

TRADE LEADER

AUG - SEP 2020 ISSUE ■



Supporting
your workers
after COVID-19



New building
consent
exemptions



Working safely
in winter



Shovel-ready
projects put in
perspective



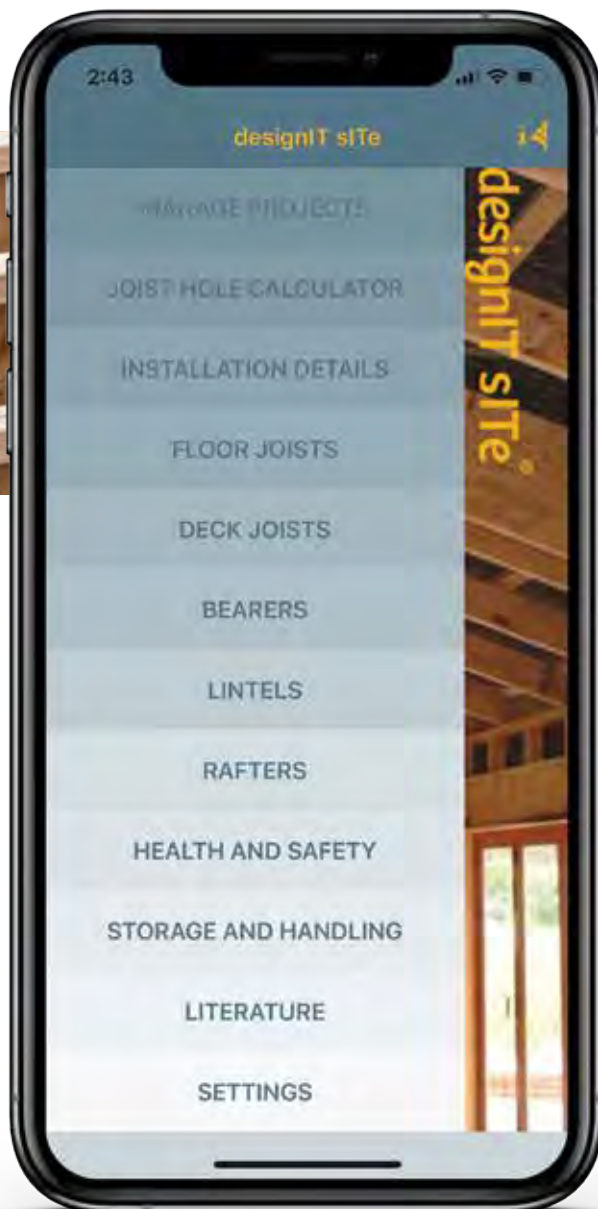
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In the frame

BY MIKE GUY, CARTERS CHIEF EXECUTIVE

As I alluded to in the last issue of CARTERS Trade Leader, the Government delivered a strong – and very positive – message to the building and construction sector by announcing a comprehensive support package around training for trades and apprenticeships just as we were going to print.

The news has been well-received by the industry and, with an overall value of \$1.6 billion, it shows just how much the Government values the input of apprentices across the spectrum of trades.

It's also a huge boost for employers, who can now have the confidence to take on new, promising talent, with each employer getting up to \$16,000 for each apprentice they employ. And it's not just for new apprentices either; existing apprentices are also eligible to be covered, so there's some real benefit to everyone.

Now, as an industry, it's up to us to get our young people interested in taking up a trade and making this work, not only to ensure that the base of skilled tradespeople increases, but also to start meeting the shortage of skilled workers we have.

BCITO chief executive Warwick Quinn agrees with this and his comments can be read on page 30, where you can also find out more details about the Government package.

Also in this issue we look at information about the Building Code changes to building consents and the number of low-risk projects that will now be exempt from a consent. The aim is to reduce the number of consents significantly, but also to save money for homeowners.

For more information, go to page 8.

The year has created new challenges for us all. The CEO of CHASNZ, Chris Alderson, takes an inside look at the industry after the dramatic impact of COVID-19. Daniel Fitzpatrick from Next Level Tradie also shares 5 mindset shifts you might need now to come out on top. See pages 18 and 26.

Handing over a finished home to owners is exciting, however dealing with accompanying paperwork around warranties and maintenance schedules can be difficult and time consuming. It can be made easier for you, and your clients, with new technology solutions. We take a look at one of the options available to help save admin time and modernise the process of collating all the information required at the completion of a build on page 14.

The winter months have really set in now, with snow falling in many places across the country. We've been focusing our CARTERS team on staying safe, particularly when they are out on the roads and visiting your sites. Site Safe have given some pointers for the chilly season on page 23 around ways to prepare and protect workers from the elements.

On page 21 of our business section we also explore vehicle leasing – when should you buy, or when should you lease? Yoogo Fleet have given some guidance on what questions you should ask for your business to get it right.

Lastly, we're excited to have teamed up with Nissan to giveaway one of their new Warrior Utes as part of our August & September Site Offers promotion. You're invited to come along to one of our Power Up trade events across the country, where you could check it out for yourself.

Let's keep taking care of one another out there. We look forward to seeing you in-store soon and at our upcoming events.



MIKE GUY
CARTERS Chief Executive

CARTERS
Your Building Partner

TRADE LEADER.

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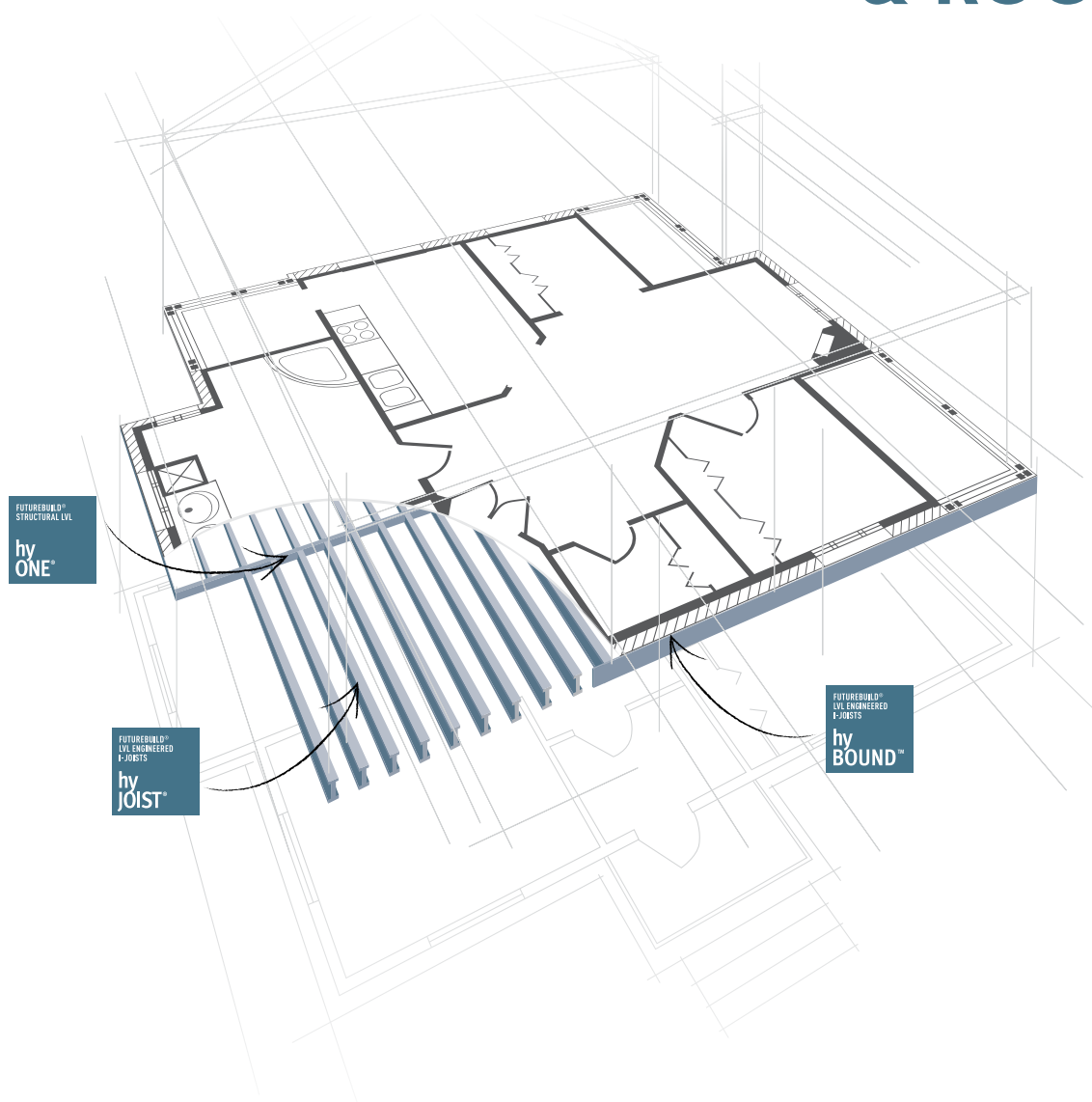
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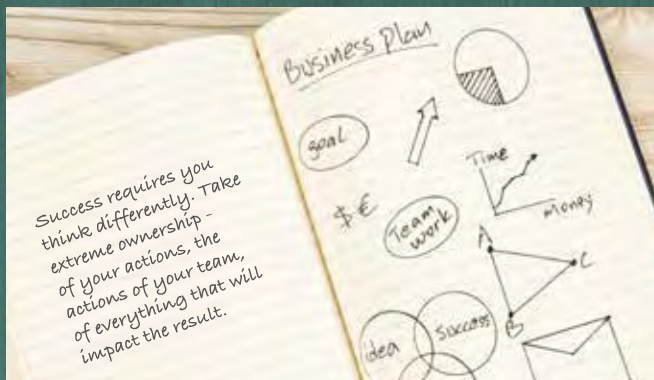
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The CEO of CHASNZ, Chris Alderson, takes an inside look at the industry after the impact of COVID-19



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The building industry is constantly changing and recent months have seen a number of important announcements regarding the Building Act.

