

# BC NEWS

*We're building people*

Issue 3  
2010

THE OFFICIAL NEWSLETTER OF THE BUILDING AND CONSTRUCTION INDUSTRY TRAINING ORGANISATION

## BCITO farewells one of its own

**The BCITO sustained a significant loss in mid July this year with the passing of Board member, Hank Lieshout.**

A strong representation of BCITO staff and Board members were privileged to join other members of the construction industry in paying tribute to Hank at a funeral which was conducted in a church that was in the process of being built with Hank as the Project Manager.

Hank was passionate about, and committed to both the construction industry and apprentice training. For the BCITO, that has seen him in a leadership role since the very beginning of our organisation. For even longer than that he has been a trainer, assessor and mentor of apprentices as owner of Pukekohe Builders.

Words such as passion and commitment are often used lightly so, in Hank's case, it is worthwhile pausing to detail what that actually meant:

- From 1977 to 1996 a member of the Auckland Master Builders Apprentice, Training and Education Committee, four years of which he was Chair
- From 1984 to 1992 a member of the NZ Carpentry Apprenticeship Committee
- From 1992 to his death a member of the Board of Directors of the BCITO and from 1996 to 2001 the Chairman of the Board

- From 1992 to his death a member of the BCITO Carpentry National Advisory Group and Chair of both the Auckland and Northern BCITO Regional Advisory Groups
- From the inception of Apprentice of the Year he was an Auckland Regional Judge



Henry Theo 'Hank' Lieshout  
1940 - 2010

Hank's contribution as a Board member and member of the Carpentry National Advisory Group has been immense as has his influence in getting the BCITO established in the market north of the Bombay Hills. A significant number of our staff first met Hank as a member of their

interview panel when they first sought to join us. He was always proud to wear the BCITO blue shirt!

A less acknowledged contribution Hank made to us was to bestow on the BCITO a large measure of credibility. Hank was widely viewed within the industry as a wise, honest and straight-talking guy. For many people if Hank had taken a look at something and decided it was right, then it was obviously OK. From the adoption of competency based qualifications to our most recent change in our assessment model this "big tick" from Hank has often helped clear the way forward for us with industry.

Of course Hank's contribution was not just confined to the BCITO. He was a long-serving member of the Carpentry Advisory Committees for both Manukau Institute of Technology and UNITEC as well as being a UNITEC Council member from 1989 to 2001. He was instrumental in the creation of Site Safe including being an inaugural Board Member and Chair. He held almost every office possible within Registered Master Builders including being President.

Hank will be missed. To quote the death notice placed in the Herald by the Auckland Registered Master Builders Association, "The construction industry has lost an inspirational leader, a mentor, and a tireless worker. The association has lost a dear friend whose footprint has left an indelible mark on all of us forever."



The BCITO Board 2003



The BCITO Board 2004



The BCITO Board 2006 with Ruma

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#### Produced by

BC News is a quarterly newsletter produced by the BCITO. This newsletter is also available online at [www.bcito.org.nz](http://www.bcito.org.nz).

#### Your feedback

We welcome your feedback about the content and look of the BC News as well as any ideas you may have about how to improve it. Please send your feedback to [marketing@bcito.org.nz](mailto:marketing@bcito.org.nz) or call the Marketing team on 04 381 6581.

#### Site Stories

If you have a 'site story' that you think would be good in the BC News, let us know – details as above.

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## Message from the CEO



The turbulent conditions in the construction industry continue

to be matched by turbulence in the natural environment. Our thoughts have been with our construction industry colleagues in Canterbury as they have faced up to continuous earthquakes and the challenges of damage to their own properties and disruption to the lives of their families. The BCITO staff based out of the Christchurch office are working through this and like many in Canterbury turning their minds to how we can help with the next phase of recovery and reconstruction. Ironically while our concern was focused on our Canterbury staff one of our Auckland staff lost his home to a falling tree with the combination of high winds and endless rain on the same weekend that Invercargill lost Stadium Southland.

Whether it is the financial impacts of recession or the physical impacts of

nature I think we would all like to believe that the worst is behind us!

Through the turbulence the BCITO has been working hard on change initiatives. The most obvious of these has been our Assessment Model but we have also been implementing several business improvement projects. One indicator of the outcome has been the publishing by the Tertiary Education Commission of performance data on ITOs with the BCITO clearly rated as number one in two of the three key measures. Our business improvement projects are still continuing but we have a very simple objective to be the most effective ITO that we can be in serving our industry.

With all of the recent events and the eventual recovery of the wider economy the construction industry has plenty of opportunity ahead. We are pleased that you, our BC News readers, are still with us and we look forward to working with you in a more positive future.

