

# TRADE LEADER

OCT - NOV 2020 ISSUE ■



New building  
consent exemptions  
announced



Details released  
on vocational  
education



Top regional  
apprentices for  
2020 named



Xero integration  
with CARTERS  
Trade Portal



■ **New Zealand**  
Construction Industry  
Council outline requests  
to incoming government



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**NEW ZEALAND  
MANUFACTURED** 



# In the frame

BY MIKE GUY, CARTERS CHIEF EXECUTIVE

As one of industries that were able to stay trading, albeit with some restrictions, during the latest change in alert-levels, the building and construction sector is continuing to positively drive itself forward.

Fortunately for those in the industry, the post-lockdown landscape unfolded fairly smoothly, and the sector currently sits as one that is likely to lead the economic recovery for the country when things have started to return to normal (or as normal as things are likely to be in the short to medium term).

With a general election coming up, the industry has started to outline what it's going to need from the government in order to continue progressing by securing its economic positioning, continuing and advancing education programmes, addressing skills shortages and working with industry on sustainability and environmental issues.

The New Zealand Construction Industry Council has outlined its political 'requests' in a recently released report, which shows that the sector is certainly not resting on its laurels, and is being extremely proactive in how it sees its future. It's an interesting read, and more can be found on this on page 26 of this issue of CARTERS Trade Leader.

As part of industry future proofing, there's also the issue of skills shortages and ongoing education.

Vocational education has been a pressing issue recently, especially in light of major changes to the education system, but the implementation of a series of Centres of Vocational Education (CoVE) is set to not only bridge the gap left by the disestablishment of Industry Training Organisations, but improve the level of training given to those with an interest in the trades. The first of these to be established is the Construction and Infrastructure Centre of Vocational Excellence (ConCoVE). To find out more about how this will be run, check out page 6.

In other educational news, the Apprentice of the Year 2020 competition announced its top three Apprentices from each of the regions in late September. Though a number of the awards events were cancelled due to COVID-19 restrictions, it is important

to acknowledge the hard work of the Apprentices in the competition so far, we share the details of the winners with you on page 28 & 29. The talent coming through in this year's competition is a positive insight into the future of our industry, we wish the top ten all the best for the National Practical Challenge and awards in November.

CARTERS are on a journey to drive our digital capability forwards with the goal of making the tools for you to do business with us more accessible. CARTERS have partnered with Xero accounting and this partnership will mean, if you're a Xero user, all your CARTERS invoices are sent directly into Xero, which saves you time keying orders and increases accuracy and efficiency within your business. Together the systems will improve your ability to do business online, when it suits you. For more details on this functionality and when it will be available head to page 21.

In other areas of the business, we have seen steady growth over the past few years in the Wellington region and to meet the ongoing demand of our building partners and the increasing expectations of the industry, we are pleased to share that we have established a new branch in Wellington South. This branch is set to open in mid-October and is based on Jean Batten Street near Wellington airport. Predominantly it will be a drive through branch to pick up essentials, with larger orders delivered via our existing sites. If you are interested in getting set-up with a trade account for Wellington South, get in contact with our team or head to [www.carters.co.nz/wellington-south](http://www.carters.co.nz/wellington-south).

We hope that the momentum we are currently experiencing continues and look forward to supporting your business into the end of 2020 and beyond.



**MIKE GUY**  
CARTERS Chief Executive

**CARTERS**   
Your **Building Partner**

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## BUSINESS

### 7 WAYS TO WOW CLIENTS

There are some simple techniques to building your reputation as a trades business through service, communication and consistency. Daniel Fitzpatrick gives some considerations for how you and your team should approach each job.

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### NZCIC ISSUES CHALLENGE TO INCOMING GOVERNMENT

With the 2020 general election looming, the Construction Industry Council (NZCIC) has released an outline of requests for the incoming government and the six key areas they would like them to focus on.



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The regional winners have all been named in the RMB Apprentice of the Year 2020. The judges shared the winners and their performance in the competition so far.

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Rodney Dickens give his perspective on the threat of COVID-19 on new dwelling consents, that isn't likely to hit until the second half of 2021.



# Construction Sector Accord

## part of the consortium to lead Construction Centre of Vocational Excellence subcontractors

A consortium, including the Construction Sector Accord, have been announced as the successful applicants to lead the Construction and Infrastructure Centre of Vocational Excellence (ConCoVE).

The successful consortium included the Accord, MIT, Unitec, Te Wānanga o Aotearoa, Ara Institute of Canterbury, BCITO, The Skills Organisation, New Zealand Construction Industry Council, Vertical Horizonz and Connexis.

CoVEs will play an important role in the new vocational education system - driving innovation and excellence in vocational education by strengthening the links between industry and communities.

The ConCoVE, one of the first to be established, will focus on how construction-related vocational education can be applied to help fix the industry's long-standing skills challenges.

The Accord's People Development Workstream leads Graham Burke and Bill Newson are pleased the consortium will be leading the way.

**"WE ARE VERY EXCITED TO BE REPRESENTING THE ACCORD IN THE CONSORTIUM CHOSEN TO LEAD THE CONSTRUCTION COVE. THERE HAS BEEN A COLLABORATIVE EFFORT BETWEEN THE CONSORTIUM PARTNERS TO DEVELOP A PROPOSAL WHICH REFLECTS ACCORD GOALS, INCLUDING RAISING CAPACITY AND CAPABILITY WHILE IMPROVING DIVERSITY AND PROVIDING CLEAR CAREER PATHS ACROSS THE INDUSTRY," SAYS GRAHAM.**

"The ConCOVE is taking on some of the big issues the sector has faced for a long time. How to increase the

number of people in training and the quality of training; how to broaden the diversity of people working in the industry and improve outcomes for Māori, women and other priority groups.

*"ConCOVE is also looking to the future and how we can adapt to disruptive technologies and use training in the fight to reduce carbon and waste in construction."*

ConCoVE will initially undertake five key projects designed to address significant factors in workforce development and directly align to the programmes in the Accord's Transformation Plan:

- **Disruption** – preparing industries to manage disruptions to the nature of work brought about by new technologies and develop training solutions.
- **Learning Framework** – reform entry-level training to decrease the time it takes workers to become engaged in meaningful employment.
- **Retention** – improve workforce productivity and retention by developing career support services including training, mentoring and networking.
- **Diversity** – provided tested strategies and models for stakeholders to grow workforce diversity, particularly in relation to Māori, Pasifika and women.
- **Sustainability** – help the industry respond to increasing demand for environmentally sustainable practices.

The CoVE will be hosted at Manukau Institute of Technology (MIT) and will involve industry representatives, researchers, providers and other relevant groups working together to share best practice and knowledge.



# New building consent exemptions are here

**BUILDING  
PERFORMANCE**

From 31 August 2020, some building projects will no longer need building consents. This makes it faster and easier for home and building owners to turn their dreams into reality. The full summary of upcoming exemptions is available on the **building.govt.nz**

Even though a building consent is not required, there are still rules to follow. All exempt building work must meet the Building Code and other relevant legislation.

## EDUCATIONAL RESOURCES

MBIE has recently updated the exempt building work guidance and this is now available on our website.

A public information campaign will soon be live to raise awareness about the new exemptions and make sure homeowners know what to think about before they start exempt building projects.

MBIE is also developing an online tool that will help homeowners better identify what building work does or doesn't need a building consent and what rules they need to follow. This should be available later this year.

A series of webinars with key sector stakeholders has also been conducted to discuss the exemptions in further detail. The presentation is available on demand for anybody who wants to learn more.

## WATCH THE WEBINAR

[www.building.govt.nz/projects-and-consents/planning-a-successful-build/scope-and-design/check-if-you-need-consents/building-work-that-doesnt-need-a-building-consent/technical-requirements-for-exempt-building-work/](http://www.building.govt.nz/projects-and-consents/planning-a-successful-build/scope-and-design/check-if-you-need-consents/building-work-that-doesnt-need-a-building-consent/technical-requirements-for-exempt-building-work/)

Lastly, to help homeowners find resources on how they should comply with the Building Code, here are some helpful links to relevant standards.

## VIEW INFORMATION ON HOW TO COMPLY WITH THE BUILDING CODE

[www.building.govt.nz/projects-and-consents/planning-a-successful-build/scope-and-design/check-if-you-need-consents/building-work-that-doesnt-need-a-building-consent/everything-you-need-to-know/ensuring-building-work-that-doesnt-need-a-consent-complies-with-the-law/](http://www.building.govt.nz/projects-and-consents/planning-a-successful-build/scope-and-design/check-if-you-need-consents/building-work-that-doesnt-need-a-building-consent/everything-you-need-to-know/ensuring-building-work-that-doesnt-need-a-consent-complies-with-the-law/)

Over the next couple of years, new educational resources will be developed and released to help homeowners better understand how to comply with the Building Code.