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The time is ripe for employers to take on apprentices, following the Government's latest announcement as part of the \$1.6 billion Trades and Apprenticeships Training Package.

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5



**BUILDING
PERFORMANCE**

Government delivers security for construction subcontractors

Subcontractors will have greater certainty, more cashflow support and job security with new changes to retention payments under the Construction Contracts Act says Minister for Building and Construction, Jenny Salesa.

A recent review of the retentions money regime showed that most of the building and construction sector is complying with the Act. However, there is more work to be done to protect subcontractors in two particular areas - firstly, to prevent co-mingling retention money with working capital, and secondly to provide clear, regular and useful information on where and how retention money is held.

"We have listened to the sector and are making the necessary changes to ensure our builders, plumbers, electricians, and other tradies are better protected in the unfortunate event of developer or construction firm insolvency" Jenny Salesa said.

"We know when big contractors fall over, it's the subcontractors that are hit the hardest. This Government is delivering security for our subbies.

The changes include:

- introducing a new offence and penalties for company directors and firms who don't comply with their responsibilities,
- strengthening how retention money is held to prevent firms from dipping in to retention money to use as working capital,
- requiring those holding retention money to issue a transparency statement stating how much is being held and where.

"These changes will give subcontractors greater confidence that contractors holding retention money are looking after it. They will be able to clearly see where and how this money is being held.

A new offence will be introduced to improve compliance, with the penalty for failing to comply being a fine up to \$50,000 for company directors and \$200,000 for firms.

"These changes will share risk more fairly across clients, head contractors and subcontractors, and reduce the financial burden on small to medium businesses, which make up the majority of the construction sector."

The changes also support objectives from the Construction Sector Accord, a shared commitment between government and industry to transform the construction sector.

Under the Accord's Construction Sector Transformation Plan, there is an expectation that all Accord members will comply with the retentions regime - holding retention money separately and proactively sharing information on their accounts with subcontractors.

"Ultimately, this Government is making common-sense changes to the Construction Contracts Act to give certainty to our subcontractors, who are the backbone of the building and construction sector and are essential to the COVID-19 economic recovery" said Jenny Salesa.



The building levy is reducing

From 1st July this year, the building levy rate reduced from \$2.01 to \$1.75 (incl GST) per thousand dollars of consented building work, for all work that is over the \$20,444 threshold (incl GST).

Reducing the levy rate will lower building consent costs by around \$80 for the average new build, and by \$5,200 for a \$20 million commercial project. This is good news for those looking to build or do other building work requiring a building consent. The lower building levy rate will reduce the surplus that has accrued in the building levy account without affecting the level of service MBIE provides to levy payers. In addition, Building Act changes currently in front of Parliament will enable MBIE's Chief Executive to spend levy funds on a broader range of activity to monitor, oversee and improve the performance of the building sector.

\$2.01*

* incl GST

\$1.75*

per \$1,000* of consented build

Changes to the Building Code update programme

MBIE has announced that the update to the Building Code, due back in June, has been delayed until September, and that future updates will be done on an annual basis.

Currently, the Building Code is updated twice annually – in June and November. However due to the impacts on the sector from COVID-19 and feedback received from stakeholders, MBIE has decided to delay the planned June 2020 Building Code update.

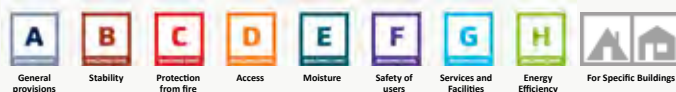
ONGOING BUILDING CODE UPDATES

MBIE has cleared the backlog of Building Code updates over the past two years and says it understands the capacity of the sector to absorb and adapt to changes.

After the September 2020 update, MBIE will be moving to annual updates of the Building Code with the next occurring in October 2021.

These changes will reduce the burden on the sector to provide feedback twice yearly on proposed changes and related activities to implement these changes.

MBIE says it is confident that annual changes are regular enough for the Building Code to remain credible and up to date, while having the ability to release urgent updates if required.



New building consent exemptions

New types of building work will no longer require a building consent, saving homeowners up to \$18 million a year and reducing the numbers of consents by about 9,000 (if lodged separately).

Additional building consent exemptions are being added to the Building Act. Building consents will no longer be needed for a number of new or expanded types of low-risk building work, like sleep-outs, sheds, carports, outdoor fireplaces and ground-mounted solar panels.

The new exemptions will save building owners time and money, by not having to go to their local council for consent for common, low-risk building work. This reduction in building consents will also allow Councils to focus on building work that is higher-risk, helping to boost productivity.

This package of new exemptions adds to the work that can already be done without a building consent, outlined in Schedule 1 of the Building Act. Some of the new exempt building work can be done without the help of a professional, while others require the involvement of a Chartered Professional Engineer or Licensed Building Practitioner.

Building work that does not require a building consent must still comply with the Building Code and other legislative requirements, such as those under the Resource Management Act 1991, the Electricity Act 1992 and the Health and Safety at Work Act 2015. The new exemptions are expected to commence at the end of August.

Before carrying out exempt work, it's important you follow the MBIE guidance correctly. Guidance will be issued before the new exemptions commence in August. If you are unsure what legislation may apply, and what the requirements are, it's best to consult a professional.



More information about the new exemptions, including technical requirements will be on the building.govt.nz website in from August.

SUMMARY OF NEW EXEMPTIONS

Exemption Type	Description
<i>Single-storey detached buildings</i>	Single-storey detached buildings include sleep outs, sheds, greenhouses and other similar structures. The new exemptions increase the size of a single-storey detached building that can be constructed without a consent. Kitchen and bathroom facilities are not included in the exemption. Any plumbing work to a new or current building still requires a building consent, and any electrical work will still have to be carried out by a registered electrician.
<i>Ground-mounted solar array panels</i>	The new exemptions for ground-mounted solar array panels depend on whether it is built in an urban or rural zone.
<i>Carports up to 40 square metres</i>	In addition to the current exemption, the new exemptions will mean you can build a carport up to 40 square metres in size if:
<i>Ground floor awnings up to 30 square metres</i>	In addition to the current exemption the new exemptions will mean you can build an awning of up to 30 square metres on a ground floor if:
<i>Ground floor verandas and porches up to 30 square metres</i>	In addition to the current exemption the new exemptions will mean you can build a veranda or porch of up to 30 square metres on a ground floor if:
<i>Outdoor fireplaces or ovens</i>	The new exemptions mean you will not need a consent for an outdoor fireplace or oven built up to a maximum height of 2.5 metres, and with a maximum cooking surface of 1 square metre.
<i>Flexible water storage bladders</i>	The new exemptions mean you will not need a consent for flexible water storage bladders, for irrigation or firefighting purposes up to 200,000 litres in storage capacity.
<i>Small pipe supporting structures</i>	Small pipe supporting structures will be able to be built without consent if they only carry water and are on private land.
<i>Short-span (small) bridges</i>	Short-span bridges will be able to be built without a consent if the general public cannot access it and it doesn't span a road or rail area.
<i>Single-storey pole sheds and hay barns in rural zones</i>	The new exemptions will mean you can build a single-storey pole shed or hay barn in a rural zone with a maximum floor area of 110 square metres if:



Requirement:	Requirement:	Further requirements/Comments:
Design has been carried out or reviewed by a Chartered Professional Engineer	A Licensed Building Practitioner has carried out or supervised design and construction.	
Kitset or prefab buildings with a maximum floor area of 30 square metres where a manufacturer or supplier has had the design carried out or reviewed by a Chartered Professional Engineer. Product manufacturers who would like to sell kit sets must engage a chartered professional engineer to sign off on a repeatable kit set design	Buildings with a maximum floor area of 30 square metres where a Licensed Building Practitioner is to carry out or supervise design and construction	Buildings with a maximum floor area of 30 square metres can be built by a non-professional, where only lightweight materials with structural components built in accordance to Building Code compliance B1/AS1 are used.
In urban zones, there will be an exemption for panels up to 40 square metres where the design has been carried out or reviewed by a Chartered Professional Engineer		In urban zones, there will be an exemption for panels up to 20 square metres which can be built without the help of a professional. In rural zones, there will be an exemption with no restrictions in panel size which can be built without the help of a professional.
the design has been carried out or reviewed by a Chartered Professional Engineer, or	a Licensed Building Practitioner has carried out or supervised design and construction.	
the design has been carried out or reviewed by a Chartered Professional Engineer, or	a Licensed Building Practitioner has carried out or supervised design and construction.	
the design has been carried out or reviewed by a Chartered Professional Engineer, or	a Licensed Building Practitioner has carried out or supervised design and construction.	
		The fireplace or oven must also be at least one metre away from any legal boundary or building, and there may be local government restrictions on lighting open fires in your area.
the design will need to be carried out or reviewed by a Chartered Professional Engineer.		
the design has been carried out or reviewed by a Chartered Professional Engineer, or	a Licensed Building Practitioner has carried out or supervised design and construction.	