*Ruma Kavaitiano*

## Survey info

**BC News is BCITO's main way of communicating with apprentices, employers and other important members/stakeholders.**

We want to hear from our readers about their expectations and perceptions of BC News as a communication tool, so we can evaluate its effectiveness and to help us determine future priorities.

An independent market research company, Andrew Fletcher Consulting Ltd, will be undertaking some market research on our behalf and we would like to offer everyone who receives a copy of BC News the opportunity to participate in this research, either by completing a hard copy of the survey questionnaire (which is included in this issue of BC News) or by completing the survey online at <http://www.fletcher.co.nz/BC643/>. If you choose to complete the survey in hard copy form, you can use the Freepost reply paid option to send it back to Andrew Fletcher Consulting Ltd.

The survey will be open until 21st November. It is very short, and should only take you five minutes to complete. Everyone who completes the survey can enter a draw to win one of five \$100 prize vouchers. All responses will be treated confidentially and the final report provided to us by Andrew Fletcher Consulting will not identify any individuals taking part.

We have a diverse base of readers and it is very important for us to understand your needs and how these might be satisfied, so we hope you will be willing to take part in this research.



# Christchurch Earthquake



**At 4:35 am on 4 September 2010 a 7.1 magnitude earthquake hit Christchurch and the surrounding area.**

As of 27 September 2010, 1070+ aftershocks of magnitude 2 or more have been recorded, including three of 5.4 magnitude.

Two weeks after the initial earthquake, 2737 homes out of 220,000 Canterbury dwellings are unliveable, 3053 homes aren't weatherproof, 51 Christchurch CBD buildings have been declared unsafe and 62,015 claims have been lodged with EQC.

The quake caused widespread damage throughout the region, with short-term income loss in the September/October period due to business interruption being estimated at \$600 million, the region's

short-term loss based on a common metric of 15 percent of the infrastructure and property capital damage - an estimated \$4 billion. Canterbury's damage has been estimated as \$2 billion to residential land, property and contents, \$1 billion for commercial and industrial property damage across the Christchurch City, Selwyn District and Waimakariri Districts and \$1 billion for council and government infrastructure.

## **How BCITO can help you and your business**

It is likely that there will be a large increase in construction activity in the Canterbury region over the next couple of years as businesses and residents work towards restoring what was damaged in the quake. The region will be the receiver of substantial payouts from insurance

companies, EQC and central government.

Rebuilding is likely to take a number of years as various payouts come through and decisions are made regarding the rebuilding of houses and buildings in potentially unsafe areas.

The demand for qualified tradespeople will now increase in the Canterbury region with homeowners and building developers ensuring that each rebuild is done to the highest possible standard to reduce the possible damage if such an earthquake was to occur again in the future.

**BCITO currently has workers in the Canterbury region ready and willing to begin as trainees. If you need some extra help then contact BCITO today on 0800 4 BCITO (0800 422 486).**





**THE BCITO Build-Ability Challenge is a nationwide school-based programme to construct a building project that is donated to a local community group. The BCITO has successfully held the Build-Ability Challenge for the past five years, and in that time, the Challenge has given school groups the opportunity to make a significant and lasting contribution to their local communities.**

There were twenty two entries in the 2010 BCITO Build-Ability Challenge. There was again a wide range of projects chosen. Kindergartens and play centres continue to be the most popular community groups to benefit from Challenge projects, though there were some notable exceptions: improved steps and seating at a local landfill for the recycling enterprise; a long-drop toilet for a community-owned recreation hut in an isolated spot; fitness equipment for a council-owned park.

### First Place Winner Morrinsville College



The Morrinsville College team designed and built a tool storage cabinet with work surfaces for the pre-schoolers at Ruston Road Kindergarten. Not only was the project completed to a very high standard, but also the documentation presented for judging was exceptional. As they had in past Challenges, the Morrinsville team made sure that every aspect of the project was recorded from day one, and that the record laid it out fully and logically.

Training Advisor Russell Allison

### Second Place Winner Feilding High School



The Feilding High School team decided to make a project for the Manchester Kindergarten in Feilding. They made them a carpentry shed and construction table. The new equipment needed to be user-friendly for the children and staff. The team thought their project would be a great way to introduce young children into carpentry, and that they may carry on with carpentry into secondary school and the workforce.

Training Advisor Darren Dredge

### Third Place Winner Glenfield College



Glenfield's client was also a kindergarten (Apple Tree Pre-School) and the project was an outdoor table with storage facilities that the BCITO Training Advisor described as 'impressive'. National judges particularly enjoyed the photographic evidence that the team had visited the kindy to measure up the children in order to better design the table. A stand-out feature of the project report was a section called 'Personal Profiles' which included photos of team members and a description of the role each played in the project.