If you have questions, please email the team at [info@building.govt.nz](mailto:info@building.govt.nz)



**Useful links:**  
Consent Compliance



**Webinar:**  
Consent Exemptions

# New dates for updating Building Code

**From 2021 the Building Code will be updated annually, with only two key dates for the sector to remember.**

Consultation will open on the first Monday in April next year, while changes will be published the first Thursday in November. These dates were chosen to avoid conflicting with school and summer holidays.

Changes will come into effect the following November allowing for a minimum transition of 12 months, which allows existing projects to be completed and changes to be incorporated in new projects.

This means that next year:

- **consultation will open Monday, 6 April 2021,**
- **changes published Thursday, 4 November 2021,**
- **changes coming into effect November 2022.**

This timing will be the same in following years.

*PLEASE NOTE: In line with the November 2019 Building Code update, the B1/AS1 requirements for building on liquefaction prone soil will come into force on 28 November 2021.*

# New building consent exemptions



■ BY JULIET CLENDON, SENIOR TECHNICAL ADVISOR, OCCUPATIONAL LICENSING, MBIE

Changes to the Building Act will mean building consents aren't needed for some new or expanded types of low-risk building work, like sleepouts, sheds, carports, outdoor fireplaces and ground-mounted solar panels.

New building consent exemptions are being added to the Building Act. These exemptions will save building owners time and money, as they will not have 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.

## EXPECTED TO START LATE AUGUST

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 types 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 (LBP). This is a big win for LBPs, as it will raise their profile and encourage home and building owners to use them. The new exemptions are expected to commence at the end of August.

## LARGER SINGLE-STOREY DETACHED BUILDINGS

Additional exemptions will increase the size of current exemptions for single-storey detached buildings. Kitchen and bathroom facilities are not included in this exemption.

New exemptions include:

- kitset or prefab buildings with a maximum floor area of 30 m<sup>2</sup> where a manufacturer or supplier has had the design carried out or reviewed by a Chartered Professional Engineer
- buildings with a maximum floor area of 30 m<sup>2</sup> where an LBP is to carry out or supervise design and construction
- buildings with a maximum floor area of 30 m<sup>2</sup> where only lightweight materials with structural components built in accordance with Acceptable Solution B1/AS1 are used – this work may be done without the help of a professional.

## SOME EXEMPTIONS REQUIRE AN LBP

There are some other building consent exemptions that must be carried out by a professional. These exemptions will apply if:

- the design has been carried out or reviewed by a Chartered Professional Engineer
- an LBP has carried out or supervised design and construction.

The change to the exemption often applies to the size of the works. Using an LBP will allow homeowners to build larger projects than they could under current exemptions

without an LBP.

## SOME EXAMPLES OF EXEMPTIONS THAT CAN BE CARRIED OUT WITH AN LBP INCLUDE:

- carports up to 40 m<sup>2</sup> – up from 20 m<sup>2</sup>
- ground floor awnings up to 30 m<sup>2</sup> – up from 20 m<sup>2</sup>
- ground floor verandas and porches up to 30 m<sup>2</sup> – up from 20 m<sup>2</sup>
- single-storey pole sheds and hay barns in rural zones with a maximum floor area of 110 m<sup>2</sup>.

## OTHERS DON'T REQUIRE AN LBP

Other new building consent exemptions that do not require an LBP include:

- outdoor fireplaces or ovens
- flexible water storage bladders
- small pipe supporting structures.

More information about the new exemptions including technical requirements will be on the [building.govt.nz](http://building.govt.nz) website in August.

## CODEWORDS QUIZ



### 1. When will the changes to building exemptions come into effect

- A. They are already in effect
- B. All the changes came into effect at the end of August 2020

### 2. Where can you find more information on the changes to schedule 1 of the Building Act

- A. At [building.govt.nz](http://building.govt.nz)
- B. This article has all the information I need

### 3. If an LBP works on one of these new exemptions, are they legally required to provide a Record of Work?

- A. No, as the work does not require a building consent it is not Restricted Building Work
- B. Yes, as an LBP had to carry out the work

### 4. A homeowner has asked you to build a 25 square metre detached sleep out with a toilet. Do they need to get a building consent?

- A. No, as the floor area is less than 30 square metres
- B. Yes, the bathroom facilities require a consent

### 5. A homeowner wants to build a new 10 square metre porch; do they need to use an LBP?

- A. Yes, but they do not require a building consent
- B. No, as porches under 20 square metres are covered under the existing exemption

Answers: 1. b, 2. a, 3. a, 4. b, 5. b



# Design competence



■ BY FAYE PEARSON-GREEN, BUILDING PRACTITIONERS BOARD MEMBER

Good designers are not only competent, they also know the limits of their competence. Working within these is vital for delivering quality work and is also important when it comes to accountability.

The LBP scheme recognises three areas of practice to reflect different levels of competency. These areas of practice are defined by the category of building the designer has been assessed as competent to work on:

- Design 1 applies to category 1 buildings only.
- Design 2 applies to category 1 and 2 buildings.
- Design 3 applies to category 1, 2 and 3 buildings.

## DIFFERENT CATEGORIES, DIFFERENT COMPLEXITY

These categories identify different types of buildings based on risk factors, complexity and intended use:

- Category 1 buildings are single residential units with a risk matrix score of less than 12 for any external elevation.
- Category 2 buildings are single residential units with a risk matrix score of 12 or more for any external elevation or buildings with multiple residential units that are less than 10 m in height. This height is measured from the surface of the ground floor level to the surface of the top floor level.
- Category 3 buildings are buildings with multiple residential units with a height of greater than 10 m and buildings that contain parts that are not residential.

As the complexity and risk factor of a building increases, so too does the necessary competence of the designer.

## ONLY WORK WITHIN YOUR COMPETENCY

Designers are trusted to understand their limitations and seek further assistance when required. Section 314B of the Building Act explicitly states that LBPs must work within their competence and must not misrepresent their competence.

If you believe you are competent to be working on higher-category buildings independently, consider getting reassessed to a higher area of practice so your additional competence can be verified and recognised.

Even if a building is covered by your area of practice, you should be cautious about the limitations of your ability. An example might be where you have completed many 2-storey houses on a flat site but have never completed a 2-storey house on a hill. In this instance, you should seek guidance or assistance from a suitably qualified person or get your documents peer reviewed. If you fail to do so and the resultant design is defective, you can still be found to be negligent or incompetent under section 317(1)(b), even if the design is within your area of practice.

## INCREASE IN WORKING OUTSIDE COMPETENCY

The Building Practitioners Board is seeing an increasing number of designers working outside their area of practice and competency level. Many Design 1 LBPs calculate risk matrices incorrectly and believe they are working on a category 1 building when it is in fact category 2. They then

work outside their area of practice on complex category 2 buildings, which exceeds their competency limits.

LBPs working outside their competency can be found to have been negligent, incompetent or to have breached section 314B of the Act. This can lead to disciplinary measures such as fines and suspension or even cancellation of licensing.

It's also worth noting that working outside your competency under the Building Act could also have implications with professional indemnity cover. Insurers may take a dim view of this and refuse your claim and make future reinsurance difficult.

## USE YOUR LICENCE RESPONSIBLY

The LBP Scheme is designed to recognise the competence of designers so consumers can choose the right person for the job and practitioners can be held accountable for their professional conduct by the Building Practitioners Board.

We rely on designers to use their licence responsibly to ensure we can build better homes for all.

## CODEWORDS QUIZ



### 1. What should I do if part of a design is outside my level of competence?

- a. Seek guidance from an LBP or Registered Architect who is competent to carry out the design
- b. Upskill by carrying out training or research
- c. Carry on as normal if it is covered by your area of practice
- d. A and/or B may be acceptable, depending on the situation

### 2. If you work outside your area of practice you can be disciplined by the board for the following:

- a. Misrepresenting your competence
- b. Working outside your competence
- c. Carrying out work in a negligent or incompetent manner
- d. all of the above

### 3. Why might you get reassessed if you believe you are competent to work independently outside your current area of practice?

- a. So that an independent assessor can verify that you meet minimum standards
- b. So that your competence can be recognised by employers, consumers and Territorial Authorities
- c. So you are in a better position to defend your competency should there be complaints against you
- d. All of the above

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



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FORUM

## ASIAN CONSTRUCTION FORUM

**Saturday 14th November, 11am – 4pm,  
Life Central, Mt Eden**

The Asian Construction Forum is aimed at bringing together those in the growing Asian construction community to discuss important product, service and legislative information and updates, with interpreter services available.