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The Constructive forum, led by the Registered Master Builders Association (RMBA), aims to bring together the whole of the industry and Government to respond to New Zealand's building and construction demands.

Registrations are now open for the 2020 Forum which will be held digitally this year between 27th August – 17th September, with the theme of Building Resilience for a Stronger Future. It will be promoting collaboration across the entire supply chain, from finance, land, design and build. It includes key enabling sectors such as research, training, and regulation.

Constructive is focused on identifying ways to lift performance in the sector. The building and construction sector is the engine of New Zealand, underpinning the economic growth, jobs, and the communities we all live in. Over half a million Kiwis owe their livelihoods to the sector and collectively they contribute \$20 billion towards New Zealand's GDP. The events of 2020 have clearly shown us that a successful future for the construction sector, and for New Zealand, is built on resilience. A resilient sector that can learn, adapt, and innovate is where we must head so we can deliver the economic, environmental and social outcomes New Zealand needs.

This year, they are asking the hard questions about what reforms our sector and New Zealand's wider economy needs to become more resilient. CARTERS are proud to be partnering with Master Builders to support the industry and this event.

Find out more and register now at:

WWW.CONSTRUCTIVE.ORG.NZ

APPRENTICE OF THE YEAR 2020



Master Builders CARTERS Apprentice of the Year competition's first practical challenge kicked off on the 20th June.

Over 100 Apprentices took part, getting given two hours to build and construct a toolbox on Saturday morning. CARTERS worked with the Master Builders team to detail plans for the project, which were a surprise to the apprentices until the clock started. Each apprentice was given the exact materials needed to complete the build, so they had to work out their cut plan carefully.

It was great to see such a great turnout of support, family, friends and colleagues plus The Rock onsite in Auckland, Wellington and Christchurch and local MP's across the country who showed up to support their regions.

The next portion of judging is now underway, with the regional winner announcements taking place during August and September at local events before the top nine are selected for the National Challenge.

Find out more about Apprentice of the year at:

WWW.APPRENTICEOFTHEYEAR.CO.NZ



UPCOMING EVENTS 2020

Right first time

■ BY MEL ORANGE, LEGAL MEMBER, BUILDING PRACTITIONERS BOARD

Getting work done correctly the first time is an efficient way to get the job done on time, within budget and up to standard. It was also one of the reasons why the licensing regime was introduced in the first place. By having LBPs we can give consumers the confidence that their homes will be built right the first time, as LBPs should have the necessary skills and capability to build correctly and resolve any issues as they arise.

The Building Practitioners Board (the Board) deals with a lot of complaints where LBPs did not get it right first time. Instead they have been ignorant of the issues, or have chosen to ignore them, and have moved on in the building process. Often the LBPs defence is that the work was not finished, and that the LBP was going to return and remediate the non-compliant or substandard building work.

Sometimes this is acceptable, such as where a snag list is generated relating to minor items. Mistakes are made and not all mistakes should lead to an LBP being disciplined. However, when there are major quality issues or noncompliance, which should not have occurred, then a disciplinary outcome may be appropriate.

When an LBP claims "it's not finished" as a defence, the Board will look at the sequencing of the work to assess if there is any merit to what they are saying. If deconstruction to remediate is required, or the costs involved in bringing it up to standard are greater than they would have been by doing it right the first time, then the defence is difficult to accept. The Board also looks at whether the LBP had a process to identify and deal with such issues during the build. If there is a quality assurance system in place, then the "it's not finished" defence can hold weight. However, if the LBP was unaware of the issues, or they have had to be brought to their attention by others, then it is unlikely the Board will accept it.

This is especially the case when it is a building consent authority (BCA) that is noting noncompliance at inspections. In one complaint (Zahid Ali - C2-01592) there were repeated inspection failures, often for the same issues, over multiple sites. The Board noted that the BCAs role is to check that the building work has been carried out in accordance with the building consent. It is not to instruct or give direction on how compliance can be achieved. The Board expects an LBP to have the necessary knowledge and skills to carry out routine building work in a compliant manner without requiring such assistance.

A similar defence the Board often hears is "but the council gave it a pass". There are various things the Board considers in this situation. Was it a case of eventually getting it right after multiple failures as in the Ali case? Did the BCA miss a noncompliance issue and pass building work that was not compliant? If this is the case should the noncompliance have been apparent to the LBP? If the Board considers the LBP should have identified or been aware of the noncompliance, then the LBP might be open to being disciplined.

Getting a pass from a BCA does not absolve an LBP from accountability for noncompliant work. LBPs should also note that BCAs are only looking at compliance; they do not

check the quality of the work. Compliant work can still be substandard, especially where there is evidence of poor workmanship. Therefore an LBP can still be disciplined for work, even though it meets the minimum requirements for compliance.

Licensing was brought in to improve standards and accountability. LBPs should have the skills and knowledge to get the job done correctly, so if they botch a job they should be held to account for their negligence or incompetence. Getting it right first time, and having a quality assurance system to catch minor mistakes, is the best way to avoid the complaints process. It is also better business practice as it helps to keep builds within budget, on schedule, and up to standard, which in turn leads to satisfied customers and a more prosperous economy for all.

CODEWORDS QUIZ



1. Why should you build it right the first time?

- a. It avoids re-work, which can be expensive, time consuming and bad for business
- b. It keeps the home-owner happy, which is good for your reputation
- c. It reduces the likelihood of a complaint being made about you
- d. All of the above

2. If the BCA gives the build a pass, the Board will have no reason to discipline an LBP for their workmanship

- a. True, if the BCA has signed off the work then everything is compliant
- b. False, as the LBP is still accountable for any noncompliant work the BCA might have missed. Also, even if the work is compliant, there may still be issues with the quality of the work, or how much remedial work was required.

3) We all make mistakes, how can LBPs stop a mistake causing a complaint and/or discipline?

- a. Have a process of identifying mistakes yourself, so you can deal with them during the build (i.e. quality assurance system)
- b. Have the BCA inspect the work, then fix any noncompliant work they find until it passes.

Answers: 1. d, 2. b, 3. a

Speak up, stay safe

After the disruption of the past few months, those in the construction sector have had to get to grips with COVID-19 safety protocols designed to prevent the spread of the virus. This can be even more challenging when there are multiple trades on site at the same time. So, what happens if you and your team are doing your bit to prevent the spread but someone else on site isn't? Site Safe looks at your rights, responsibilities, and when to speak up.

If you have concerns that the actions of workers from another PCBU may be putting you or others at risk e.g. not following good hygiene practices like washing or sanitising hands, you should treat this like any other health and safety issue you may encounter on your site.

In a nutshell, under New Zealand's health and safety law, the main contractor/PCBU (person conducting a business or undertaking – note this is a legal term for the business and it can mean an organisation or an individual) in charge of the site has a responsibility to ensure that all those on site have good health and safety practices in place and that the work of their contractors is not putting anyone – including the public – at risk. The COVID-19 situation is no different from any other health and safety issue. Generally, workers don't deliberately breach health and safety procedures; but we've all made mistakes at one time or another that has led to an incident and this will be no different for the COVID-19 protocols that have been put in place. There will also need to be a record of an occurrence as a safety incident; this is especially important for COVID-19 contact tracing.

Remember, it's always important to speak up if you see something you know is unsafe on site. In the first instance, and if you're comfortable doing so, go and have a chat with the person involved. Chances are they didn't realise what they've done and will be grateful for a friendly reminder. If you can't do this or don't receive an acceptable response, then you

should bring it to the attention of your manager or supervisor, who should then let the main contractor or person in charge of the site (on a residential site, this may be the client) know what's going on.

If you feel your concerns have not been taken seriously or addressed appropriately, you can stop or refuse to carry out work if you believe that the work is unsafe or would expose you to a serious health and safety risk (in this case exposure to COVID-19). If you do this, then you should inform your manager immediately and remain available to carry out suitable alternative work. If the issue can't be resolved, then any of the parties involved may request WorkSafe to mediate on the issue – see the WorkSafe website for more information.