Training Advisor Dean Young



### People's Choice Winner Hawera High School

Hawera High School's team constructed an Outdoor classroom/Play House/Whare for the Manaia Pre-School. The project was built to resemble a whare which you might find on a local marae. The completed project has a timber floor on piles with the 'finished floor level' as close to the existing ground line as possible.

The walls are timber framed, lined with plywood on the inside and have a rustic effect on the outside. Windows are framed and fitted with a clear perspex sheet. The roof is clad with colour steel.

Training Advisor Graeme Fairclough

# There is some light at the end of the tunnel

Almost 10,000 jobs in the building and construction industry have been shed since the peak of 2007. It is said that employment in the construction industry bottomed out in 2009, however, the industry has been slow to recover with experts predicting employment will increase only marginally in 2010.

The latest report from the Department of Labour (Jobs Online, 11 August 2010) shows the number of job ads has risen over the July 2010 quarter by 7.2%, with skilled jobs rising 8.2%. Skilled job ads for construction and engineering grew the most with a 13.3% increase.

## The upturn is coming

From 2010 onwards employment in occupations within BCITO coverage will grow sharply with employment levels expected to exceed the levels experienced at the peak of the construction boom

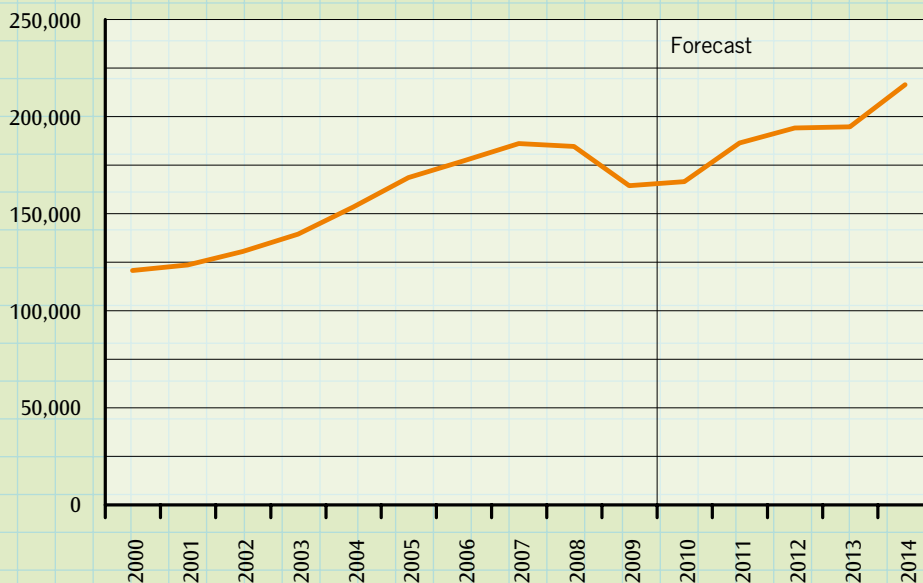
in 2007. In an upturn, as has been the case in previous boom and bust cycles for the New Zealand building industry, firms initially increase the hours worked by their existing workers before they consider hiring new workers. Therefore the trend in New Zealand has always been for growth in employment of construction-related occupations to lag slightly behind the growth in construction activity.

Since the residential collapse in 2008, homebuilding costs have not kept pace with inflation. The sharp drop in demand

reduced the ability of builders to push through price increases, and the cost of homebuilding subsequently levelled out. While demand is still relatively weak, cost pressures are beginning to build again. The cost of homebuilding is set to rise.

Timber prices have been rising since late last year as greater demand for export logs puts pressure on the local supply chain. Steel prices are also on the way up and, with margins already tight in the industry, homebuilders may have little choice but to pass these increases on to buyers.

## Total employment in core construction 2000-2014



Source: Statistics New Zealand and Infometrics

## Strong competition keeping margins low

Subcontractors continue to report pressure on margins and intense competition for jobs. Rising material costs are likely to keep a lid on margins for the foreseeable future, especially set against a backdrop of weak demand. [Source: the Building and Construction Quarterly Report (DBH – Department of Building and Housing) – June Quarter 2010]

Residential property prices in New Zealand are still rising, but at a

slower rate with some experts predicting that they will fall around 4% in the next 12 months. QV Research Director Jonno Ingerson states that the volume of sales is about a third below the long-term average with buyers putting off plans to enter the market in favour of reducing debt. "The lack of buyer demand, combined with an increasing supply of unsold houses is causing values to gradually drop. Unlike 2008 when the overwhelming negative sentiment of the global economic crisis drove house values down, we are now seeing more of a do nothing sentiment," he explained.

As economic recovery continues during 2011 and 2012, the undersupply of new buildings is expected to put a floor under house prices. That would prevent more significant declines and result in accelerating house price growth in 2012 to 2013. The recovery of residential and non-residential building from 2011 onwards, together with continued strong growth in infrastructure will result in strong employment growth for the building and construction industry through to 2014.

