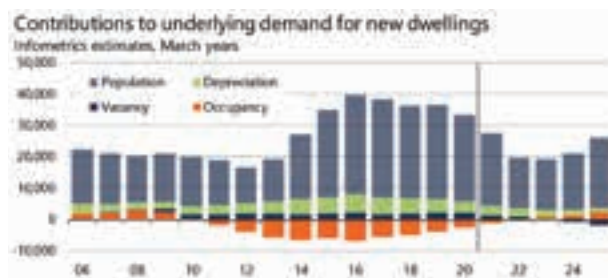
Against this background, strength in residential consent numbers seems likely to persist for some time yet. The effects of further job losses will take time to flow through into trends in house sales and house prices, and it could conceivably be mid-2021 before the housing market looks more downbeat. Given the typical lags between house sales, house prices, and residential construction, that timeline suggests that dwelling consents could remain high throughout most of next year.

Nevertheless, amid the positive indicators, there are a few signs of housing market fragility. For the three months to July, average rents in Queenstown-Lakes were down by 15%pa, while house prices in the District have dropped 7-10% in the wake of the border closures and COVID-19 lockdown. These figures

reveal the obliteration of international tourist demand for Airbnb accommodation, forcing properties to be put on the long-term rental market or to be sold.

It's worthwhile recalling that, following the collapse of the finance companies and the Global Financial Crisis last decade, consent numbers in Queenstown-Lakes slumped 48% in the space of two years. Although the weakness in rents and house prices has yet to affect dwelling consent numbers in Queenstown-Lakes, construction trends in the District will be an important canary in the mine between now and mid-2021.

It's not just trends in Queenstown-Lakes or nationwide labour market outcomes that we're keeping a close eye on. The most recent migration data from Stats NZ, for the June quarter, also provides a warning signal: the net inflow of migrants into the country totalled just 800 people in the June quarter, compared to almost 33,300 in the March quarter. If the June quarter trend continues until March next year, net migration would slip from an estimated 86,400pa in March 2020 to just 3,200pa by March 2021. This shift would significantly reduce underlying demand for new housing, pointing towards a substantial future drop in residential consent numbers from their current level of 37,585pa.



CMP Gatehouse

Architect = Opus

Main Contractor = Naylor Love Construction



Project Description =

The CMP Gatehouse project was based on a complete demolition and refurbishment to the existing ground floor space whilst maintaining operation to the 1st floor for staff. A full fix & float suspended seismic ceiling was installed amongst steel stud fire baffles in the plenum spaces. Curving track & steel stud bulkhead formed over reception. GIB Quietline feature ceiling panels and acoustic/fire wall systems throughout all stopped to level 4 finish. Full interior painting & decorating scope completed.



ASB Cashel Street



Architect = Warren & Mahoney

Main Contractor = Cook Brothers
Construction

Project Description =

New meeting room & reception complete over 2 weeks, scope of works included: Demolition, new timber framed walls, acoustic insulation & baffle stack, Seismic bracing to partitions and seismic ceilings, acoustic plasterboard linings, supply & install ASL aluminium suite & hardware + glazing



Case Study: Eclipse Aluminium Baffle in Commercial Bay & Spark House

The Eclipse Aluminium Baffle from T&R Interior Systems is a locally produced and beautifully designed linear ceiling. It has recently been used in two high-profile architectural projects in Auckland and Christchurch.

Commercial Bay, Auckland:

The three-level retail precinct at the base of the tower has global flagship brands, diverse food, and the highest concentration of quality retailers in one central location.