Whether the issue is with your own employer or with another contractor on site, or with the main contractor, and it is putting people at serious risk, then there are a few options to consider:

- Talking with your own employer
- Involving your health and safety representative
- Involving your safety committee
- Talking to your union representative
- Asking your industry association for advice
- Seeking advice from Site Safe
- Cessation of work
- Requesting WorkSafe to intervene



UNDER THE HEALTH AND SAFETY AT WORK ACT, WORKERS HAVE THE RIGHT TO:

- Work in a healthy and safe environment
- Speak up about health and safety ideas or concerns
- Be given a chance to have a say
- Ask for a health and safety representative or committee
- Appropriate training before starting work
- Work with safe machinery, vehicles, tools and equipment
- Have access to health and safety information
- Be provided with PPE if appropriate
- Stop or refuse to carry out dangerous work – you must tell your manager as soon as possible if this is the case
- Be provided with toilets and handwashing facilities, clean drinking water, first aid facilities and a place to have a meal break in reasonable comfort and shelter
- Understand what to do in an emergency

WORKERS ARE RESPONSIBLE FOR:

- Taking reasonable care of their own health and safety
- Take reasonable care that what they do doesn't make others unsafe
- Comply with any reasonable instruction from the PCBU
- Cooperating with any reasonable health and safety policy or procedure of the PCBU

If you have questions about the COVID-19 protocols and how to apply these on site, you can make use of the Ask an Advisor form on the Site Safe website, or contact a Site Safe health and safety advisor directly. Site Safe is also offering a new Pandemic Readiness Review (audit) service for businesses keen to find out how they're measuring up to the COVID-19 protocols.





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BUILDING TRUST



Warranties and Maintenance, making things easier for you and the homeowner.

Red tape, administration, paperwork; call it what you will, but it's the bane of a tradie's existence. For most, they would rather be out on a building site or project managing their jobs than they would be in the office trying to stay on top of the huge number of administrative tasks it takes to run a successful business.

Therefore, anything that makes life easier is something worth considering, especially if it also helps you stay on the right side of the law.

There is all sorts of information you could provide to a new home owner including details of all of the products used in a build. But that can be a difficult task unless you have a good system in place. Using a system such as Gtee could make life easier, it's cloud-based, which allows 24/7 access for both the builder and homeowner. It includes the ability to house product brochures, warranty information and maintenance schedules, meaning you – as a business owner – will no longer need to collect and collate this information manually. Builders or admin teams can select the products used in each build from simple drop-down menus. Additional information such as plans, specifications and warranty documents can also be uploaded.

Having this information just a click away could also mean happier customers since they have it all at their fingertips. It aids in reducing your administrative workload by ensuring that everything is being done to keep the new home in top-

notch condition after it has been handed over.

For new homeowners, and any subsequent owners, a system like Gtee provides them with information about the products used in their new home. This includes product brochures and technical manuals.

One of the real advantages of having good systems in place means meeting the legal requirements of the Building Amendments Act 2013, which stipulates that certain products used in the construction of new dwellings be covered by warranties for a specified period and that builders must supply owners with maintenance and warranty information on completion of their build.

While many modern homes are described as 'low maintenance', this does not mean 'no maintenance'. For example, Gtee reminds owners about product registration and maintenance requirements by emailing them advising what's needed to be done. This information also appears

on the owner's Gtee dashboard as 'maintenance required'. Once maintenance has been completed, owners can remove the reminder with a simple click. They can also upload supporting documentation such as maintenance receipts, notes and photos to confirm maintenance has been completed.

These reminders continue throughout your 15-year guarantee period and could help reduce the number of warranty claims arising from a lack of maintenance by homeowners. It should also help reduce the number of calls to you as the builder.

It may even help to eliminate disputes with clients about whether you have informed them about maintenance requirements, giving you a much stronger negotiating position should any warranty claims arise.

The cost of Gtee's system is a standard fee of \$190 (plus GST) per build, meaning it can be included as a direct cost of each job, with no added fees or subscriptions.

Whatever system you choose to use, finding an easy way to keep track of warranties and maintenance records is a must to make handover a breeze.



It really is simple...

For more information on the Gtee system, their website (www.gteeco.com) contains more details about the benefits. There are also short user journey videos that show you how it all works.

GTEE ARE OFFERING A FREE TRIAL.

You can call **0800 891 383** or email **help@gteeco.com** to find out more.





New GIB LiteSet 90® Basecoat Compound

This new GIB® compound has been developed from lots of feedback and trials with stoppers. As always, user feedback is much appreciated and invaluable. GIB LiteSet® has some key benefits.

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- GIB LiteSet® is suitable for **bedding in** the reinforcing jointing tape as well as the second coat (in a three coat jointing process).
- Creates a **strong joint** between plasterboard sheets.
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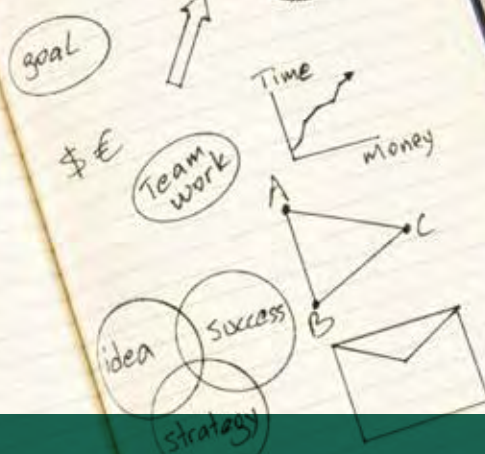
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Success requires you think differently. Take extreme ownership - of your actions, the actions of your team, of everything that will impact the result.

Business Plan



5 mindset shifts you need now

■ BY DANIEL FITZPATRICK, NEXT LEVEL TRADIE

This year has been anything but normal. COVID-19, lockdown, the economy... it might be a bumpy end to 2020. Will things go pear-shaped again in a few months? Who knows. One thing I do know: **Success starts with mindset.**

It's how you can take advantage of any season and come out on top, with a successful business, leaving your competitors in the dust. Or, at least, sleep soundly knowing you've got things fully under control; work lined up, solid income, cash in the bank.

So, what will it take to lead your company through the fallout? **Here are a few tips:**

1 YOU MUST OWN EVERYTHING IN YOUR WORLD

Navy seal Jocko Willink says good leaders don't make excuses. Instead they figure out a way to get things done.

When you're on a mission, there are things you've got control over, and some things you don't.

For example, you don't have control over the weather. If your mission requires a helicopter, but you can't fly, then guess what? You need to find another way - take the Jeep.

Your job is to complete the mission. Even when there are obstacles.

It's easy to point fingers when things don't go to plan. We've all been there. Excuses come to mind; Clients only want the cheapest price. The economy is stuffed. Can't find good staff, they're not out there.

The truth? No matter what situation you find yourself in, you alone are responsible for the success of your business.

Success requires you think differently. Take extreme ownership - of your actions, the actions of your team, of everything that will impact the result.

Control what you can control. Find another way when you can't.

2 WRITE DOWN YOUR FEARS, NOT YOUR GOALS

To achieve your goals, you have to take action toward them. If you're not taking action, then you have to figure out why.

Are there higher-level tasks you've been putting off? It's probably because your brain is telling you those tasks are going to be unpleasant, dangerous, painful, or harmful.

The answer is to get it down on paper. Bring the facts into the cold hard light of day, then you can see exactly what you're dealing with.

Sometimes you've got to look the monster in the eye. Then it's not so bad.

How much did you really make off that last job? What do you owe the IRD. What are your options? Why are you killing yourself to meet that deadline?

I've helped hundreds of tradies find non-scary answers to questions like these.

The worst thing you could do right now is freeze or freak out over every little thing. Instead, make a new rule that you'll address things head on. That way, you can see the danger ahead and avoid it.

3 NO ONE IS BORN WITH BUSINESS SKILLS

If you're like most tradies, your focus is: Work hard. Deliver quality. Do right by clients. Build your reputation.

That's AWESOME, but it's not enough. Because a busy tradie is not always a profitable one.

When giving your price, does it ever feel too high? So, you adjust it down a bit? This is the part where you get stuck working a job there's no money in.

So, what can you do about it? If margins are slipping, cashflow is uncomfortably tight, or staff are making too many mistakes, seek out better methods for getting where you want to be.

Challenge yourself to think more like a business owner to do what's best for the company. Gain a deeper understanding of your numbers. Set up KPIs and targets. Build structure.

Here's the thing: No one is born with all the skills to run a trades business successfully. Business skills need to be taught or learnt.

Ask yourself: "Am I open? Am I actively learning?" Success leaves clues. So, look at others who are successful and work out why.

Consider for a moment: "Who do I have to be, to have the results I want?" Imagine yourself as that person. The best version of you as a business owner.

How you see yourself will always limit your results. When you take action, your subconscious works hard to make the outcome line up with what you're expecting.

So, make sure you see yourself as a highly capable business owner, as well as a highly capable tradie.

4 GRAB OPPORTUNITIES WITH BOTH HANDS

As Kiwis we're always fighting the tendency to lean back, wait and see how things pan out before making a move.

Problem: If you wait too long, you might miss your chance.

My advice is to grab opportunities with both hands. We don't know what's ahead. So, take what you can now. Build your war chest.

Build up everything you need for the tough times ahead. It would be good to have a 'war chest' where there's a financial cushion to allow you to work through any lean periods.