*"Unlike 2008 when the overwhelming negative sentiment of the global economic crisis drove house values down, we are now seeing more of a do nothing sentiment".*

# Assessment Progress

## Carpentry

BCITO made the change a year ago to providing assessment for the National Certificate in Carpentry. Up till then assessment had been undertaken by on-site trainers and supervisors, the vast majority of them being the apprentices' employers.

We took this step for two main reasons: one was that we wanted to allow employers more time to concentrate on training and mentoring their apprentices. The other was that, for consistency of outcomes, it made more sense to have only 75 assessors nationwide rather than up to 5000.

Before embarking on the change we surveyed industry opinion on the issue and found that more than 90% of employers were in favour. Their general view was that bookwork assessment was a chore that diverted them from running their businesses and training their apprentices. About 8% were more cautious – they wanted to continue to keep a close 'assessor's eye' on the

progress their apprentices were making.

To make sure that employers continue to have the input they want to have, BCITO introduced the idea of an 'assessment team' where the role of the employer is described as 'evaluator'. The evaluator is much more than a verifier who confirms that an apprentice has done work on-site. He/she has ongoing contact with the trainee and can judge progress made and attest that the individual has met the levels of competence defined by good industry practice.

The organisation has invested heavily in professional development for our Training Advisors and in a programme of internal moderation that puts assessors and moderators side-by-side in assessment activities. We have regularly evaluated our progress as assessors over the past year and built a community of assessment practice that provides assessors with the benefit of the experience of their colleagues nationwide to enhance their understandings of assessment principle and process.

Both BCITO Training Advisors and the employers we have spoken to are enthusiastic about the new approach. They report an improved relationship between trainee, employer and Training Advisor, and a clearer vision of roles and responsibilities. Many trainees have also said that they are appreciating the quick turnaround and feedback on their learning.

## Specialist Trades

The BCITO is also working on plans to enhance the assessment of the other trades in our coverage. Most of the trades have a shortage of trained assessors, and in many cases the assessors we do have are not where the trainees are. For all trades we hope to introduce the concept of the 'assessment team' by asking Training Advisors to work more closely with employers on the assessment-related aspects of trainees' progress.

We hope to be in a position to discuss the plan more fully with industry early in 2011.

## New recruits



**Michael Slade**

**Training Advisor  
Wellington**

"I have been involved in residential and light commercial construction for 13

years. I did my apprenticeship through BCITO and have in recent years been involved in the on-site training of apprentices. I have enjoyed the practical experience in the trade and look forward to the new challenges ahead of managing many more apprentices on their journey to becoming qualified in their trade"



**Stephen Brett**

**Training Advisor  
Central South  
Island**

"I have come from careers in the Army and Police Forces

before starting in the building industry. After qualifying I became self employed, building new residential homes. I have trained three apprentices before taking up this role as a Training Advisor and I am looking forward to the challenges of this role."

## Pricing Changes

**The change in GST from 1 October 2010 has resulted in us having to increase our prices.**

As a result the annual industry contribution and all the training resources and materials have been adjusted to reflect the new GST rate (with rounding to the nearest whole dollar) from this date.

As a result of a review of our fees and costs the following changes will be made from 1 January 2011:-

### Annual Industry Contribution

Our annual industry contribution of \$540 (including GST) has not changed since 1997, but in that time we have significantly changed our model to provide much greater support resulting in less time and cost to the employer with the assessment process. The increased costs have been absorbed by the BCITO. Additionally, the Tertiary Education Commission (the government funding agency) is requiring ITOs to meet prescribed levels of industry contributions.

Accordingly as from 1st January 2011 the industry contribution will increase to \$590 pa (including GST). This rate will be payable from the next billing date of your contribution (based on the anniversary of the start of your apprenticeship).

### Off Job Training

To help offset the impact of the recession we removed the cost of off job training to help boost participation and provide additional support. Following the change in our assessment process we are now providing a lot more direct support for trainees. As a result we will reintroduce off job training fees in 2011 but will hold the rate at 2009 levels. This fee will be \$265 (including GST at the new rate)

### First Aid subsidy

This will no longer be available from 1 January 2011, but will still apply for all courses completed up to the end of December 2010.

If you have any questions regarding the above changes please contact us on 0800 4 BCITO.

# Makoura College

Two years ago Makoura College was on the brink of closure. In 2008 the Board of Trustees put forward a proposal to either merge the school with nearby Wairarapa College or close completely. The proposal was met with outrage from the community, sparking petitions and large groups of support. Ex pupil Jemaine Clement and Flight of the Conchords partner Bret McKenzie held a concert to a sold out local audience in the town on 31 March 2009 giving the school both a financial boost and a powerful show of support for the school and its pupils.