REGISTER ONLINE: [ACFNZ.CO.NZ](http://ACFNZ.CO.NZ)

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NZ CONSTRUCTION INDUSTRY FORUM 2020

## CONSTRUCTIVE FORUM

BUILDING  
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VIRTUAL EVENT SERIES  
27 AUGUST – 17 SEPT

The Constructive virtual series took place over the end of August to mid-September, these events were well received by the industry and some key solutions came out of the seminars with industry leaders.

There was great attendance across all the events. CARTERS sponsored the 'Building Residential Sector Resilience' event, with David Kelly (CEO of Registered Master Builders), Campbell Mattson (Managing Director Location Homes) and Judi Keith Brown (President of Te Kāhui Whaihanga New Zealand Institute of Architects (NZIA)).

You can still catch the virtual seminars at:  
[www.constructive.org.nz](http://www.constructive.org.nz)  
→ Watch Virtual Events series

## APPRENTICE OF THE YEAR 2020 NATIONAL EVENT



**National Practical & Awards Evening:**  
Fri 6th November 2020

The regional winners have all been announced (see page 28 & 29 for the top three from each region), the apprentices will now go on to the National Practical Challenge and judging before the National Awards night where the 2020 Apprentice of the Year will be named. The location for this challenge will be ASB Showground in Greenlane.



[WWW.APPRENTICEOFTHEYEAR.CO.NZ](http://WWW.APPRENTICEOFTHEYEAR.CO.NZ)

NEW ZEALAND  
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Awards

New Zealand  
Institute of  
Building

GIB

## NZIOB AWARDS CEREMONY & GALA DINNER

**Friday 30<sup>th</sup> October 2020**

**Various locations and live-streamed**

Join your fellow construction industry peers at the New Zealand Building Industry Awards Ceremony & Gala Dinner; to acknowledge and celebrate the practitioners behind New Zealand's most successful building projects. This year the event is being held across three venues in Auckland (The Cordis), Wellington (Te Papa), and Christchurch (Town Hall). With finalists spread across the three separate venues, the MC will be cutting to live feeds from each venue for the presentations of the awards. The event will also be live-streamed.

**CARTERS are proud to sponsor the Projects \$20 - \$35M category of the awards this year.**



Go to [www.nzbuildingindustryawards.org.nz](http://www.nzbuildingindustryawards.org.nz) to register to attend.

UPCOMING EVENTS 2020



# Don't lose sight of your site

When thieves target a building site there's more than just the loss of your materials and tools, there's the ongoing downtime as you go through the process of reporting the theft, dealing with insurance and replacing stolen items in order to keep building.

Whilst you can't stop this theft altogether, there are ways to deter a thief and make your site the least attractive when it comes to this problem, and there is a range of smart security options designed to help you out.

Technology has moved very fast in the last 10 years and smart solutions to detect unauthorised activity on-site are literally at your fingertips via your smartphone/ tablet or computer. Cameras not only provide extra security, but access can also be shared with multiple stakeholders, including your client. That's handy if you have a very invested customer who enjoys watching the progress of their build in real time. Here are a few options to consider if you're looking to secure your site.

One of the most well-known security brands is Arlo and they have solutions to keep an eye on things whether you're WiFi enabled or not.

## ARLO ESSENTIAL

Arlo Essential captures video in 1080p resolution, with an integrated spotlight and colour night vision. Wire-free and weather resistant, Arlo Essential works indoors or out. Set it up yourself in just a few easy steps and clearly see who's there, even at night.

Get notifications on your smartphone when your camera spots people, vehicles, animals or packages, and view recorded video clips directly from your phone. Speak to visitors with clear, two-way audio.

Easily recharge your camera using the included power cable and you can use the built-in siren remotely if the situation warrants it.

## NO WIFI? NO PROBLEM ARLO GO

Arlo Go is powered by Long Term Evolution (LTE) and requires a mobile plan before using. It's 100% wire-free and IP65 Certified Weather-resistant; rain or shine, hot or cold this robust camera will handle it all.

There's two-way audio built in, night vision and a 130 degree viewing angle and a built-in SD card slot which allows for local backup storage in the event of internet interruption.

## ARLO PRO 3 FLOODLIGHT CAMERA BRING THE LIGHT AT NIGHT

The Arlo Pro 3 Floodlight Camera illuminates your site with clear 2K video, superior brightness and a convenient wire-free design with no power cords or wiring hassles. This unit also comes with a built-in smart siren. There are multiple power options available as well, such as a rechargeable battery, solar panel or outdoor charging cable.

If you choose to protect your site with security cameras storing recorded footage, check any privacy requirements before installing them to make sure you're covered.



*Cameras not only provide extra security, but access can also be shared with multiple stakeholders, including your client. That's handy if you have a very invested customer who enjoys watching the progress of their build in real time.*



**Arlo Essential**  
see all the essentials



**Arlo Go**  
connects to mobile plan



**Arlo Pro 3**  
floodlight camera

# Maintaining and painting new weatherboards

As builders, early care of timber weatherboards when they are delivered to site can go a long way to reducing any ongoing issues that may arise further down the track. Phil Wilkinson, the National Manager Membership and Workmanship for the Master Painters Association, says that problems can often start with the way they are stored prior to installation.

Often the packets of timber wrapped in plastic are left on site in the sun and wherever the delivery truck dropped them. Stored like this, the timber can take on considerable moisture.

A recent survey conducted by MPA suggested that painting instructions and/or recommendations are often not supplied to the painting contractor by the builder and that the time between installation and painting is often not known, nor asked by the painting contractor.

**There are a number of questions a painting contractor should ask, including:**

- **Should we moisture test the weatherboard before painting?**
- **Should the weatherboards be gapped and filled?**
- **What is the paint product specification? How should these coatings be applied?**
- **What spread rates are the paint coatings to be applied at to achieve the required Dry Film Thickness?**
- **What colours can we paint the weatherboard?**

Painting contractors should also ensure they are aware of the weatherboard suppliers' specification and guidelines for painting of the weatherboards. If the written instructions are not available from the builder, check to see who has supplied the weatherboard and get a copy of the specification from them. The instructions are likely to suggest the use of a moisture meter to gauge the moisture content of the weatherboard. According to AS/NZS2311 :2017 the moisture content should be between 14 -18%. If the moisture content is greater than the guidelines supplied by the weatherboard manufacturer then don't paint the weatherboards until they are. If the builder/home owner insists they be painted regardless of moisture content, ask them to sign an instruction to paint and take responsibility for them.

**Do not fill the horizontal gap between the overlap of the weatherboard.** The weatherboard is designed to allow natural timber expansion and contraction to take place. Filling the gap will prevent this.

**Remove all dirt, chalk and other contaminants before painting,** and all nail holes and defects in the timber should be primed prior to filling with a suitable filler. Priming nail holes reduces nail hole moisture uptake. Once dried and sanded the filler should be spot primed.

**Painting should take place as soon as possible after installation and not longer than 90 days.** After 90 days, or if the primer adhesion looks unsound, the

weatherboards will require to be re primed.

**Lightly sand the weatherboard and apply two coats of 100% acrylic premium quality exterior paint,** with good tannin blocking properties, as per the paint manufacturers can label instructions. Matt or low sheen paint coatings are recommended.

**A generally accepted target is a minimum of 50 microns of top coat paint applied to the weatherboards in total.** Application by brush, roller or spray is recommended. Delivering 50 microns in two coats consistently across all the weatherboards is unlikely, especially if a roller is used to apply the coatings. There can be a tendency to overspread the paint coating. It is likely this will only be resolved by the application of a third top coat of paint. Wilkinson says the MPA are unaware of any wet film gauge being used in the application of decorative paint coats to weatherboards.

*"I also wonder the practicality of the recommended film builds by the paint companies and whether these are realistically achievable," he says. "They may be able to achieve those film builds in a laboratory, but is it possible onsite in the real world with all the elements at play to consistently achieve them?"*

**Do not apply paint to timber weatherboards that have been tinted to a colour with a light reflectance value (LRV) less than 45 LRV.** Ensure your customer understands that this will cause problems for them very quickly and will likely void any warranty the weatherboard manufacturer has provided. If your customer insists, they be painted in a colour lower than 45LRV, ask them to sign an instruction to paint and take responsibility for it.

A recent fact sheet (Fact sheet No. 50) has been published on the MPA website to help painters, builders/ specifiers and home owners understand some of the problems faced when painting weatherboards. These are to ensure they understand the guidelines needed to be followed. Fact Sheet 51 is a good one to leave with your customer at the conclusion of the weatherboard painting so they understand the ongoing maintenance requirements. On occasion, MPA is asked to assess painting work to new weatherboards that have failed. All too often we see the same problems repeated. Low LRV colours, low film builds of paint, movement in weatherboard and failure of coatings likely the result of high moisture content of the timber when it was painted. These are all problems the painting contractor has some control over.