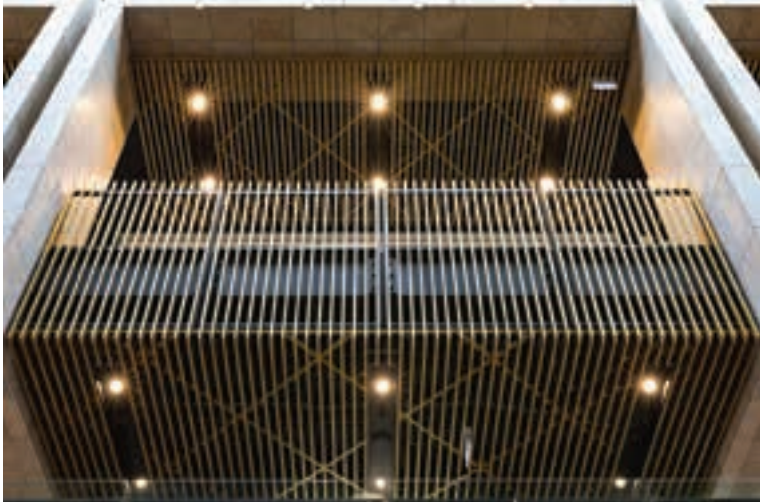
The Gold Eclipse Aluminium Baffle is a charming addition to the spacious public spaces and are complemented

shop drawings and guiding the unique installation alongside seismic restraints.

There are 5300 linear metres of 150x25mm baffle creating just over 700m² of golden ceilings. The gold powdercoat powder was imported from Italy specifically for this project.



by the matching gold balustrades around the atrium. As per the Architects' design, the baffle support rails are arranged in a diagonal grid to add further sophistication. T&R worked in partnership with the contractor for the design, providing



The ceilings were expertly installed by Forman Commercial Interiors.

Warren and Mahoney were the lead architects on the project. NH Architecture from Melbourne was appointed as the retail architect and Woods Bagot based out of San Francisco was appointed as the commercial architect.

Spark House:

The Spark House project was the first commercial built in Cathedral Square since the Earthquakes. T&R worked closely with Sheppard & Rout Architects to achieve the client's design requirements.

T&R supplied the Aluminium Baffle in bronze with integrated GridLux lights to complete an outstanding ceiling space. Subtle bronze elements are highlighted as the light catches it.

Naylor Love were the main contractor and worked closely with Angus Ceilings to ensure a high standard of finish. The client was overjoyed with the result.





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Alpha Interiors Group – one of the country's largest commercial interior fit out companies – has played a key role in some incredibly diverse projects, from Britomart Railway Station and the Spring Hill Corrections Facility, to the Sofitel Wellington and Redbull's Auckland HQ. But quite probably none have been as rewarding as the work they are currently undertaking at Wellington's new Children's Hospital.

Scheduled to open next year, the three-storey hospital will feature 50 beds and 21 clinical rooms and will offer state-of-the-art care for the region's young people. Made possible thanks to a \$50 million donation from philanthropist Mark Dunajtschik, the new facility is being built on the grounds of the current Wellington Hospital in Newton and will connect via a link bridge to the main hospital.

"The new Children's Hospital will be world class, ensuring brighter, healthier futures for generations of children to come," says Alpha Interiors Wellington General Manager Donovan Hobbs. Already, the Club GIB® Installer and AWC member has gone through over 7000 sheets of GIB® plasterboard, 250,000 GIB® screws and 1400 tubes of glue on the job – plus they've had to navigate a



whole host of challenges.

"Hospitals are very complicated builds, the sheer number of services required to be coordinated within the build is enormous. Not to mention this building is Importance Level 4, so seismic implications on all aspects of the build have been very intensive."

But Donovan says there have been plenty of highlights too.

"There has been a massive amount of collaboration between the design team, main contractors and subcontractors."

"It is essential that designers and contractors have the right information to make the best decisions about specification and installation to ensure these buildings are well designed to perform now and into the future," says Dennise Austin, Architectural Specification Manager at Winstone Wallboards.

GIB® systems from our Noise Control Systems and Fire-Rated Systems literature that were particularly appropriate for healthcare and hospitals are available in the GIB®

Healthcare Design Guide detailing design considerations such as acoustics in hospital environments, impact, crash rails and overlays, and surface abrasion resistance.