But your war chest is about more than just money. Build your network and customer base. Build skills and processes within your team - make them reliable, efficient, accountable.

Got more work than you can handle? If the numbers stack up, go for it, hire more help. Take bigger and better jobs while they're available.

If things change later, you can always re-adjust. That's business; we're always making adjustments.

First thing is to pay attention. Don't get bogged down. Don't get so busy you can't see what you're missing out on!

Shift your mindset: This is a time to lean IN. Don't be reckless, but actively seek the right opportunities to get ahead.

When nothing is sure, everything is possible.

5 BEING IN BUSINESS IS A WAY TO BUY BACK YOUR TIME

Think of your business as an investment and make decisions accordingly. What kind of return-on-investment are you happy with?

Success has to be on your terms. Being in business for yourself comes with a heap of risk and hard work. You should get a return on your dollar.

It's also about balance. You haven't really attained success until you've got a well-balanced life.

It's easy to slip into the "too busy to take a day off" mentality. Anyone who is self-employed knows the struggle. Lines between work and home are blurred. Everything feels urgent.

Fair enough, but habits have consequences.

It's fine to work massive hours playing catch up...for a while. When weeks turn into months - and months turn into years - it's time to remind yourself why you went into business in the first place, and carve out some time for family.

And frankly, for your company to come through this in good shape, YOU need to be in good shape: Healthy, well rested, calm, in control.

Finally, remember this:

YOU'RE AN EXCEPTION TO THE RULE. IF YOU RUN A TRADES BUSINESS, YOU ALREADY FACE HUNDREDS OF UNKNOWNNS IN DAY-TO-DAY BUSINESS. THE REST OF THE WORLD MAY BE FEARFUL - THEY DON'T KNOW WHAT WILL HAPPEN NEXT. BUT YOU? YOU'VE LIVED WITH UNCERTAINTY FOR YEARS. YOU WERE MADE FOR UNPREDICTABLE TIMES. YOU LIVE HERE. YOU'VE GOT THIS.



**Need to figure out your next move?
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www.nextleveltradie.co.nz/nextstep**



**NEXT LEVEL
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Daniel Fitzpatrick is a New Zealand based business coach and the creator of Next Level Tradie. Find him at NextLevelTradie.co.nz

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The show will be visiting major centres across New Zealand in 2020, kicking off in South/East Auckland in early May, making its way down the country through till August.

These expo style events are an opportunity for construction industry professionals and suppliers to get together to have valuable discussions, check out new product solutions and developments and attend LBP workshops that will count towards your skills maintenance requirements.

The CARTERS CONZTRUCTION ZONE will be on site too - bringing along quality suppliers to showcase their wares and share knowledge with you and your team. Tools down early when CONZTRUCT is in town and join us, the shows are free to attend and too good to miss.

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McKay Stadium
Hamilton **Thursday 30 July** - 4-7pm
Claudelands Event Centre

ROUND 2 **Christchurch** **Monday 24 August** - 4-7pm
Air Force Museum
Dunedin **Tuesday 25 August**
Edgar Centre
Invercargill **Wednesday 26 August**
SIT Zero Fees Velodrome,
ILT Stadium
Queenstown **Thursday 27 August**
Queenstown Events Centre

ROUND 3 **Auckland Sth/East** **Monday 28 September**
Auckland Netball Centre
St Johns
Tauranga **Tuesday 29 September**
Trustpower Baypark
Napier **Wednesday 30 September**
Pettigrew Green Arena
Gisborne **Thursday 1 October**
Showgrounds Park and
Events Centre

ROUND 4 **Wellington** **Tuesday 3 November**
Sky Stadium
Palmerston Nth **Wednesday 4 November**
Central Energy Trust Arena
New Plymouth **Thursday 5 November**
TSB Stadium

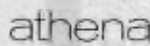
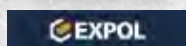
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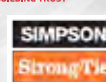
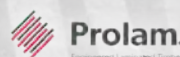
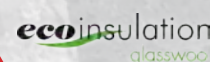


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Buying or leasing, what's right for your fleet?



For more information, call Yoogo Fleet on **0800 2 YOOGO** or visit their website at **www.yoogofleet.co.nz**

There are a couple of things to evaluate before you jump in feet first.

If you are happy buying second-hand vehicles (using cash), keeping them for 7-8 years (or more) and writing them down to nothing, and that's working for you – great, keep doing it.

But there are other options you could consider too. Are you updating your vehicle every couple of years? Do you pass your vehicle down through the business? Or do you typically trade in your old vehicle for new? Different situations call for different solutions. There is no one-size-fits-all answer. It's very much horses for courses.

It's important to look at your individual or business situation. If you're a sole trader and you only have one vehicle, then it's not too hard to look after this yourself. But, if you run a couple of staff vehicles and/or a couple of director vehicles, they need to be reliable, and it's likely they need to be modern. Health and safety is important, and this applies to your vehicles too. Moreover, they need to be fit for purpose and cost effective.

If you're in the market to buy new or ex-demo, and you'll likely replace your wheels every five years or less, then keep reading to understand what benefits leasing could provide.

There are times where owning your fleet is the right thing to do, depending on how you are funding your fleet. If you're using your company's bank facility, or your local dealership's 0% interest option then, at the very least, do yourself a favour and get independent advice.

You can source useful information from a company like Yoogo Fleet, who can work as your procurement partner, ensuring you don't pay more than you need to for your new or ex-demo vehicle.

Mark Reynolds from Yoogo Fleet says there are a few quick-fire questions you should ask yourself before you go too much further:

- **Would I rather use the capital I would spend on a new vehicle for other things in my business, such as inventory or tools, or to maintain or improve cash flow?**
- **I normally replace my vehicle every 3-5 years. Do I want to continue doing this?**
- **Do I want the hassle (risk) of selling it and not covering what it owes me?**
- **Would I rather pay a fixed amount of money every month, knowing it covers all my vehicle expenses?**
- **If something happens to my vehicle, is there someone there to help and provide support?**

If you answered "yes" to a number of the questions, then leasing is an option you should consider.

As well as that, you don't have to front up with the full capital cost of the vehicle at the outset.

At the end of the lease term, you can simply return the vehicle, hand the keys back and walk away, or lease another vehicle that caters to your current needs. This removes the risk of finding yourself 'upside down' and selling the vehicle for less than it owes you.

Leasing can also significantly reduce in-life vehicle servicing costs, with a couple of different options available:

- **Fully Maintained** – A fully maintained lease, everything is included.
- **Managed Operating Lease** – this is an option where services and tyres are billed back on your monthly vehicle invoice at below retail rates. You keep up to date with technology and improvements in vehicle safety. You get a new vehicle before your old one starts costing you money. It has fixed monthly lease installments, so you can just set it up to make sure the payments are made, and forget about it.

WHAT CAN MY LEASING PARTNER OFFER?

Reynolds says that Yoogo offers a Fully Comprehensive Concierge Service. This means they keep your Registration, RUC and WOF/COF labels (as applicable) up-to-date, they book your vehicle in for servicing as it needs it, and they manage your tolls and infringements, so you don't have to.

With 24/7 roadside assistance and accident management, all you need to do is call their dedicated 0800 number if you need any help with your vehicle.

They can also offer a free fuel card with discount off pump pricing. These charges are then simply reconciled back onto your monthly invoice.

There is a mobile app and desk top portal allowing 24/7 vehicle oversight, including live vehicle data, odometer readings to manage utilisation, next service, WOF/COF, and registration data.

Keeping yourself or your team on the road is essential to projects running smoothly onsite, but understanding the full time and cost of this for your business is the key. Evaluate what's right for your situation and if you need a hand figuring it out, speak to an expert for advice.



WHAT CAN LEASING OFFER?

Leasing allows you to only fund the difference between the purchase price and future value of the vehicle and can offer lower monthly payments than a hire purchase or loan.

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Working in winter

Anyone who works outside in harsh conditions knows the chilly season takes its toll. And with temperatures outside dropping, it's time to think about protecting yourself and your workers from the elements. So how can you and your business prepare for winter? Site Safe have put together some tips to help you and your crew stay safe.

The effects of the cold can range from the increased risk of injury, reduced work rate and quality and greater potential for damage to plant and equipment. The cold can affect the ability to concentrate on the task at hand. Working in cold temperatures can also increase irritability and frustration, and may even incline people to take shortcuts to finish faster.

Even moderately cold temperatures can increase the likelihood of workplace incidents. This is because the body's response to cold causes a decrease in manual dexterity, fingertip sensitivity and muscle strength decrease. The degree of coldness can be underestimated if other factors such as wind chill are not considered. People working outside jobs should try and eliminate, or at best isolate, cold hazards. However, completely eliminating hazards can become difficult; so consider the following controls when working in the cold:

FOOD, SHELTER AND WELLBEING

Food and liquid intake are essential to maintain body heat and prevent dehydration. More energy is exerted when working in cold conditions as the body is working hard to keep warm.

WorkSafe states that if continuous work is carried out in temperatures below 0°C, heated shelters such as cabins or 'smoko' rooms should be made available. A strict timetable for breaks should be allowed to let employees warm up and change clothes if needed.