Wilkinson says the MPA will continue to meet with the factory primer industry suppliers and weatherboard manufacturers to help resolve some of the issues seen.





# Weatherline® Commercial Installation from a Tradie's View

Installing GIB Weatherline® in a local school was a cinch thanks to some first-rate training from Winstone Wallboards.

Wayne Stevens and the team from Interior Plastering Services Ltd had the chance to handle, cut and install GIB Weatherline® and tapes prior to starting on site. This meant that when the team was ready to start the job, they were fully up to speed on the best way to install the system.

“The training really was key to the success of the install. It gave us a good feel for the product, and in particular, how to install the tapes,” says Club GIB® Installer [CGI] Wayne.

“We feared bubbling of the tapes would be an issue but having picked up a few tips and tricks, by the time we got to site we knew what to expect and didn't run into any problems.”

The 13mm GIB Weatherline® was installed in a three storey classroom block, and with its CLT panel construction, enabled horizontal installation.

“With big long walls the fixing was faster than initially anticipated. Horizontal fixing of sheets commencing at the bottom of the wall meant sheets stacked on one another nicely. The GIB Weatherline® handled well.”

The tapes too were simpler to install than Wayne had anticipated. “The more you do, the faster and easier it gets!”

Although the commercial project kicked off in February, COVID-19 put the brakes on. Luckily, lockdown had minimal impact. “Not all the cladding was installed prior to lockdown so GIB Weatherline® was exposed to conditions for an extended period. However, it performed very well with little to no signs of weathering and the tapes performed well too, with no reworking needed.”

For Wayne, the project was a rewarding one, and he says he would jump at another job.

“As a CGI it's the opportunity to add another service to my offering, packaging both external rigid air barriers and internal linings for commercial projects.”

While the project was a great success for Wayne, Max Sykes from Hanham & Philp Contractors Ltd also recognised the advantages by using GIB Weatherline®.

“This was a new product for us. We were very pleased at the speed of the install and also being very busy at the time we were glad to sub out to our contractor Interior Plastering Services Ltd.”

While Max was really pleased with this new system, he was also appreciative of the fact that they were able to proceed with their interior works earlier than with traditional methods of paper/building wraps.

“In this install we also needed to create a 60-minute one way fire barrier and GIB Weatherline® solved this issue for us as well,” he says.

**For more installation tips go to [gib.co.nz](https://gib.co.nz) or call the GIB® Helpline 0800 100 442.**



# Site Safety and the New Normal



From creative locations for your hand sanitiser to remote inductions, the COVID-19 pandemic has sparked some ingenious ideas as sites adapt to the “new normal”. Site Safe looks at some of the practical measures individual businesses have put in place to keep up with the COVID-19 protocols.

As New Zealanders, we're great at thinking outside the box or coming up with a “number 8 wire” approach to solve problems. We're also great at mucking in and getting the job done – and the COVID-19 safety protocols are a great example of this. When the pandemic struck, the industry came together to proactively put in place a set of protocols that would allow everyone to get back out on site as soon as possible, and to do so without putting our people, and the public, at risk. By and large, it's been great to see everyone in the industry recognise the importance of the protocols and adopt these out on site. All sites are different, with different risks that need to be addressed with a specific plan, but some of the practical ideas we've seen out on site across level 3 and 2 include:

## PHYSICAL DISTANCING AND CONTACT TRACING:

- **Remote inductions and contact tracing forms** – some bigger sites have moved to send out their induction information by email before contractors arrive on site. This can also include sending out a contact tracing questionnaire. In addition to the Ministry of Health QR codes, some sites have added their own QR code outside the gate so that workers can complete the questionnaire before entering.
- **Toolbox Talks** – some main contractors are now doing these by email/remotely
- **Prestart meetings** – some sites are asking for one representative from each crew to attend the briefing – this person is then responsible for filling in the rest of their team
- **Meetings** – video conferencing tools have been key in cutting down face to face meetings
- **Staggered breaks/meals** – roster systems for smokes and lunches have been put in place
- **Break rooms and common areas** – tables have been separated to allow for increased distancing
- Workers have been travelling to site in their own vehicles to allow for distancing and hygiene

- Some sites are operating a one-way system for stairs and entry and exits e.g. one staircase for traffic going up, one staircase for down
- Apps that detect when you're arriving and leaving site – if it's active on your phone and you walk on or off site, it will record your location in the site database

## HYGIENE:

- Larger sites that previously had a turnstile entry system with finger-print scanning operating have replaced these in favour of a security officer recording sign in details at the entrance.
- More sites are using professional cleaning services and increasing the frequency of cleaning
- Use of PPE such as masks and gloves
- Multiple foot operated handwash stations located around the site
- Hand sanitiser mounted on cones – so you can't miss it
- Temperature checks
- Hygiene posters at key locations on site
- Wheelie bins set up as hygiene stations

**THESE ARE JUST SOME OF THE MEASURES THAT WE'VE NOTICED ON SITE – IF YOU'RE INTERESTED IN ADDING YOUR OWN, WORKSAFE HAVE SET UP A WEBSITE CALLED BETTERWORKNZ, WHICH IS DESIGNED TO ALLOW BUSINESSES TO SHARE AND COLLABORATE ON BETTER WAYS OF WORKING – INCLUDING WAYS TO COPE WITH COVID-19 CHALLENGES.**



If you would like to know if your health and safety is on track, Site Safe can work with you to review and improve your health and safety performance. Contact [www.sitesafe.org.nz](http://www.sitesafe.org.nz) to get in touch with a health and safety advisor.



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# 7 ways to wow clients and dominate your niche

■ BY DANIEL FITZPATRICK, NEXT LEVEL TRADIE

It sounds so easy; Go out on your own. Provide excellent service. Get happy clients, referrals, repeat work, 5-star reviews, and a reputation as one of the best.

But have you ever had something go wrong on a job and, despite your best efforts, the client ended up unhappy with how long it took or, worse, disagreeing with you over the price?

No doubt about it, customer service is important. And good communication certainly isn't the only factor.

## Other things to consider:

### 1 What does the 'wow' look like?

**Everyone, from sales rep to technician or trades working onsite, should have a clear understanding of what's expected around customer service.**

A great way to get everyone on the same page is to "define the wow". In your next team meeting, ask everyone to describe customer service experiences they've had personally. Write all these up on the whiteboard. What are the common themes?

Put yourself in the customer's shoes — what expectations would you have if you were the client?

How can you set the bar on the first interaction and match - or exceed - that each time you have contact with the client, all the way through?

Just like there are procedures on how to carry out work, there should be procedures in dealing with customers.

### 2 Little things make big waves

**Sometimes it's the smallest action that can make the biggest difference; Arriving on time, not walking on grass/gardens, using clients' name, taking off boots (or wearing covers) before stepping inside, leaving things clean and tidy, bringing in the bins for a customer.**

Clients really notice that stuff, especially if they've had bad experiences with tradies in the past.

The little things show your commitment to raising the bar, and build trust and loyalty.

Did you know acquiring a new client costs five times more than getting repeat work from an existing one?

### 3 Customer service is an inside job

**Here's the thing: Customer service starts with culture.**

How you treat and speak to your staff has a direct impact on how they treat and speak to clients.

Lead by example. If you refuse to compromise quality and standards, and only speak about clients respectfully, your team will see that and follow suit.

The fish stinks from the head down.

**ANOTHER TIP - WHEN STAFF ASK YOU WHAT TO DO, SAY "WHAT WOULD YOU DO?" AS LEADERS, WE LIKE TO "TELL". INSTEAD, EMPOWER THEM TO FIGURE IT OUT.**

With enough training, in time, they won't need to ring you, and you'll be confident they know how to handle things exactly as you would.

That's why hiring staff, not just on experience, but based on attitude and willingness to learn, is often a winning move.

Also, give specific positive feedback, so they know exactly what they're doing right.

Note: As the owner, you're invested in building a good reputation and making your company successful.

If you can't say the same for your staff, it's time to train them to think more like you. Show them a career path (not just a job). Incentivise them for hitting targets, and going above and beyond for clients.

Set the expectations and spend time educating your employees.





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Did you know acquiring a new client costs five times more than getting repeat work from an existing one?  
[www.invespcro.com/blog/customer-acquisition-retention/](http://www.invespcro.com/blog/customer-acquisition-retention/)



**PS: If you liked this article, you'll love my guide on how to next level your profit. Get it free here: [www.nextleveltradie.co.nz/guide](http://www.nextleveltradie.co.nz/guide)**

## 4 Miscommunication leads to misunderstanding — which never leads to anything good

**One thing's for sure - open communication is key.**

Give clear expectations to the client. Be transparent from the very beginning. Especially around pricing, timelines, and any variations.

Be sure sales staff aren't making promises tradesmen can't keep.