Additionally, as the requirements and expectations of healthcare facilities changed, we found there were opportunities to develop new systems that would be particularly suited to environments that may require a range of responses for mould resistance (high hygiene), impact resistance (gurneys in corridors) and noise resistance (for privacy and rest).

For further information on the GIB® Healthcare Design Guide go to gib.co.nz/gib-healthcare-design-guide/ or call the GIB® Helpline on 0800 100 442.



*Registrations
open soon!*

SAVE THE DATE! 2021 AWCI National Conference

Friday 26th and Saturday 27th March 2021 (Golf on Thurs 25th)

Trinity Wharf – Tauranga

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Trinity Wharf – Tauranga

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Entries open soon!

ACC Pre-Employment Fact Sheet

It pays to know who you are employing

We need to be sure that our workers are reliable and not likely to be injured based on their past experiences (i.e. re-aggravation of old injuries). Whenever our workers have injuries allocated as a workplace claim, this impacts us in a number of different ways.

First and foremost, we have an injured worker which is not ideal.

Operationally, we have to investigate the incident, work with ACC, physios, etc. We also need to manage the loss in productivity, replacement staff, training, supervision, the list goes on and all require our time or incur cost or both.

For some businesses having lost time injuries (LTI's) can result in additional work required in tendering for contracts.

On an ACC level, the employer pays the first week of claim at 80%. Any resulting days lost to weekly compensation by the worker will result in penalties on the ACC levies under Experience Rating, the penalties lasting for three years.

Claims can and do result from re-aggravation of old injuries, overuse syndrome, pre-existing claims, all of which we should know about prior to hiring the person.

What we can do is get the ACC history directly from ACC for our workers. This report will list the last 10 years + of

claims history and is incredibly useful for understanding who we are recruiting. It also gives us a pretty good idea to what the pre-existing conditions are so that we can manage this risk directly.

Lastly it also helps to highlight "serial claimers" - those who make a living off ACC at the employers' expense.

Is it legal?

Yes. This is an ACC driven process and ACC controls the release of any and all information.

What's involved?

There are two options for you to consider – both are free however they have very different turnaround times.

1. Manual: the candidate completes the ACC Pre-Employment form manually Controlled Document 24 September 2020 and this is emailed to ACC by the employer. Turnaround time is typically between 2 or 3 weeks.

2. Candidate Driven: the candidate can phone ACC's designated line 0800 080 273.

The ACC team will confirm their details and help them register for 'MyACC'. The candidate will need access to a computer for this.

Once they are registered, they can immediately request a pre-employment check straight away and MyACC will email it directly to you the employer.

Please do provide the candidate with your email address though.

The entire process can be completed the same day.

Can I not employ because of the resulting claims?

No. Not employing someone based on their physical profile is not encouraged as it is discrimination. Instead, the ACC information should be used as part of your overall decision making – as in determining if the person is the best fit for the role.

What does it cost?

The ACC Pre-Employment process is completely free.

Other resources available

- ACC Medical Authority Factsheet • ACC Experience Rating Factsheet • Manage Group ACC Claims & Experience Rating Modelling
- Termination on Medical Grounds Factsheet
- The Manage Group's Allied Health Network
- Manage Group's online Claims Toolkit

For further information please contact:

Sue Walton 027 210 4918

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7 types of profit leaks and how to avoid them

Honestly? 2020 has not been plain sailing, and we don't know yet how the rest of the year will unfold.

Being extra busy can make you distracted, and that puts you at risk. How can you be 100% sure you're making good money on all the jobs you are taking on?

Making more profit in your tradie business is about so much more than working harder and doing more jobs.

One simple and highly effective way to make your bank account happier is to control your jobs to ensure you are not losing out through leaks.

By making sure there are minimal leaks, you can become significantly more profitable.

Or at least ensure you're making money on the jobs you are doing. Because there's no point being busy if there's no money in the jobs!

But as anyone who's ever run their own business can tell you, this stuff can get messy. Sometimes you need some clarity to help you on your way.

So first we're going to get clear on how leaks happen.

Then I'm going to show you what to focus on to make sure they don't.