Since the potential closure, Makoura College has been working hard to meet expectations of what secondary schools need to offer young students. Progressive thinking from technology teacher Bill Taylor is proving to be a step in the right direction, providing both qualifications and work experience for an eager technology class.

The class embarking on a one-of-a-kind project to build a two-bedroom relocatable cottage, with the aim of selling it off to raise funds for the school. The project forms the practical component of the NCEA Level 3 units for the class. Units count towards their final school qualifications and can also

be credited against an apprenticeship in Carpentry should they decide to continue beyond school.

The project has been a drawcard for keeping students in school when they may have otherwise left. Year 13 student Ben Chase says he had planned to leave school at the end of last year.

“When I heard about it last year I thought I would stay, and I’m really glad I did. Hopefully now I can look at getting a trade,” Ben says, “The project is also a great way to show other schools in the region what Makoura College is capable of. We want to promote our school in a good light.”

Local business Tumu ITM – Masterton has been a huge help to the school, funding all of the materials. The students hope to sell the house and pay back the costs incurred.

BCITO Training Advisor Heath McKenzie says, “I have enjoyed being involved with Bill and the students on this project. Bill has thought outside of the square with this. It’s a big project for a bunch of year 12-13 boys to take on but they have risen to the challenge and not only have they completed their Gateway theory work but they have also managed to build a house to a very good standard. They should all be very proud of themselves.”



# BCITO Achievers

## Carpentry

Matiu Adams  
Matthew Adamson  
Mark Adorian  
Gregory Afendoulis  
Kahui Aitken  
Kees Aitken  
Hayden Alcock  
Gregory Alexander  
John Almond  
Mark Amundsen  
Lance Andersen  
Aydan Anderson  
Joseph Anderson  
Mathew Arapata  
Brock Armstrong  
Heath Arnott  
Aaron Arthur  
Micheal Ashurst  
Mananu Auld  
Rawiri Auld  
Hayden Austin  
Kristopher Bahler  
Jamin Baker  
Troy Bakker  
Anthony Balks  
Michael Ballard  
Keith Ballisat  
Brett Bamber  
Andrew Banks  
Scott Banks  
Gregory Barfoot  
Kieran Barker  
Brendon Barnett  
Cory Barnett  
Craig Barnett  
Jay Barnsdale  
Paul Bashford  
David Basson  
Christopher Bath  
Baden Baylis  
Stacey Beadle  
Thomas Bearpark  
Nicholas Beattie  
Matthew Beazley  
Andrew Beckwith  
Simon Becroft  
Christopher Beel  
Quentin Beer  
Andrew Bell  
Gary Belt  
Murray Bennett  
James Bennie  
Michael Bensemann  
Titia Biesheuvel  
Cameron Birch  
Adam Black  
Andrew Black  
David Black  
Jeremy Blackburn  
Ryan Blackwell  
Michael Blair  
Thomas Blakie  
Jared Bleakley  
Mark Blundell  
Harry Bos  
Eric Bosch  
Michael Bourke  
James Bowden  
Logan Bowen  
Samuel Bowers  
Guy Bowling  
Shane Bradley  
Shahn Bragg  
James Brailley  
Karl Bray  
Lee Britton  
Jason Brock  
Myles Brock  
Lance Brockbank  
Peter Brooking  
Caleb Brooks  
Samuel Brooky  
Adam Brown  
Stuart Brown  
Matthew Brunton  
Jonathan Bryant  
Ryan Bucknell  
Paul Buckrell  
Andrew Bull  
James Bull  
Greg Bulled  
Mark Busser  
Robert Butland  
Jordan Buttery  
Daniel Buxton  
Felix Byford  
Alastair Byrne  
Kristian Cain  
Jason Cairncross  
Paul Calkin  
Lindsay Calvert  
Paul Camburn  
Mason Campbell  
Shaun Cannon  
Kelly Carmichael  
Justin Carter  
Timothy Carter  
Kenneth Cartwright  
Michael Cawston  
Vanrith Chap