**ALWAYS ACKNOWLEDGE AND INFORM THE CLIENT IF PROBLEMS ARISE. LET THEM KNOW YOU HAVE A SOLUTION; THEY WILL APPRECIATE YOUR FORWARD-THINKING.**

Explain the costs involved (if any) and why it's needed. Leaving it — or going ahead without explanation — is likely to cause headaches later.

Project Management software like Buildertrend or Simpro also have time-saving features like ability to track leads, and a customer portal to streamline all communication and decisions in one place.

## 5 Feedback is the breakfast of champions

**An issue brought up by a customer is actually a good thing. It's an opportunity to see your business through the eyes of the client. Take it as a chance to prove how good your customer service really is.**

Deal with complaints ASAP and rectify the problem. Leaving it to resolve itself will almost always make things worse.

**A COMPLAINT IS A CUSTOMER REACHING OUT FOR HELP. EVEN IF THEY'RE TAKING PERSONAL DIGS, OR HAVING A BAD DAY AND TAKING IT OUT ON YOU, KEEP YOUR COOL.**

If handled well, clients can actually end up being bigger fans than if the issue never arose.

When a customer says they're not happy, what do your guys say to that customer? Have a process, and make sure everyone knows what it is.

Also, keep in touch with clients after jobs. Ask them "How can we improve?"

Feedback is how you get better.

## 6 Look to build a relationship (not make a sale)

**This is a much easier way to win jobs.**

It's even been found that 68% of clients are willing to spend more when a company provides excellent service through the buying process.

So, when quoting, be intentional about building rapport, and listen carefully to what the client wants, rather than jumping in to offer a solution too quick.

Be prompt and friendly with communications, and keep language friendly — words like "company policy" are a big turn off!

## 7 Your reputation hinges on consistency

**About 67% of clients say they'd actively discourage others from using a company that provided poor service.**

One bad experience can, unfortunately, be talked about online again and again. Word of mouth is now on steroids. Potential clients can easily find reviews (good or bad) in seconds.

**THE BOTTOM LINE IS, YOU'RE NOT THE ONLY ONE REPRESENTING YOUR COMPANY, SO THERE NEEDS TO BE CONSISTENCY.**

The best way is to create systems within your business which everyone follows. Then check in regularly with staff. And track your KPIs around customer service.

Systemise and automate your customer service as much as possible. So you can stay on top of your game, and avoid the stress of unhappy clients. Even if it goes wrong, it can't go too wrong, or too far, without you knowing about it.

**Can you really afford not to?**



**NEXT LEVEL  
TRADIE**

Daniel Fitzpatrick is a New Zealand based business coach and the creator of Next Level Tradie. Find him at [NextLevelTradie.co.nz](http://NextLevelTradie.co.nz)

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Congratulations to Registered Master Builders on 30 Years of House of the Year and to all the winners and finalists along the way. To celebrate, Master Builders are taking a look back at the Supreme winners of the competition over the last 30 years. Take a look at the evolving trends, innovative designs and quality craftsmanship throughout the ages. We've enjoyed seeing the talent of our industry and look forward to seeing the results of the 2020 competition.

Here's a snapshot of the Supreme Winners from the last 10 years:



2019



2018



2017



2016



2015



2014



2013



2012



2011



2010

To check out all the Supreme Winners from the last 30 years head to: [www.houseoftheyear.co.nz](http://www.houseoftheyear.co.nz)

The 2020 Regional Awards are coming up, in order to keep up a tradition that is now 30 years strong, these events have adapted to the new restrictions and will be held as virtual events this year. **Tune in online to the virtual awards ceremonies to see who comes out on top this year. Head to [www.houseoftheyear.co.nz](http://www.houseoftheyear.co.nz) for details.**

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# Making the business of building easier with Xero

In order to simplify the business of building, CARTERS has been working with Xero, the global small business platform, to build connectivity between our Trade Portal system and their software platform. This functionality is anticipated to be available from mid to end of October 2020.

What this means for CARTERS trade account holders who currently use Xero, is that you can connect your invoices directly from the Trade Portal, so that they appear automatically in your Xero account. Which all adds up to saving you time online, when you can be out on site.

## WHAT XERO CAN DO FOR YOUR BUSINESS

Xero's online accounting software is simple to use and is built with small businesses in mind. You can log in anytime, on your PC, tablet or phone to get a real-time view of your cash flow. This means you can run your business on the go and use the mobile apps to reconcile, send invoices, or create expense claims - from anywhere.

The online invoicing helps businesses get paid faster. You can send invoices directly from the system to your customers, and then get sent alerts when invoices are opened, paid and overdue. The customer can also get reminders on their end when the invoice is due or overdue to ensure that nothing is getting buried in the inbox on either side.

This also takes away a chunk of the manual follow ups on bill payments, which is a necessary job but one that is not always pleasant and can take up a lot of admin time that small business owners, especially in the trades, are short of.

The beauty of being able to import your external invoices into Xero, is that they come through summarised or line itemised with the materials purchased. Which for builders means you are not having to manually key in orders to create the homeowners invoice, it's all automated. This not only saves time but increases the accuracy of invoicing and payments which should ensure you're getting paid sufficiently and the customer is getting full transparency on materials supplied.

The connection of the CARTERS Trade Portal with Xero will mean that your documents (invoices and credit notes) are fed directly into Xero for authentication and payment. On big building jobs where the building materials supplied are extensive this could create huge efficiencies for your business. Xero also imports and categorises your latest bank transactions, which makes it quick to action your reconciliations.

## XERO AND CARTERS TRADE PORTAL

CARTERS Trade Portal also allows you to search for products at your trade rate and make orders for delivery or collection. Or create a 'favourites' list of regularly ordered products which saves time by providing an option to make a quick reorder. As with Xero you can provide members

of your team with access to only portions that they need to see for their role. Together the systems will mean that much of your business partnership with CARTERS can be managed online, when it suits you. If you would like to sign-up for a Trade Portal account, contact your local CARTER branch, Account Manager or head to [www.carters.co.nz/trade-portal](http://www.carters.co.nz/trade-portal)

Then, if you are currently using Xero you can follow the steps below to connect your Xero account through the Trade Portal.

If you are not currently a Xero user and you want more information on how this could be useful for your business, head to [www.xero.com/get-xero](http://www.xero.com/get-xero) and trial the platform for free for 30 days.



Soon you will be able to login to the CARTERS Trade Portal and follow the step-by-step process to connect to Xero.



# Keeping site fit and work-ready

■ BY DR DUNCAN REID, PROFESSOR OF PHYSIOTHERAPY AT AUT UNIVERSITY

Working in the building industry is physically demanding and work-related injuries are common. The impact of COVID-19 has meant you have all had a period of enforced rest while we were in lockdown level 4 and, to an extent for some, when Auckland went to lockdown level 3 in August. Whilst we have all been encouraged to stay as active as we can in our bubbles, it is not the same intensity of work as you would normally be exposed to.

Since we're all getting back into the swing of things on site now, this is a good time to think about keeping your self in shape and physically prepared for all of the twists and turns that this pandemic may throw your way. Also, with summer approaching and as hotter weather sets in onsite, it's important to be in good physical shape to avoid fatigue and related accidents. This is the best injury prevention you can do.

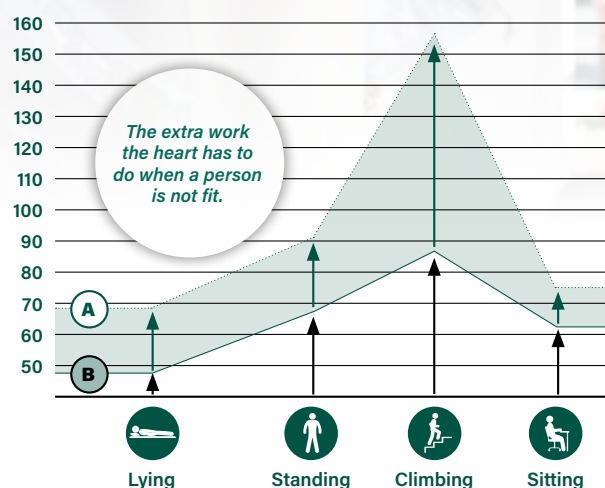
The graph illustrates the amount of work or heart rate being used for various simple daily tasks.

You will see that sedentary activities do not create much work for your heart and if you are not fit then the effort to do harder activities is even greater. Hence the reason to stay fit.






The following exercises are some suggestions of things you can do easily from home. These have been adapted from a programme that is called 5BX and developed many years ago by the Canadian Airforce. They are all simple exercises that require no equipment and use body weight resistance only. Always start gently the first time you undertake new activities. The sets and reps are indicative. As you get better you can increase the number of reps. However, each week is more challenging than the previous week. This is a four-week programme.