Let's get started:

When you first go out on your own, you're onsite almost all the time. You control the whole job from

start to finish.

But as you begin taking on bigger jobs or multiple jobs at one time, the rules change. Your team doesn't know all the aspects of the job, how long it should take, what's next.

So they muddle through, waiting for guidance, or worse, they stop for extended smoko and wait for your next instruction.

All the details are in your head. So you try to make sure everything is done right by controlling everything yourself.

This doesn't work so well.

Too many moving parts.

Can't be everywhere at once.

So hours start blowing out on jobs, your team starts making too many mistakes, not everything gets billed out, and you end up arguing about variations with clients.

These are symptoms you've lost control. Affecting both your stress levels and your profit in a big way.

Thing is, you can't be running a whole business all by yourself. It's not smart. Or possible.

Even when you have a small team, if you are attempting to wear too many hats, profitability is going to suffer.

It's dangerous to allow your business to rely too heavily on you.

As the saying goes, small leaks sink ships. As in, the cold hard cash you

worked so hard for is slipping through your fingers, unseen.

Which can certainly lead to going broke. As we have seen with many bigger players.

And being that the captain goes down with the ship... well... I don't want that to happen to you.

How to stop the leaks:

First thing is, as the captain, you should spend most of your time at the helm directing the ship, not down in the engine room. Running a tight ship is the only way to control the job and stop profit leaks.

You do this by putting solid systems in place. And training your crew to work the system. Every time. Whether you're there or not.

Key things to watch:

1. Leaks due to hours blowing out on jobs.

Make sure your team knows (before they start) how many hours you have allowed for the job. Give them this as a target so they're not just plodding along. And track how they're going, so they know if they're winning.

2. Leaks due to variations.

Make sure you get agreement with the client (in writing) on all variations - and record accurately, so there are no arguments over the bill.

7 types of profit leaks & how to avoid them *continued...*

3. Leaks due to billing (not billing out all the hours, materials, etc on jobs)

Make sure everything is billed promptly and correctly. Like clockwork. So that nothing is forgotten (as it can be if you wait too long after the job). Even better if this process is delegated and happens automatically.

4. Leaks due to callbacks.

Minimise mistakes. Make sure you have checklists and procedures so the job is done right. Implement standards so everyone is accountable and knows what's expected.

5. Leaks due to your staff taking too long on breaks.

Make sure everyone knows what the

rules are - and make sure they always know what's next!

6. Leaks due to delays.

Make sure (no matter how small the job is) that there is a Project Manager in charge of planning, who ensures the team goes into the job fully loaded, materials are onsite, checks jobsite is ready for you, etc. Plus have a Plan B or other work lined up in case of unexpected delays.

7. Leaks due to supplies and materials.

Make sure everything is recorded. Do regular stocktakes of vans and workshop. Check invoices to make sure everything is invoiced to you from your supplier at the correct rates and

discounts. Then check against your quote to make sure everything is invoiced on to the client.

That's it. You're all set.

Assuming you're pricing your jobs correctly in the first place, this is a highly effective way to make a lot more profit, without doing any more jobs.

A lot less stressful, too.

Found this helpful? Grab my free guide "5 things you must do now to protect your business + stay ahead" here:

<https://nextleveltradie.co.nz/staya-head>

Written by: Daniel Fitzpatrick,
Next Level Tradie

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RONDO



Minter Ellison Rudd Watts

Potter Interior Systems proudly supplied a range of quality products and proven solutions to the new purpose-built workspace for Minter Ellison Rudd Watts in the iconic PwC Tower at Commercial Bay in Auckland.

The Auckland office, comprising of 250 partners and staff, occupies three and a half stunning floors. The design brief to the architect, Jasmax, included collaboration, efficiency and wellbeing as top priorities. The result is an environment that is a sharp departure from traditional law firms and signals a new approach to workplace design. The leading firm has adopted a design that encourages flexibility, agility and collaboration all supported by integrated technology.