Laurie Chapman  
Timothy Charlton  
Andrew Child  
Nickolai Chipizubov  
Mark Christensen  
Jay Christiansen  
Russell Christoffersen  
Evan Claridge  
Danial Clark  
Mitchen Clark  
Tony Clark  
Hemi Climie  
Geoffrey Coates  
Joseph Coffey  
Jeremy Coll  
Steven Collett  
Aaron Collins  
Daniel Collins  
Ross Collins  
Sam Collins  
Mark Colville  
Shannon Colvin  
John Cook  
Thomas Cooney  
Richard Coppell  
David Cordery  
Nathan Cottle  
Andrew Coulter  
Joshua Cowley  
Jayden Crack  
Dean Cranness  
Mervyn Cromie  
Andy Crompton  
Bradley Crompton  
Samuel Cross  
Paul Cunningham  
Jonathan Curry  
Landon Curtis  
Mataio Daniela  
Ricky Daniels  
Christof d'Aubert  
Craig Davie  
Peter Davies  
Samuel Davies  
Oliver Dawes  
Robert Dawes  
Fraser Dawson  
James Dean  
Jarred Deeming  
Shane DeMenech  
Graeme Dewar  
Michael Dewhirst  
Matthew Dickie  
Cam Disley  
Christopher Dittfort  
Allan Dittmer  
Ross Dixon  
Mark Donald  
Paul Donovan  
Anthony Donselaar  
Dylan Douglas  
Samuel Down  
Walter Downey  
Gareth Drake  
Alan Drummond  
Jeremy Duckett  
Derek Dudley  
Jason Duncan  
Thomas Dyett  
Merise Earp  
Reece Edmonds  
Darren Edwards  
Patrick Eller  
Kyle Ellison  
Filia Epenisa  
Marnin Evans  
Todd Evans  
Samuel Faisandier  
Carl Farthing  
Isaac Feeney  
Dieter Fengewisch  
Ryan Ferguson  
Scott Ferguson  
Shaun Fergusson  
Damian Finn  
Scott Fitzgerald  
Benjamin Fletcher  
Nevin Foster  
Raymond Foster  
Nigel Fox  
Henry Foy  
Michael France  
Blayne Fraser  
Fred Fretton  
Quintin Frewin  
Richard Fridd  
Paul Frisby  
Christopher Fumringer  
Christopher Gabites  
Matthew Gannon  
David Garden  
Ryan Gardiner  
Robert Gardner  
Steven Garnett  
David Garratt  
Shanon Garton  
Robert Gauld  
Cameron Gavin  
Jamie George  
Jayden Gerbich  
Leigh Gibbs

Christopher Gibson  
Luke Gibson  
Steven Gibson  
James Gilbert  
Nigel Goddard  
Matthew Goodin  
Robert Goodin  
Steven Gould  
Andrew Graham  
Billy Graham  
James Graham  
Lance Anderson  
Elliott Grainger  
Matthew Grant  
Andrew Gray  
Sam Gray  
Conrad Green  
John – Paul Greenaway  
Richard Griffiths  
Jonathan Grintlay  
Shane Groot  
Grant Guckert  
Michael Gunn  
Trent Gurau  
Blair Guthrie  
Stuart Guthrie  
Aaron Gutsell  
David Gyde  
Norman Hadrup  
Tau Haimona  
Jesse Halford-Goetzlzf  
Benjamin Hall  
Nathan Hall  
Scott Hallam  
Alireza Hamidi  
Troy Hamilton  
Glenn Hampshire  
Nathan Hancock  
Michael Hanna  
James Hannah  
Blair Hannan  
Nicholas Hansen  
Stephen Hape  
Ben Harding  
Jamie Harding  
Craig Harper  
Mark Harper  
Adam Harrington  
Jason Harris  
Glenn Harrison  
Kiel Harrison  
Kieran Harrison  
Bevan Hart  
Benjamin Hasselman  
Michael Hastie  
Adam Hawes  
Bruce Hawker  
Michael Hawley  
Gareth Hawthorn  
Derek Hay  
Michael Haydon  
Aaron Hayes  
Samuel Hayes  
Samuel Hayes-Stevenson  
Samuel Hayward  
Kenneth Healey  
Samuel Healy  
Adam Hedley  
Greg Henderson  
Matthew Hewat  
Tony Hewlett  
Mitchell Heywood  
Mathew Hickey  
Lewis Hicks  
Laszlo Hidvegi  
David Higgs  
Roland Hiri  
Timothy Hitchcock  
Michael Hobbs  
Samuel Hobbs  
Croydon Hodge  
Maurice Hodson  
Simon Holdt  
Darren Holland  
Nathan Hopper  
Andrew Horn  
Cameron Hoskins  
Cameron Howden  
Johnathan Hudson  
Thomas Hudson  
Marcus Ivory  
Nathan Jack  
Luke Jackson  
Gregory Jackson  
Blair Jacobs  
Matthew Jacobsen  
Kurt Jameson  
Brent Jenkins  
Nikki Jennens  
Zebulon Jennings  
Gareth Jeune  
Douglas Johns  
Nicholas Johnson  
Cameron Jones  
Michael Jones  
Richard Jones  
Craig Joseph  
Matthew Joyes  
Shaun Just  
Lyall Kainamu  
Tokoahu Karaitiana  
Bradley Keats