TRAINING

Workers and supervisors should be trained to recognise the symptoms of cold exposure such as hypothermia. Having a trained first aid person is highly recommended. Employees should be informed about PPE, safe work practices, and emergency procedures in case of injury. While working in the cold, a buddy system should be used to look out for one another.

PERSONAL PROTECTIVE EQUIPMENT (PPE)

Clothing should be worn in multiple polypropylene, polyester or merino layers: the air between the layers of clothing provides better insulation. The outer layer should be hi-vis, rain and wind-proof, and allow for easy opening and removal. Exposed areas, such as the head, hands and feet, are just as important as the body. Gloves are an obvious option; however these can become bulky and affect a worker's manual handling, so instead

provide warm air blowers or insulated handles on tools. Buy footwear that is well padded, insulated and made from materials such as leather which allows the shoes to breathe. A great deal of heat is lost through the head, a problem which is compounded by the fact that hard hats do not provide protection against the cold. If a hard hat is needed, wear a tightly-fitted beanie made of polypropylene or merino underneath.

EQUIPMENT

The risk of cold injury can be minimised by equipment choice and design. Plant, equipment and tools should be designed so that they can be operated without having to remove items of PPE. The more complex or fiddly the activity is, the greater the likelihood that PPE will be discarded during the process which increases the risk.

PLAN

To avoid harsh winter conditions, plan work that is appropriate to the weather. Check weather reports before planning your jobs so that outside tasks can be done on the best possible day.

If you cannot be adequately protected from the effects of the cold, then work must be suspended, or work regimes modified, to remove the risk of harm. Following these steps will ensure that winter does not slow you down and your team remains productive, happy and keen during the colder months.



Want to make sure you're on track with health and safety?

Site Safe's health and safety advisors can help you figure out what improvements you need by auditing your site.



Changes to Exempt Building Work and the Building Act

■ BY ANDREW SKINNER

The building industry is constantly changing and recent months have seen a number of important announcements regarding the Building Act.

These changes form part of the Government's stated overall strategy to lift the performance of the sector in order to improve trust and confidence. The changes expand:

- (a) **The range of building work that does not require a building consent; and**
- (b) **The scope of the Building Act to include building products and building methods as well as introducing new regimes for modular components and product certification.**

EXEMPT BUILDING WORK

Building consents will no longer be needed for a number of new or expanded types of low risk building work, including sleep outs, sheds and carports. The Government's hope is that exempting this low risk building work will allow Councils to focus on building work that is considered higher risk and reduce the number of consents by about 9,000 (if lodged separately). Given on-going consent delays at many Building Consent Authorities, these proposed changes seem to have been well received around the industry.

.....
FOR MORE DETAIL AROUND THESE CHANGES, READ MORE IN OUR ARTICLE FROM MBIE, STARTING ON PAGE 8 OF THIS ISSUE.

BUILDING ACT CHANGES

Following last year's consultation round, the Building (Building Products & Methods Modular

Components & Other Matters) Amendment Bill had its first reading in Parliament and has now been sent to the Environment Select Committee (with submissions having been due in by 10th July 2020). The Bill introduces a new definition of "building products" and a mandatory requirement for the suppliers of these products to provide certain prescribed minimum information. The Government's hope is that better information on building products will assist designers and builders to choose the right products, install them the way intended and also support faster consenting.

The information to be disclosed regarding building products will be specified in Regulations (yet to be developed) but will include:

- (a) **The name of the supplier;**
- (b) **The installation, use, maintenance or disposal of the building products;**
- (c) **Any warnings or bans in place; and**
- (d) **How information must be obtained and verified before it is disclosed.**

This mandatory regime will replace the optional regime currently in place for Product Technical Statements. The Bill provides that a business must not supply a building product unless the building information requirements have been met and introduces new offences if the information is false or misleading. The Bill also strengthens the CodeMark Scheme by providing greater oversight from MBIE of the Product Certification Bodies and to

maintain a register of the products certified.

In recent times there has been growing interest in off site manufacture. However, manufacturers of these off site components and building consent authorities have grappled with the consenting aspects of largely finished components being installed on sites. The Bill attempts to address these consenting difficulties by establishing a voluntary scheme which enables modular component manufacturers that demonstrate strict quality manufacturing processes to be certified. Once certified, the modular component will be deemed to comply with the building code. If a single modular component represents the primary structure of a building then the processing time for a building consent is reduced to 10 working days.

Finally, the Bill increases the maximum fines for residential builders who do not provide the prescribed information prior to entering into a residential building contract (\$50,000 for an individual and \$150,000 for a building company). The maximum penalty for a commercial on seller transferring a household unit without a code compliance certificate is also increased (\$300,000 for an individual and \$1,500,000 for a company).



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PARTNER,
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Doubling Down...

how you can help your workers thrive during and after COVID-19

■ BY CHRIS ALDERSON

Chris Alderson has played a key role in keeping the building and construction industry advised of health and safety information throughout the COVID-19 lockdown.

As the CEO of Construction Health and Safety New Zealand (CHASNZ), he has been at the forefront of the impact of the pandemic on the industry, and those working within it.

Now that we are back to Level 1 restrictions, he says the well-being of construction workers still needs to remain a high priority.

"Research into the role of work on a person's mental health has long shown that there is a strong relationship between the workplace and mental health. Work provides us with a sense of purpose, reinforces our role within society and generates opportunities for growth and development that keep us engaged and 'gets us out of bed in the morning!'", he says.

For the construction industry, workers' relationship with work was interrupted for over a month when New Zealand went into Alert Level 4 lock down in March. Although construction activity has now resumed under Level 1, there is still the longer-term affect of this event on construction businesses that has the potential to impact the mental health of workers within the industry.

He says that, already, we are starting to see the effect of this on our support services both at a national level and through the increased demand for services such as Mates in Construction.

Simply put, he says, there are good things that we need to do more of, and negative elements that we should remove - and now is a time to redouble our efforts because of the increased level of pressure, uncertainty and economic hardship that will impact people in our industry.

"There are some high-level work factors that business owners and managers should be aware of and how they may relate to the coming months and years. There are practical steps that can be taken to help all persons involved in the construction industry continue to thrive despite the challenging work environment."

"The things about construction work that improve or impair our mental health haven't changed because of COVID-19."

RESTRUCTURING

Mr Alderson points out that unemployment is associated with higher levels of mental illness and, in particular, sudden and unexpected first-time unemployment can be particularly damaging to the individual. There can also be a level of shame or embarrassment associated with having to accept government assistance. Equally, for those making these tough decisions, it is often the last thing that

business owners want to do, as they are may be very close to their workers.

While he doesn't offer advice on how to retain jobs or shore up business finances, he says the reality is that businesses will need to reorganise and restructure to adapt to the new economic realities. The key point, he reinforces, is how that is done.

Involving workers in the problem and genuinely asking how together it could be solved allows a sense of control and engagement that is beneficial for mental health. Even if, ultimately, the decision is still to downsize and release jobs, having been through a process where those effected have some say in the outcome enhances their dignity and sense of self-worth.

Secondly, open and honest leadership communication around the economic situation being the main driver for job losses de-personalises the issue. If a person is being made redundant because of economic reasons, then clearly state that as the reason. Dressing it up as a performance issue when the person has never had poor performance mentioned before is problematic and unjust.

Understand as well that, even though it is difficult, an empathetic and caring approach when communicating is appreciated by the receiver of the news. Avoid a clinical approach and certainly avoid giving the news by email, text or by phone if possible.

THE JOB ITSELF

"We know that jobs with high physical, emotional and cognitive demands combined with low job control, social and organisational support have a negative impact on mental health. COVID-19 and the related economic outlook has potentially upped the pressure for those now dealing with shortened time-frames, unmovable budgets and longer working hours," Mr Alderson says. "In particular, think about supervisors, project managers and those who have been asked to achieve what were previously challenging but now potentially impossible targets with no increase in resource or time allowance."

Construction clients should be engaging with their supply chains to understand who is more at risk and be working together to ensure that reasonable steps are taken so that those in these at-risk jobs are; supported, their requirements heard, given control of the situation and not pushed into untenable positions.

The behaviour of front-line managers and supervisors, in regards to supporting workers, is seen as a proxy for the level of support and care that the wider organisation represents, and can be a positive factor when done well as well as a negative factor when absent.

Supportive supervision is key to reducing mental health risk for those whose jobs are more prone to the conditions mentioned above. Doubling down by investing more in front line leaders will be essential in the medium to longer term. This means investing in training around people and leadership skills (e.g. providing effective feedback, creating a vision for the project), mental health awareness (listening, coaching and pastoral care) and dealing effectively with change.

Workplaces with managers who have had mental health training (such as St John's mental health first aid) have been proven to be workplaces with reduced psychological distress. Having a commitment to mental health training also increases the perception from the workforce that talking about mental health and early help seeking is normal.

TEMPORARY CONTRACTS

In a post COVID-19 environment, with higher levels of future work uncertainty, there may be a tendency to move the workforce onto more temporary contracts. Research in this area has shown higher levels of mental distress generally for temporary workers than full time employees.