SAS International was chosen for its technical capabilities and the unrivalled quality of its products. Various SAS International metal ceiling products were selected for their versatility and ability to meet the project's premium aesthetic. The SAS 740 linear battens design is prominent standout in the front of house, corridors, communal breakout and library areas and kitchen and café style spaces. Specified in jet black (RAL 9005), this system is highly versatile and offers a premium aesthetic throughout the spaces.

Looking to bring atmosphere to each space, the private meeting and board-



rooms feature the SAS 150 metal pan ceiling system with clip-in 600x600mm modular tiles with concealed grid in signal white (RAL 9003) and enables full service accessibility. The panel perforations (1522) with 22% open area and acoustic fleece backing with additional Mammoth Bafflestack hit the mark on aesthetics and highest level of acoustic absorption. Areas of perforations are further heightened by creative use of light's glow from behind.

While open areas hold key in collaborative working, the need for privacy in confidential meeting spaces was also paramount. As specialists in alumini-

um partition systems, Potter Interior Systems offered a host of design options and configurations. A seamless mix of the A and E Series partitions were specified in an electrolytic honey bronze anodized finish that complement the timber surrounds.

Being multi-faceted with the 'one stop shop' mission, Potter Interior Systems supplied the Rondo 64mm and 92mm steel stud, Bossfire FireMastic 300 for the GIB Fyrelime walls, installed with Mammoth insulation and CSR Bradford Fibertex Rockwool 350 board, and walls and aluminium partitions braced by Tracklok.

Potter Interior Systems worked in partnership with the architect, main contractors and installing contractors, to ensure delivery of visually-striking, sustainable solutions to reflect the architect's and their client's desire. From aesthetics to performance in all your commercial interior needs, the team at Potter's can support the specification of the perfect solution.

Potter Interior Systems supplied the following products and solutions for this project.

- SAS International metal ceilings SAS740 and SAS 150
- Potters aluminium partitions – A Series and E Series
- Firemastic 300 for the Fyreline walls
- Rondo steel stud 92mm & 64mm
- Tracklok
- Mammoth Insulation for the walls, bafflestack for the ceilings
- CSR Bradford Fibertex (Rockwool) 350 board
- Acoustic wall coverings 12mm

Architect: Jasmax

Fit Out: Black Interiors

Ceiling Installers: Apex Interiors

Project Management: RCP

Cost Management: Rider Levett Bucknall

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ACC Pre-Invoicing Partner Message

Has your payroll reduced? Now's the time to tell ACC.

The world has changed in many ways this year, and ACC is committed to supporting New Zealand businesses through these challenging times.

ACC wants to ensure that your 2020/21 provisional levy reflects the impact COVID-19 may have had on your payroll. You are due to be sent your levy invoice from October.

Your 2020/21 provisional levy is based on an estimate of your liable payroll for the year ending 31 March 2021. To arrive at this estimate, ACC uses the 2019/20 liable payroll information that your business supplied to Inland Revenue.

Between now and the end of September, ACC is encouraging employers to update their estimated liable payroll for 2020/21. This is something you should consider, if you know that COVID-19 has had an impact on your payroll, or is about to. This will help ACC ensure your invoice is as accurate as possible.

If for any reason your final liable payroll (year ending 31 March 2021) is different to your estimate, this will be reflected when the final invoice is issued in 2021.