Bradley Keegan  
Daniel Keenan  
Mark Kelly  
Daniel Kemp  
Trent Kemsley  
Samuel Keogh  
Richard Kerr  
Mohammed Khan  
Donald Kinder  
Craig King  
Haydon King  
Kurt Kingi  
Ryan Kirkwood  
Phillip Kitchen  
Owen Kitto  
Jorg Knowles  
Steven Koller  
Daniel Koot  
Terekia Koroheke  
David Kraenzlin  
Rafael Kukutai  
Robert Laloi  
Samuel Lamont  
Gysbert – Jan Landstra  
Simon Lang  
David Lark  
Craig Laursen  
Glen Law  
Adam Lawrence  
Ben Lea  
Michael Leslie  
Joss Levens  
Dougal Lightfoot  
Jarrod Lill  
Ryan Linn  
Richard List  
Xiaojie Liu  
Blair Lovell  
Nicholas Low  
Scott Lowrey  
Shaun Lundberg  
Alexander Lynch  
Garry Lyon  
Jack Macartney  
Telford Mackay  
Bruce Mackenzie  
Benjamin MacPherson  
Kieran Magill  
Matthew Maher  
Tautopa Maireroa  
Mark Malu  
Kevin Mancer  
Samuel Manson  
Trent Manton  
Charles Manumua  
Robert Mapu  
Simon Marley  
Clayton Marshall  
Dennis Marshall  
James Marshall  
Darren Martin  
Dean Martin  
James Martin  
Joshua Martin  
Daniel Mason  
John Matchett  
Nathan Matenga  
Nikolas Matich  
Jansen Maxwell  
Jae Maynard  
Alex McAuley  
Ben McCallum  
Michael McCauley  
Andrew McConchie  
Brad McConchie  
Craig McConnell  
Rowan McCullough  
Michael McFetridge  
Koen McGee  
David McGillivray  
David McGinley  
James McGrath  
Scott McIlraith  
Darryl McIntosh  
Lance McIntyre  
Todd McIntyre  
Keri McKay  
Nathan McKay  
Corey McKenzie  
Duncan McKie  
Mark McLaughlin  
Samuel McLeod  
Dale McMillan  
Bradley McNamara  
Trent McNamara  
Alexander McNeil  
Daniel McNeill  
Cameron McNutt  
Scott Meadows  
Matthew Mealings  
Duke Mehana  
Stuart Meldrum  
Grant Melville  
Nicholas Menrath  
David Mercer  
Christopher Miles  
Scott Millar  
Matthew Mills  
Ian Milne  
Justin Mitchell  
Kevin Mitchell

Scott Moffat  
Samual Morgan  
Troy Morgan  
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Caleb Morris  
Brock Morrison  
Nicholas Moses  
Michael Mountfort  
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Hamish Neave  
Scott Neels  
Duncan Nelson  
Jorg Nelson  
Jonathan Newble  
Scott Newman  
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Raymond Nieuwenhuyse  
Gerald North  
Layne Norton  
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Daniel O'Connell  
Anaru Onekawa  
Jesse O'Steen  
Nathan O'Sullivan  
Paul O'Sullivan  
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Aaron Oxnam  
Raman Pal  
Hayden Parsons  
Timothy Parsons  
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David Paterson  
Riekie Paterson  
Andre Paton  
Martin Pattison  
Tyson Pearce  
Andrew Peat  
Victor Perrett  
Damian Peters  
Jack Petrie  
Andrew Pheasant  
Donald Phillips  
Israel Phillips  
Kieran Pierce  
Hayden Pirie  
Andrew Pocock  
Rickey – Jaye Pomare  
Gordon Preedy  
Clayton Prentis  
Deryk Print  
Mark Proffit  
Trent Pryce  
Blair Pupich  
Lance Purdie  
Devlin Quin  
Mason Randall  
Steven Rangiwanga  
James Raue  
Rangi Raupita  
Ian Read  
Karl Read  
Jonathan Readhead  
Kynan Raich  
Matthew Reed  
Phillip Reid  
Patrick Rennie-Hynes  
Phillip Reynard  
Dane Richards  
Mitch Richards  
Talor Richardson  
David Rickman  
Mathew Riddlestone  
Samuel Riley  
Arthur Robertson  
Drew Robertson  
Keith Robinson  
Michael Robinson  
Fraser Roderick  
Luke Rogers  
William Rogers-Hoff  
Robert Rollo  
Christopher Rowland  
Thomas Rowsell  
Glenn Roycroft  
John Rua  
Albert Ruegg  
Benjamin Rufford  
James Rule  
Mark Russell  
Kyp Ryan  
Michael Ryding  
Ian Sanford  
George Saunders  
Richard Schaefer  
Clint Schiphorst  
Joel Schrader  
Goldwyn Schreuder  
Daniel Schumacher  
Herman Schwenke  
Martin Schwyer  
Michael Schwyer  
Ryan Scott  
John Seakins  
Curtis Searancke  
William Sellwood  
Benjamin Semmens  
Hona Sergeant