You can supplement this routine with getting out and walking, jogging or cycling. 30 mins a day is recommended but again start small, say 10 mins and work up. Enjoy!

*This graph illustrates the number of heartbeats required for your different routine activities by a human being. (A) before and (B) after a regular vigorous exercise programme.*



## WEEK ONE

Exercise	Sets and reps	Instructions
<b>Forward bends</b> 	10 reps	Feet astride, arms upwards Forward bend to the floor, touch then straighten up and stretch backwards Do not strain to keep the knees straight.
<b>Modified sit up</b> 	10 sec hold, reps 10	Lying on your back feet apart Sit up enough to see your toes Keep legs straight, head and shoulder just clear the floor
<b>Back arches</b> 	10 reps on each leg	Lying on your front. Palms under your thighs. Raise your head and one leg, lower, then repeat with other leg. Keep the knees straight and thigh must lift off the palm
<b>Modified push up</b> 	10 reps	Lying on your front, hands under your shoulders, palms flat on the ground. Straighten arms lifting the upper body but keep the knees on the floor. Bend arms to lower the body. Keep the body straight from the knees up.
<b>Stationary run and scissor jumps</b> 	250 steps	Run - count a step each time the foot touches the ground. Every 75 steps do 10 scissor jumps. Scissor jump - stand with the right leg and left arm extended backwards. Jump up and change arms and legs before landing





DR DUNCAN REID  
PROFESSOR OF  
PHYSIOTHERAPY, AUT

## WEEK TWO

Exercise	Sets and reps	Instructions
<b>Forward bends</b> 	10 reps	Feet astride, arms upwards Forward bend to the floor, touch then straighten up and stretch backwards Do not strain to keep the knees straight.
<b>Modified sit up</b> 	10 sec hold, reps 10	Lying on your back feet apart Sit up to a vertical position Allow the knees to bend slightly
<b>Back arches</b> 	10 reps	Lying on your front. Palms under your thighs. Raise your head, <b>shoulders and both legs</b> . Keep the knees straight and thigh must lift off the palm
<b>Modified push up</b> 	10 reps	Lying on your front, hands under your shoulders, palms flat on the ground. Straighten arms <b>lifting the whole body, keep the back straight</b> . Bend arms to lower the body.
<b>Stationary run and scissor jumps</b> 	450 steps	Run - count a step each time the foot touches the ground. Every 75 steps do 10 scissor jumps. Scissor jump - stand with the right leg and left arm extended backwards. Jump up and change arms and legs before landing

## WEEK THREE

Exercise	Sets and reps	Instructions
<b>Forward bends</b> 	10 reps	Feet astride, arms upwards Forward bend to the floor, <b>touch the floor 10cm outside the left foot, then between the feet then 10cm outside the right foot</b> , then straighten up and stretch backwards Do not strain to keep the knees straight.
<b>Modified sit up</b> 	10 sec hold, reps 10	Lying on your back feet apart Sit up to a vertical position Allow the knees to bend slightly
<b>Back arches</b> 	10 reps	Lying on your front. Palms under your thighs. <b>Raise your head, shoulders and both legs</b> . Keep the knees straight and thigh must lift off the palm
<b>Modified push up</b> 	10 reps	Lying on your front, hands under your shoulders, palms flat on the ground. <b>Touch the chin to the floor in front of the hands, touch the forehead to the floor before returning to the up position.</b>
<b>Stationary run and scissor jumps</b> 	450 steps	Run - count a step each time the foot touches the ground. Every 75 steps do 10 half knee bends. <b>Half knee bends - Feet together hands on your hips, knee bend to just above 90 degrees, straighten and raise the heels off the floor then lower to the start position</b>

## WEEK FOUR

Exercise	Sets and reps	Instructions
<b>Forward bends</b> 	10 reps	Feet astride, arms upwards Forward bend to the floor, <b>touch the floor 10cm outside the left foot, then between the feet then 10cm outside the right foot</b> , then straighten up and stretch backwards. <b>Then with the hands above the head make a full circle bending back past the vertical for each rotation.</b> Do not strain to keep the knees straight.
<b>Modified sit up</b> 	10 sec hold, reps 10	Lying on your back feet apart. Hands above head. Sit up to a vertical position then reach forward towards the toes as best you can. Allow the knees to bend slightly.
<b>Back arches</b> 	10 reps on each leg	Lying on your front, <b>arms out to the side</b> . Raise your head, shoulders. Keep the knees straight and thigh on the floor so you just lift the upper body.
<b>Modified push up</b> 	10 reps	Lying on your front, <b>hands on the floor but 10 cm away from the body</b> . Do a normal push up
<b>Stationary run and scissor jumps</b> 	250 steps	Run - count a step each time the foot touches the ground. Every 75 steps do 10 semi squat jumps. <b>Semi squat jumps - Drop to a half crouch position with hands on knees and arms straight, keep the back straight and one foot slightly in front of the other. Jump to an upright position and the feet leaving the floor. Land and return to start position and repeat.</b>

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*This article is of a general nature and is not intended to be relied upon as legal advice.*

# Trusts reforms - now is the time to review your trust

■ BY ANDREW SKINNER

Many business owners have set up family trusts over the years for a variety of reasons, including to protect the ownership of assets. The Ministry of Justice estimates that there are currently between 300,000 and 500,000 trusts in New Zealand. In January 2021 the new Trusts Act 2019 (Act) comes into effect, providing the first major reform to trust law in over 70 years.

Although the Act implements significant changes, the over-arching purpose of the new legislation is to re-state the existing law in a more accessible format, so that it can better assist beneficiaries in holding trustees to account. This article examines some of the key changes and those with a trust need to act now to review what the changes mean for them.

## TRUSTEES DUTIES

The Act sets out "Mandatory Duties" and "Default Duties" for trustees to follow. As the names suggest, mandatory duties cannot be contracted out of, and therefore must be followed, whereas default duties will apply unless they are modified or excluded.

The mandatory duties are to:

- Know the terms of the trust
- Act in accordance with the terms of the trust
- Act honestly and in good faith
- Deal with the trust property and to act for the benefit of the beneficiaries in accordance with the terms of the trust deed, and
- Exercise the trustees' powers for a proper purpose.

There are a number of default duties and you need to carefully consider whether you want them to apply to your trust. Some of the key duties to consider are:

- A duty of impartiality towards the beneficiaries;
- A duty to act for no reward and not to profit from the trusteeship; and
- A duty for trustees to act unanimously.

It is common for the default duties to need to be modified. For example, trustees may want to be able to benefit one beneficiary more than

others (i.e. not acting impartially).

## BENEFICIARY DISCLOSURE

The Act creates two key presumptions for trustees to follow. These presumptions have come about as a means of ensuring beneficiaries have sufficient information to enforce the terms of the trust and hold the trustees to account.

**1. The first is a presumption that trustees must provide certain "basic trust information" to every beneficiary. This means trustees should voluntarily disclose:**

- (a) The fact that a person is a beneficiary of the trust;
- (b) The name and contact details of the trustees;
- (c) The occurrence of, and details of, each appointment, removal, and retirement of a trustee as it occurs; and
- (d) The right of the beneficiary to request a copy of the terms of the trust or further information about the trust.

**2. There is also a presumption that if a beneficiary requests further trust information that the trustees must provide that information within a reasonable period of time.**

The Act does provide that before the trustees make disclosure, they must consider a range of factors and after doing so they can determine that the above presumptions do not apply. After considering the above factors, if the trustees reasonably consider that the information should not be made available to every beneficiary, the trustees may then choose to withhold some (or all) of the information. This does not mean that trustees can avoid their obligations and refuse

all requests for information. The trustees need to consider at regular intervals whether they should be making information available to the beneficiaries.

## WHO ARE THE BENEFICIARIES?

With the introduction of the above new disclosure obligations, now would be a good time to review the list of beneficiaries. A smaller group of beneficiaries will reduce the number of people the disclosure obligations apply to, making compliance easier for trustees.

## IS THE TRUST STILL NEEDED?

Despite the changing landscape of trust law in New Zealand, trusts can still yield many advantages in the right circumstances. However, with the increased compliance coming into effect, it is now time to consider whether the trust is still needed going forward. To this end:

- **What was the reason for forming the trust originally?; and**
- **Does the cost of having the trust in place outweigh its benefits?**

If the trust has served its purpose, or was set up for reasons that are no longer relevant, then it may be time to look into winding up the trust. If you are involved with a trust and need further advice as to how the new Act will affect you, please do not hesitate to contact us.



ANDREW SKINNER  
PARTNER, MARTELLI MCKEEG





# Construction Industry Council issues challenge to incoming government

With the 2020 general election looming, the Construction Industry Council (NZCIC) says it's important for any incoming government to show significant support for the building and construction sector.

As part of that challenge, the NZCIC has developed a document that maps out the six key areas which it hopes the incoming government will focus on.