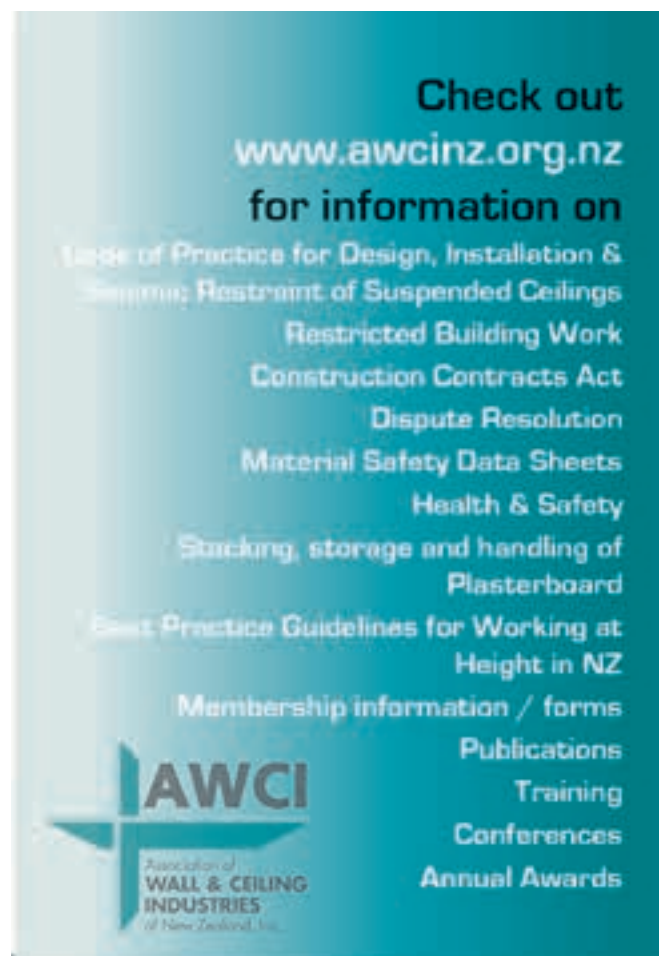
There are two ways to provide ACC with a revised liable payroll estimate:

1. If you're an employer with PAYE staff, register or log in at MyACC for Business (simply scroll down to the actions section of your policy information when logged in)
2. If you're a non-PAYE shareholder, contact our Business Customer Contact Centre on 0800 222776 or at business@acc.co.nz

ACC took the decision to delay all invoicing by three months to give businesses more time and flexibility in making their levy payments. Invoices for the 2020/21 financial year which would usually have been sent from 1 July will now be issued from October.

To help you manage payment of your invoice, you will have a choice of payment options. ACC will be in touch closer to October to give you more detail about the options available.

ACC has created a web page that contains helpful information about invoicing this year and it's available here, or you can call 0800 222 776 if you have any further questions.

A screenshot of the AWCI (Association of Wall & Ceiling Industries of New Zealand) website. The page has a teal background with white text. At the top, it says 'Check out www.awcinz.org.nz for information on'. Below this is a list of topics: Code of Practice for Design, Installation & Sealing; Restraint of Suspended Ceilings; Restricted Building Work; Construction Contracts Act; Dispute Resolution; Material Safety Data Sheets; Health & Safety; Stacking, storage and handling of Plasterboard; Best Practice Guidelines for Working at Height in NZ; Membership information / forms; Publications; Training; Conferences; and Annual Awards. At the bottom left is the AWCI logo, which consists of a stylized star shape and the text 'AWCI Association of WALL & CEILING INDUSTRIES of New Zealand, Inc.'.

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

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

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Apex Interiors Ltd.....	NORTHLAND.....	0508 348 688
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Absolute Plasterboard Services.....	AUCKLAND.....	(09) 833 8246
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Angland Ceiling Contractors Ltd.....	AUCKLAND.....	(09) 575 7501
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Cubicon Interiors Ltd.....	AUCKLAND.....	(09) 478 4433
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Deane Hopkins.....	AUCKLAND 1041.....	(021) 636-555
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Apex Interiors Ltd.....	TAURANGA.....	0508 348 688
Attila Airizer.....	TAURANGA 3110.....	(021) 163-9549
B J Staples.....	TAURANGA 3001.....	(027) 673-8595
Brad McKinnon.....	PAPAMOA 3118.....	(021) 0248 4687
Building Specifics Ltd.....	BAY OF PLENTY.....	(027) 589 4024
C & I Systems Ltd.....	TAURANGA.....	(021) 706-212
Ceilings Unlimited.....	TAURANGA.....	(07) 574 4056
Certified Finishers Ltd.....	MT MAUNGANUI.....	(021) 672-275
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