Leading labour hire companies will double down by providing more end-to-end support for their workforce such as; increased communication, a sense of belonging and pride in the brand and even access to support services such as Employee Assistance Programmes (EAP), Mates in Construction, budgeting and community support activities.

Construction companies should be balancing the immediate drive to release permanent roles in favour of short-term roles where possible. Where there is more reliance on labour hire, making sure that the labour hire organisations they deal with are aligned with their values and are providing increased levels of support for their workers.

Integrating labour hire and temporarily-contracted workers onto projects is an important positive protective action for mental health that all construction projects can take. The quality of good social support on site through a sense of being part of a team cannot be underestimated. Creating a sense of comradeship and closeness with fellow workers is a big mitigating factor and it is doubly important that temporary workers, who often are employed role by role, are integrated effectively into the social structure of the existing team.

Spending more time on "welcomes", team meetings and appointing "Aunties" on site to watch out for and assist those who need to be brought into the group are effective tactics in this area.

THE PHYSICAL ENVIRONMENT

The COVID-19 situation has made us all more conscious around our physical environment, and, in particular, cleanliness and hygiene. Research has proven that a poor physical environment contributes to poor mental health.

Construction sites are often naturally noisy, dusty, muddy places. Construction workers accept this as part of the work but expectations now around the cleanliness and hygiene of areas such as bathrooms, portable toilets, washing stations and places to eat have been raised.

Slipping back to poor sanitation, hygiene and lack of amenities in a post COVID-19 alert level world seems like losing valuable ground gained. One of the silver linings I have heard from construction workers over the past months is that for the first time they have felt like they have clean basic facilities and as a result feel more valued, humanised and safe. I would encourage the industry in general to take the lessons and practices in providing clean and decent facilities to workers and stick with them. This also includes managing dust, vibration, poor lighting and noise better.

Healthier construction workplaces will provide better support for workers mental health.

NON-WORK FACTORS

Life events, home and family situations as well as a person's individual make-up can all contribute to positive or negative mental health. People still carry these issues with them to the workplace, and the workplace is where we all spend a significant amount of our time.

Given the widespread economic impact of COVID-19 it is more likely that workers will be required to increase support for friends and Whanau. The social issues that contribute to poor mental health will increase in New Zealand society, and we have already seen the demand for social and community assistance rise dramatically. [continued over...]

It is well known that groups within our community are more susceptible and impacted by these issues. These include young people and those on low wages. Many of these work in the construction industry.

Construction workplaces should be thinking about how they encourage an increase in focus on family, better fitness and diet as protective factors rather than encouraging negative factors such as excessive alcohol consumption.

The construction workplace should strive to be better at providing a safe place for people who are doing it tough to seek help and be protected from ridicule, bullying or further mistreatment. Now is the time for construction workplaces to engage from the top to the bottom in providing support and encouragement for early help seeking and connecting people to the support that they may require.

If you haven't communicated a clear anti-bullying policy - now is the time to do so!

FLEXIBLE WORK

Another silver lining from the recent alert level restrictions is that we all learned a lot about what flexible working conditions really mean and more can be done. Encouraging enhanced flexibility around working hours, start times and rosters have been proven to have a positive effect on mental health. Often the family or life situations that people find themselves balancing can be made easier by providing some flexibility.

For those roles that can be done from home, I would encourage organisations to reflect on the recent experience and integrate these learnings into the way we work going forward. For site based roles that can't physically be done anywhere but the workplace (as many in construction are), we can still think about offering staggered start times, more flexible rosters and other innovations based on consultation with the workforce.

SUPPORTING THOSE WHO HAVE EXPERIENCED POOR MENTAL HEALTH

Lastly, we are living in a world where there is a high likelihood that many more people will have had their mental health impacted. Work has an important role to play in helping those recover from depression, anxiety disorder, addiction and many other issues.

Having a work environment where constructive plans can be put in place for those returning or continuing to work while having suffered (or currently suffering) from poor mental health is essential and beneficial to all in maintaining a longer-term sustainable construction workforce.

Again, to do this, managers and supervisors will need increased skills and knowledge in new areas - such as mental health first aid and Mates connector training. Construction industry associations and ITOs need to gear up to provide services for their members to ensure support for people needing placement and support during return to work.

Counselling services need to be increased and more available and affordable to those needing it and this can be supported better by workplaces and industry associations by focusing and prioritising resources in this area over the coming two years.

Government needs to play its role as well as the largest purchaser of construction services in New Zealand.

Funding for work place mental health support programs needs to be prioritised and directed to all of New Zealand's construction workers. It is a well-established fact that construction accounts for the highest number of suicides by industry and there is an urgent need for all parties across the industry to address this issue.

For more support around mental health in the construction industry these resources are available:

Mates in Construction New Zealand

Managers Guide to Mental Health in Construction

Pocket Guide on How to have a Conversation About Mental Health

Where to get help:

- 1737 - Phone or Text
- **Mates in Construction** 0800 111 315 or text 5353
- **Lifeline** 0800 543 354 - available 24/7
- **Suicide Crisis Helpline** 0508 828 865 or 0508 TAUTOKO - available 24/7
- **Youth services** 06 3555 906
- **Youthline** 0800 376 633
- **Kidsline** 0800 543 754 - available 24/7
- **Whatsup** 0800 942 8787 1pm to 11pm
- **Depression helpline** 0800 111 757 - available 24/7
- **Rainbow Youth** 09 376 4155
- **CASPER Suicide Prevention**

IF IT IS AN EMERGENCY AND YOU FEEL LIKE YOU OR SOMEONE ELSE IS AT RISK, CALL 111.

COVID-19 BACK TO WORK MENTAL HEALTH PROTOCOLS

FEELINGS AND EMOTIONS

Feeling stressed is an experience that you and many of your MATES are likely going through.

It is normal to be feeling this way in the current situation.

Stress and the feelings associated with it are by no means a reflection that you cannot do your job or that you are weak.

Recognise where you are sitting with your emotions, and take some time to take focused on the now.

Consider if your emotions are more intense than usual and if so, you might need some further support.

WELLBEING

Managing your stress and wellbeing during this time is an integral act.

• Looking after your physical health.

• Take care of your everyday needs and ensure rest and time out during work or after work, not feeling engaged in physical activity, and being in contact with family and friends.

• Continue to use the self-care strategies that you know work for you.

• Consider your wellbeing "buffer" - you will need to fill it up as it will fuel simply at times.

CHANGES IN BEHAVIOUR

There could be changes that you or a MATE might be showing. These are not one-off incidents but are happening more often than usual.

Are they:

• Angry or agitated

• Isolating themselves

• "Not wanting to talk to anyone"

• Using alcohol or drugs as a way of coping

• Being absent

• "Not wanting to be bothered"

• Finding it hard to cope with everyday things

• Not looking after themselves, eating, looking unwell

• Struggling to concentrate

• Struggling to finish work

• Coming into work late or being absent a lot

SUPPORT AVAILABLE

Sometimes what might be happening for us might require more help.

Talk to someone that you trust at work or a friend or family member.

We know there is a range of support in the community that is available.

MATES in Construction Team can help manage you through some of the supports available.

MATES in Construction is a free confidential service available 24/7.

Simply ring MATES in Construction on

0800 111 315 or text us on **5353** and one of our staff will support you.



WHAT CAN EMPLOYERS DO?

Clear communication during Covid-19 is essential. Being a mental health part of the conversation.

Know your workers. Look out for any changes in their behavior.

Practical support workers who identify as being at risk of workplace psychological injury. Use the MATES induction tools on site.

Talk about how everyone is handling it. Toolbox Talks and breaks.

If you have an Employee Assistance Programme, inform your workers that it is available.

Have MATES signage as much as you can across the site to encourage help seeking behaviors.

Simply ring MATES in Construction on

0800 111 315 or text us on **5353** and one of our staff will support you.

MENTAL HEALTH, RESILIENCE, BACK TO WORK, COVID-19 AND SUPPORT FOR THE CONSTRUCTION INDUSTRY 2022 2024

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Kia hauora, kia hauora mā te mātāwhiri

CHRIS ALDERSON IS THE CEO OF CONSTRUCTION HEALTH AND SAFETY NEW ZEALAND (CHASNZ)

Putting the shovel-ready projects in perspective

BY RODNEY DICKENS, MANAGING DIRECTOR, STRATEGIC RISK ANALYSIS LTD

The government announced 11 “shovel-ready” projects on 15th June that are expected to directly create more than 1,200 job, whilst spending on these projects will indirectly create more jobs.

The first link below lists the 11 projects that include residential subdivisions, rail projects, roading projects and cycleways. Supporting the projects is a fast-track consenting process (see the second link below).

USEFUL LINKS FOR UNDERSTANDING THE SHOVEL-READY PROJECTS

www.newstalkzb.co.nz/news/politics/pm-jacinda-ardern-expected-to-reveal-fast-tracked-shovel-ready-projects/

www.beehive.govt.nz/release/streamlined-consents-boost-jobs-and-economic-recovery

It is useful to put the jobs - and spending the “shovel-ready” projects will create - in perspective.