Bodie Seymour  
James Shaw  
Kieran Shaw  
Mathew Shearer  
Daniel Shearman  
Ngariki Shelford  
Daniel Sherbanowski  
Thomas Sherer  
George Shirtcliffe  
Tyron Shorter  
Jacob Siemonek  
Gary Simpson  
Sarabjeet Singh  
Malcolm Skachill  
Gary Skipper  
Aaron Smith  
Alastair Smith  
Anthony Smith  
Christopher Smith  
Grant Smith  
Justin Smith  
Mathew Smith  
Michael Smith  
Phillip Smith  
Steven Smith  
James Smith-Rae  
Michael Smithson  
Sililo Soane  
Paul South  
Don Spanhake  
Noel Spencer  
Matthew Spicer  
Karl Stagg  
Sean Starkey  
Greg Steel  
Hamish Stenberg  
Michael Stennard  
Anthony Steur  
Shaun Steven  
Michael Stevens  
Mark Stewart  
Ronald Stokman  
Jason Strang  
Brook Strawbridge  
Trent Strawbridge  
Steven Stroud  
Jarrod Studer  
Scott Sturge  
Shane Suckling  
Jared Suisted  
Robert Swan  
Kieran Taafe  
Clayton Tahiri  
Tawari Tataana  
Gareth Tatham-Brugh  
Mark Taylor  
Jermaine Te Kahu  
Taraia Te Rangī  
Charles Thomas  
Gareth Thomas  
Craig Thompson  
Joel Thomson  
Samuel Thomson  
John Thornton  
William Timmer  
Damion Tipene  
Karl Tipene  
James Toamio  
Matthew Tobin  
Haydn Tomason  
Nguyen Tran  
Sasa Tuitino  
Joshua Tumai  
Adam Turnbull  
Ethan Twigg  
Hanisi Uaisele  
Sovann Un  
William Underhill  
Adam Van Berlo  
Cameron Van Den Broek  
Richard van der Linden  
Andrew Van Der Salm  
Hayden Van Lieshout  
Robert Van Wagoner  
Bradley Vandenberg  
Arran Veltman  
Andrew Vendt  
Jason Verwymeren  
Steven Voschezang  
Mitchell Vreeburg  
Dal Wahren  
David Wakeling  
Peter Walden  
William Wallace  
Jay Walsh  
Stan Walsh  
Damien Walters  
Harpreet Waraich  
Benjamin Ward  
Micheal Ward  
Samuel Warne  
Joel Waru  
Scott Waterhouse  
Campbell Waters  
Justin Watson  
Bowen Weck  
Kane Weck  
Mark Weight  
Marc Wendelken  
Timothy Wernham-Doo  
Henry White

Jamie White  
Todd Whitehead  
Dennis Wickliffe  
Steven Wiechern  
Lee Wilkinson  
Dain Williams  
Darryl Williams  
Eugene Williams  
Jared Williams  
Micheal Williams  
Jason Witteman  
David Williamson  
Jacob Wilson  
Michael Wilson  
Timothy Wilson  
Jason Witteman  
David Woodfindin  
Seth Woolston  
Sean Worthington  
Christopher Wright  
Jonathan Wright  
David Wyatt  
Nicholas Wyatt  
Stephen Yeates  
Kyle Young  
Samuel Yule  
Jing Zhu

## Cement and Concrete

Aaron Charteris  
Corey Corcoran  
Gordon Cowie  
Linda Crozier  
Daniel Edwards  
Alan Fleury  
Robert Gale  
Rodger Kingi  
Brent Kirkwood  
Barry Maxwell  
Regan McMurchie  
Mathew Pitcher  
Marcus Rees  
Hannon Thompson  
Kalopasi Tuatonga

## Floor and Wall Tiling

Anderson Araujo  
Joshua Atwood  
Philip Bryan  
Jerzy Byrski  
David Clark  
Daniel Erne  
Mark Hanson  
Tavita Isaac  
Cailab Kerr  
Richie Storer  
John van den Broek

## Frame and Truss

Jeffrey Birse  
Francis Burkhardt  
Peter Dick  
Shanon Garton  
Ryan Gibson  
Scott Hall  
Darrell Harris  
Jesse Kennerley-Williams  
Ludwik Kowalewski  
Sean Mitchell  
Thomas Waters

## Interior Systems

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Adriano Cardoso Dos Santos  
Ronald Currin  
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Te Tatou Kopae  
Joel Lange  
Ash McDowell  
Joseph McKinley  
Suliman Mohebbie  
Michal Neudek  
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Jordan Sinclair  
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Ali Sultani  
Adrian Van der Voorn  
Juan Van Heerden  
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## Proprietary Plaster Cladding Systems

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## Solid Plastering

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