The NZCIC says the construction industry contributes significantly to the country's economy with over 184 thousand people employed in this industry as at the first quarter of 2020, a significant increase from the decade prior. With over 61 thousand enterprises engaged in the sector, the GDP contribution reached over 15 billion New Zealand dollars in 2019. It says that, with a low productivity quotient compared with most other sectors, there is scope for improvement to deliver sustained capability, capacity and productivity. NZCIC's members believe the following initiatives are integral to improving built outcomes for New Zealanders.

## 1. STRONG AND ONGOING CONSTRUCTION SECTOR ACCORD SUPPORT

Ministerial and broad government support as well as a strong financial commitment to the principles of the Construction Sector Accord (CSA) are vital for transformational leadership and change in the construction sector. This includes appropriate resourcing (financial and time) from Ministers, MBIE and other government agencies with respect to engaging with the CSA and for continuing to implement and develop the Accord Transformation Plan. The six key workstreams of the CSA include:

- Leadership
- Business Performance
- People Development
- Health, Safety and Wellbeing
- Regulatory Environment
- Procurement and Risk.

## 2. BUILDING REGULATORY IMPROVEMENT

There is a lot of room for improvement through the initiation of regular and appropriately funded ongoing reviews that produce appropriate "fit for purpose" changes to Building Regulations. Through elevated engagement between the regulator and industry (including NZCIC) we can ensure their ability to support a high conforming and quality built environment. Areas of focus should be:

- Building Code System Review
- Building Levy – broadening levy use to enhance

building practitioners' capabilities to ensure an increase in the quality and productivity of a build

- Product Information and Product Assurance Regulations – the sector desperately needs an actively enforced product information and assurance scheme that will deliver consumer confidence, including a mandatory third-party certification programme for a number of critical building products
- Modern Methods of Construction (MMC) Legislation – that ensures manufacturers take responsibility for the compliance and quality of their products
- Building Standards – activation of a plan to review and strengthen agreed industry priorities
- Building Resilience/Climate Change – broader industry engagement on proposed building regulations.

## 3. CONSTRUCTION INDUSTRY PEOPLE CAPABILITY AND CAPACITY INVESTMENT

NZCIC wants to see better support for the construction industry so we can build with more capability and capacity. We want to see the establishment of programmes, systems, funding mechanisms and incentives to encourage employers and individuals to invest in careers, and improve skills in the construction industry. Additionally we want to:

- Ensure the Reform of Vocational Education (RoVE) outputs result in an employer and business (as opposed to an education system) focused tertiary education system through
  - Retaining what works well
  - Managing changes in a way that retains and supports trainees and apprentices during the transition.
- Incorporate more pro-trade and technology content in schools' curriculums
- Support and provide partnership funding for Constructa Career, NZCIC developed construction industry career campaign that promotes the broad range of construction career opportunities to a broader range of audiences (such as women and minority communities) than those who traditionally undertake careers in the construction industry.





- Support for employers who actively provide apprentice and upskill training with funding and resource incentives
- Improved training investment in pre-trade/introductory/foundation skill development by way of micro-credential courses
- Complete the Occupational Regulation review and implement ongoing reviews more regularly
- Create a targeted and mandatory annual training programme for building practitioners to address skill and knowledge gaps to lift building performance
- Continue supporting appropriate entry visas to fill short-term skill and capacity gaps
- Provide direct funding for the Mates in Construction mental health initiative.

#### 4. CONSTRUCTION'S ROLE IN POST-COVID-19 ECONOMIC RECOVERY

Continuing support for all areas of the construction and infrastructure sectors will drive postCOVID-19 employment and economic activity. It will also help address critical shortages of housing and further upgrading of our education, health, transport and three waters infrastructure. The support should include:

- Promoting consumer confidence to invest in housing
- Promoting confidence in commercial building investment
- Prioritising shovel/hammer-ready public infrastructure and building projects that are ready for construction in the short-term as well as projects that need engineering

and design for development during 2021 and 2022

- Helping industry-displaced individuals transition into the construction industry through introductory and foundation training that lead to apprenticeships, further micro-credential uptake, and higher levels of training.

#### 5. PROGRESS KEY COMMERCIAL CONSTRUCTION INDUSTRY LAW CHANGES

It is vital that New Zealand progresses projects and law changes that support the intent of the Construction Sector Accord. Particularly in regards to the fair allocation of risk and liability in respect of these laws as quickly as possible:

- Progress changes to the Construction Contracts Act 2015 to better protect retentions
- Progress the Insolvency Law Reform to amend Voidable Transactions.

#### 6. SUSTAINABILITY AND RESILIENCE

MBIE's Building for Climate Change provides a holistic vision for New Zealand's buildings in 2050. The end goals for MBIE are simple:

- Reduce greenhouse gas emissions
- Improve New Zealand's resilience to climate change.

NZCIC supports the vision and notes that to actualise the vision and achieve the transition to a low-carbon, circular economy will require:

- Open and transparent consultation with the sector
- A systems approach which:
  - Balances a pathway to low emissions with maintaining and improving the climate change and natural events resilience of our building stock
  - Transitions the sector from a linear to circular economy, where repurposing, reusing and recycling are incentivised
  - Takes our professionals and trades on the journey

**The New Zealand Construction Industry Council (NZCIC) is a not-for-profit industry association of associations in the building, construction, design and property sectors.**

**It is the cohesive voice driving industry well-being and performance for a better built environment for New Zealand and operates as an interface between government (central and local) and industry. NZCIC members are also not-for-profit organisations and peak bodies for professions involved in the delivery of our built environment.**

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### OPENING MID-OCTOBER

# Our Top Regional Apprentices for 2020

The regional winners have all been named in the Registered Master Builders Apprentice of the Year 2020 in association with CARTERS and the top apprentice from each region will now go head-to-head for the national title in November.

The apprentices were judged on a two-hour practical challenge – where they built a tool box, and their initial entry submission. The top 10 in the region progressed to an interview with the judging panel, which was followed by an onsite visit where contestants discussed their project.

We are pleased to share with you the top apprentices from each region and give you a look at the talent coming through this year's competition.



## NORTHERN

**1st Thomas O'Brien**  
employed by Beacon Construction

Thomas impressed all three judges from the start, with him excelling across all four of the judging criteria. From project submission to the site visit, Thomas proved himself to be both a calm, practical and knowledgeable apprentice. Thomas' industry expertise, professionalism, and commitment to high quality of workmanship were on clear display not only on the worksite but also in his hobbies outside of work. All of this proved to us judges that Thomas is a terrific apprentice who is going to be an asset to our industry in the years to come. He has done himself, his employer, and his family proud. We wish him all the very best for the future.

**2nd - Kees Kramer**  
employed by Marty Hyland Building Contractors 2006

**3rd - Brendan Regan** employed by Twin Solutions

## WAIKATO

**1st Byron Raubenheimer**  
employed by GD Pringle Limited

Byron started the competition with an amazing submission, that was well put together and included a huge amount of detail. He followed this up with an impressive interview with the judges, demonstrating a deep knowledge and understanding far beyond what is expected of an apprentice. This was also clear during the site visit, where Byron could explain in great detail the complexity involved in constructing a high-end architectural build. It is clear Byron is prepared to go the extra mile to get the results. Well done.

**2nd - Matt Oliver**  
employed by Rob May Builders

**3rd - Josh McLaughlin**  
employed by Ardent Building Developments

## AUCKLAND

**1st Ken Rowe**  
employed by Neal Mckendrick Builders

It was fantastic to see Ken return this year after a solid result in 2019's competition. Over the past year it is clear that Ken has continued to grow and improve. Again, this year he delivered a fantastic submission which demonstrated a great level of knowledge and understanding. Right away it was clear we were going to be looking at a strong candidate this year. A cool and calm character on site, Ken was more than capable of walking us through every step of the build process. Ken's vehicle set up last year was a standout, but he has since made even further improvements to it. He is a very capable builder, one who is certainly destined to go on to bigger and better things. Well done Ken.

**2nd - Ben McKee**  
employed by Faulkner Construction

**3rd - Joshua Smith**  
employed by Faulkner Construction

## BAY OF PLENTY CENTRAL PLATEAU

**1st Matthew Van Bohemen**  
employed by Beck Building

Matthew has a positive attitude and truly understands the benefits of 'teamwork'. The judges were very impressed with the feedback from his employers, the standard of work in the practical challenge and his answers during his interview.

Matthew demonstrated dedication, maturity and ambition that is commendable and highly valued in our industry.