One perspective is the impact they will have on national employment. In the May Monetary Policy Statement, the Reserve Bank predicted national employment will fall 4.1% in the 12 months to March 2021. This equates to a loss of 109,000 jobs. If COVID-19 hadn't come along, employment would have most likely increased around 2% or 53,000; taking that into account means the effective loss of jobs from COVID-19 and the lockdown is more like 162,000. The most useful leading indicator of employment growth points to a slightly larger fall in employment than predicted by the Reserve Bank (see the first chart).

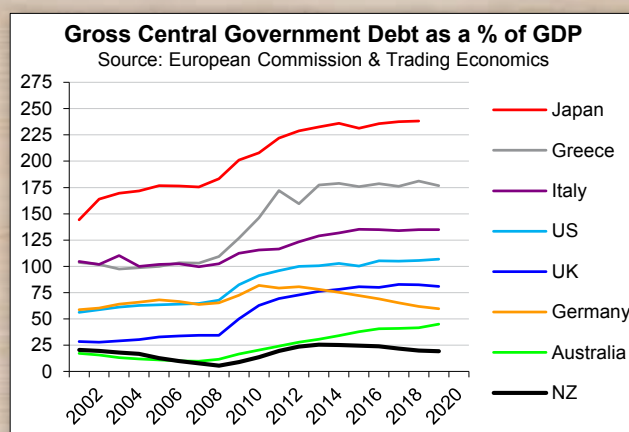
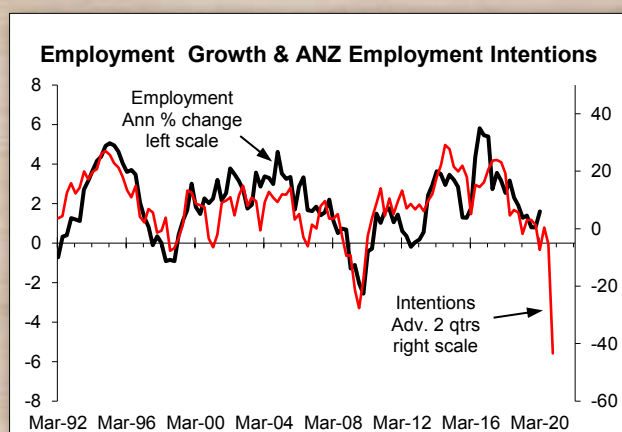
Even if the 11 projects announced so far create 2000 jobs directly and indirectly, it only represents around 1.2% of the jobs likely to be lost as a result of COVID-19 and the lockdown. In that perspective, the impact of the projects

on employment and economic growth is a bit like putting a band-aid on a shark bite.

More projects will be announced as part of the government's \$12b infrastructure spending plan while the overall government stimulus package in response to COVID-19 is now more than \$50b. The overall \$50b+ package and the \$12b infrastructure spending plan will be spent over a number of years. However, to put them in perspective, annual economic activity in the last year was \$314b. In that context, the 11 shovel ready projects still look insignificant, but the total stimulus package is far from insignificant, even if progress is slow because of the sort of bureaucratic bungling that has held up progress with the likes of KiwiBuild.

There is another useful perspective to view the “shovel-ready” projects and the government's COVID-19 stimulus package from. That is the strength of the NZ government's financial position, especially relative to most countries (see the second chart). For a selection of countries, the second chart shows gross central government debt as a percentage of economic activity or GDP.

The stimulus package will create an operating deficit for the government that will be funded from debt, but NZ has a relatively strong starting point. Consequently, if needed, the government can - and will - provide more stimulus, and this will be aided by stimulatory actions by the Reserve Bank. While the “shovel-ready” projects are like putting a band-aid on a shark bite, provided things don't turn particularly nasty overseas as a result of rising COVID-19 cases, NZ is well-placed to experience a solid and reasonably quick economic recovery.



Building and construction industry applauds employer support package

The time is ripe for employers to take on apprentices, following the Government's latest announcement as part of the \$1.6 billion Trades and Apprenticeships Training Package.

The \$390 million package provides employers with a maximum of \$16,000 for each apprentice they employ and covers both existing and new apprentices. It will be paid out over their first two years and payments, which will be paid monthly, begin on 1st August this year.

The main challenge for the construction sector is gaining and retaining apprentices in the system, but BCITO Chief Executive Warwick Quinn stresses that now it is in the industry's hands to make the most of what the Government is offering. "We have been asking for this, so now we must use it to our advantage. It is our job as a sector to step up and make this work".

"Not only do we need to increase capacity, but we also have a responsibility to train and develop good quality tradespeople. This financial support will mean employers don't have to wear the full cost of upskilling them and can invest more into their training," he said.

"This announcement will also reassure incoming apprentices and people considering careers in the trades that building and construction remains a good sector to work in."

"For years, the building and construction sector has been calling for support from the government for those firms that train apprentices. And this is the answer we have been waiting for.

"The Government understands that during recessionary times we need to continue to develop and grow our pipeline of skilled tradespeople. We don't want to lose our talent."

Education Minister Chris Hipkins says the apprenticeship support

scheme, Apprenticeship Boost, is part of a wider government programme to keep apprentices in jobs and support employers to invest in new ones, as the economy rebuilds from the impacts of COVID-19.

"Apprentices are significant investments for firms, particularly in the early years of their training, and can be the first to be laid off when companies have to tighten their belts."

"This investment is key to helping businesses keep people on and give them more confidence to take on new apprentices. This is essential as we roll out and fast track infrastructure projects.

"Without support of this kind after the Global Financial Crisis, apprentices were let go and when the economy picked up, New Zealand struggled with huge skills shortages and had to pay more to find skilled people from overseas."

From August 2020 and up to April 2022, up to an estimated 18,000 employers will be able to apply for funding of up to \$12,000 per apprentice in their first 12 months of training, and up to \$6,000 in their second 12 months.

"The Government has budgeted \$380.6 million for Apprenticeship Boost, which was announced on Budget Day. We've also removed costs for learners and made apprenticeships free for the next two and a half years," Chris Hipkins said.

The Ministry for Social Development will be responsible for administering the scheme.

"Supporting people to stay in jobs and enter into training requires a cross government response so it makes sense that MSD has a key role to play. We need to keep apprentices connected to work, connected to training and connected to their communities," Minister of Social Development Carmel Sepuloni said.

"MSD has shown through its administration of the Government's wage subsidy that it's well placed to support businesses in a timely and effective manner to help keep kiwis working," she says, adding that the support is critical to ensuring that our people and businesses continue to develop the skills needed for New Zealand's economic recovery and rebuild.

Apprenticeship Boost is a cornerstone of the Government's Apprenticeship Support Programme, Chris Hipkins said. Employers of apprentices will also have targeted financial support available from three other schemes depending on the circumstances:

- Extending the existing MSD Mana in Mahi scheme (\$30.3 million) for at risk people into long-term sustainable work
- A new regional apprenticeship scheme which will invest in new apprenticeships in regional New Zealand and particularly support displaced workers and Maori and Pacific peoples into jobs,
- \$19 million to support the seven existing Group Training Schemes to continue to employ some 1,700 apprentices and trainees and provide related services to host businesses.



For more information

www.workandincome.govt.nz/work/apprentice-support/apprentice-support-programme.html
www.tec.govt.nz/news-and-consultations/new-fund-to-keep-apprentices-in-work

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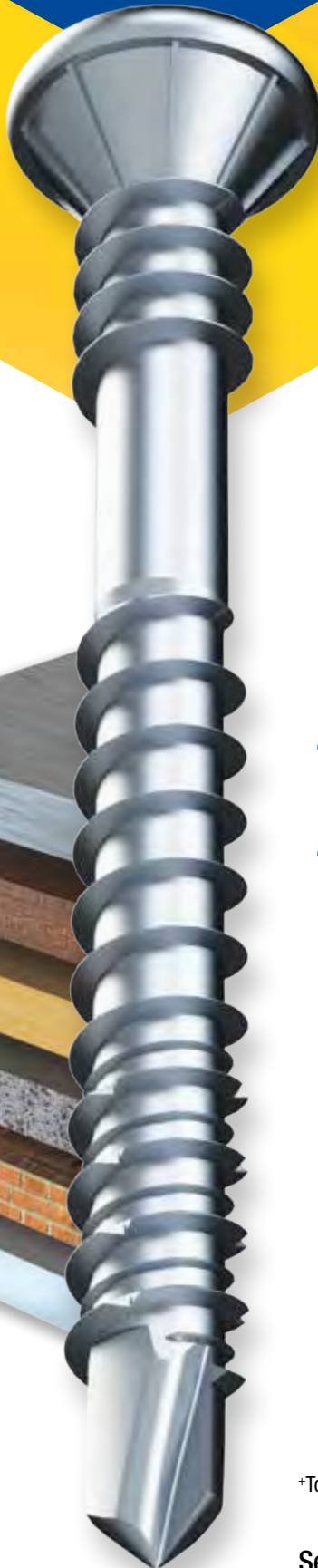
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