**2nd - Kahn Harris Ellis**  
employed by AHS Construction

**3rd - Luke Brett Kelly**  
employed by Calley Homes



## CENTRAL NORTH ISLAND & HAWKE'S BAY EAST COAST

### **1st Ben Roberts** employed by Mike Campbell Construction

Ben came across as the perfect example of what every judge would like apprentice entrants to be – positive, enthusiastic, and welcoming. Ben excelled in all areas of the competition. He is articulate, knowledgeable, and overall an excellent tradesman. He showed a great range of knowledge in his submission and site visit. He took us around a residential build pointing out details with clear pride. Yet he remained humble and frequently acknowledged how lucky he was to work on such an exquisite, unique build. His explanation of the construction of the build was vast and detailed. It ended up being a real learning experience for the judges. He is clearly a standout apprentice who will succeed and most likely go on to become a brilliant industry leader.

### **2nd - Patrick Smither** employed by Turbine Residential (2014)

### **3rd - Jack Morris** employed by MD Morris & Son

## LOWER NORTH ISLAND

### **1st Karl Douglas** employed by Makers Fabrication

Karl displayed a strong understanding of the project and what was required. This was illustrated by his clear attention to detail throughout the practical challenge. Karl interviewed well, coming across as someone who could effectively run a house build. He demonstrated a wide skillset, explaining how he uses his draughting diploma to understand plans across a variety of jobs. He is someone who can comfortably work with technology, effectively using devices such as an iPad for both drawings and specs.

### **2nd - Matt Beneka** employed by Scotty's Construction

### **3rd - Jacob Brensell** employed by Maycroft Construction

## CENTRAL SOUTH ISLAND

### **1st Corrigan Harnett** employed by Keane Building

From the very beginning it was clear he was a serious contender. With a background in Engineering and Fabrication, Corrigan proved he had a strong eye for detail and knew his project inside out. Judges' were totally blown away by Corrigan's great skills, knowledge, and capability that was matched with his positive attitude.

His high marks across all four judging categories was a strong testament to this. It is clear to the judges that Corrigan will go a long way in his career and will likely be a future industry leader. His passion for the industry and strong competitiveness will do the region proud at the Nationals.

### **2nd - Liam Brewer** employed by Simon Construction

### **3rd - Jacob Duplan** employed by Clive Barrington Construction



## UPPER SOUTH

### **1st Mark Lovelock** employed by Timbercraft Construction

Mark's written submission was outstanding! He had documented the complete build in detail, from the original planning through to the current stage. Mark was able to utilise his previous training in architecture to assist during the planning stage. Mark's interview was conducted professionally. He came well prepared, with plans, specifications and with a full-scale printout of the program plan, which he was able to explain to our panel in full detail. His knowledge of the legislation and other theory behind the trade was also commendable. The site visit showed us why in-depth planning was so necessary. The site's isolation meant everything was helicoptered onto the site. We were impressed with how Mark has been involved in all aspects of the build. This includes planning, set out, groundworks, prefabrication and the delivery and installation. The judges look forward to seeing where Mark takes his career

### **2nd - Cameron Palmer-McGruer** employed by Brent Woodward Builder

### **3rd - Daniel Small** employed by Scott Construction Marlborough

## SOUTHERN

### **1st Chris O'Connell** employed by Hammond and Campbell Builders

Chris is a very capable young man with a real desire to learn. He has a confident manner yet ease about him. He has found his niche in the building industry and is very well thought of by his team. The quality of his workmanship was apparent during the site visit. During this he demonstrated his excellent understanding of building products and their application. His detail, organisation and finished work must be commended. Overall, Chris is a reliable guy with a great personality. The judges can see he will do very well with current employer and into the future in this industry.

### **2nd - Brendan Smith** employed by Amalgamated Builders

### **3rd - Josh Parkhill** employed by RDR Builders



# Putting the biggest threat from COVID-19 in perspective

■ BY RODNEY DICKENS, MANAGING DIRECTOR, STRATEGIC RISK ANALYSIS LTD

Consents for new dwellings recovered quickly from the negative impact of the late-March COVID-19 lockdown. However, the largest COVID-19 impact probably won't arrive until the second half of 2021.

The COVID-19 restrictions on international travel have resulted in the net inflow of migrants to NZ – immigrants, less emigrants – falling from over 80,000 per annum before the lockdown to just over a 6,000 annual rate based on the figures for three months after the restrictions. With the increase in the population from births exceeding deaths at around 25,000 per annum, this means the annual increase in the population has fallen from over 100,000 to not much more than 30,000.

The net inflow of people may increase a bit before a major increase when the border is reopened. But even with global new cases of COVID-19 falling again, it still looks like it will be some time before the government allows a significant increase in the net inflow of migrants. This is due to the cost of isolating people and the desire to limit the risk of another wave of COVID-19.

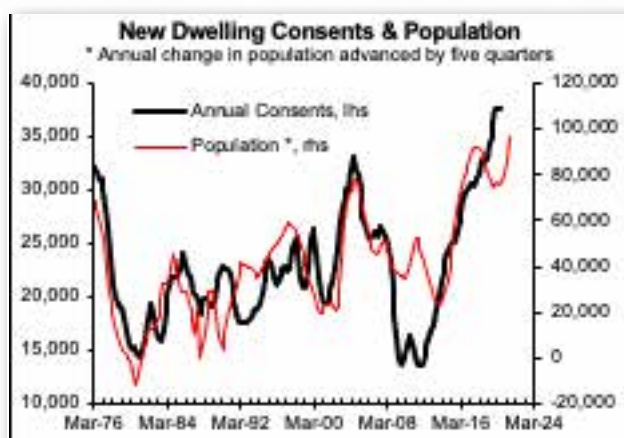
Maybe the net inflow of people improves somewhat and the annual increase in the population is more like 40,000 over the next year, but this still means a major reduction in the increase in the population.

The chart shows the implications for new dwelling consents. Historically it has taken around five quarters for changes in the population to impact on the annual number of consents for new dwellings. This is reflected in the chart by the population line being advanced or shifted to the right by five quarters. The fit isn't perfect because, at times, other factors have major impacts on consents, like interest rates, the GFC in 2008 to 2012 and, more recently, increased building by the government.

The impact of the closure of the border isn't reflected in the official population numbers that benefited from an increase in net migration just before the lockdown, but it will become evident when the June quarter population estimates are released on September 23rd. If it continues to take around five quarters for changes in the population to impact on consents, the biggest threat to consents

from COVID-19 won't arrive until the second half of next year; although the impact on enquiries for new dwelling will arrive earlier.

This implies the need for new housing will temporarily fall by more than 10,000 per annum. This is relevant to all regions, but mostly to Auckland. However, the chart shows there isn't a close link from year-to-year; just in general over time. Interest rates are a powerful driver of new housing demand and the fall that may not have finished will go some way to offsetting the negative impact of lower population growth. As will for parts of the country, plans for a doubling of building state houses. The net impact is likely to be at least moderately negative in the second half of next year, but this will be front-end-loaded with a boost from the fall in interest rates that started before the lockdown.



**...the need for new housing will temporarily fall by more than 10,000 per annum. This is relevant to all regions, but mostly to Auckland.**





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Rebated Bevelback	75 x 3.15mm	65 x 3.15mm
Scallop Rusticated	60 x 2.80mm	50 x 2.80mm
Shiplap	60 x 2.80mm	50 x 2.80mm
Board & Batten	75 x 3.15mm	65 x 3.15mm

\*When installing with a cavity increase the nail length to suit  
 \*SPP recommend the use of stainless steel jolt head nails but refer to the building code NZS3604 and amendments as well as local council requirements when selecting nail and screw fittings

### WEATHERBOARD CONVERSION CHART

EX SIZE	PROFILE	FIN. SIZE	EFFECTIVE COVER	L/M per m <sup>2</sup>
150x25	Bevelback	135x19mm	103mm	9.70
150x25	Bevelback	140x21mm	108mm	9.25
150x25	Rebated Bevelback	135x19mm	110mm	9.09
150x25	Scallop Rusticated	135x19mm	110mm	9.09
150x25	Shiplap	135x19mm	110mm	9.09
200x25	Bevelback	180x19mm	148mm	6.75
200x25	Bevelback	187x19mm	155mm	6.45
200x25	Scallop Rusticated	180x19mm	155mm	6.45
200x25	Board & Batten	180x19mm	187mm	5.35
75x25	Batten	65x19mm		
225x25	Bevelback	210x19mm	178mm	5.61
225x25	Rusticated	215x19mm	190mm	5.26
250x25	Bevelback	240x19mm	208mm	4.80
250x25	Rusticated	240x19mm	215mm	4.65

\*Other profiles available upon request

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 187X18 Standard Bevelback (155mm Cover)  
 135x16 Linea  
 150x16 Linea  
 180x16 Linea

\*EZYScribe precut scribe is available ex stock in 43x10 and 40x18 finished scribe. 60x18 finish and other weatherboard and fibre cement profiles may be produced to order.

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