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**IN OTHER NEWS**

**Letters to the Editor**

**Dear Editor,** The only logical choice for us is to NOT pay our fees. So far we have been completely ignored and vilified; therefore we MUST cut off their funding. I am 100% serious about this; I have not paid my fees this year and so come on fellow Plumbers, make a stand NOW!

**Dear Editor,** What can we do to protest what these clowns are doing to us, I feel sorry for the younger fellas I'm now 65 still working but next year may be a different story as I refuse to gain any points on the so called upskilling so these pricks wont renew my licences next March, who the bloody hell do they think they are. Keep up the good work.

**Dear Editor,** This may seem a bit light hearted. I was recently asked if I had a Practicing Licence for plumbing and gasfitting to which I replied no. I am a Certifying plumber and gasfitter and have been so since 1971 so I don't

**Sink or Swim**



What boards do? Boards make decisions on behalf of owners/shareholders, beneficiaries and other stakeholders of an organisation. A board's essential role is to lead the organisation safely and successfully into the

future.

The board sets the direction for the future and manages risk.

The Plumbers Gasfitters and Drainlayers Board is the critical link between the aspirations of the Government, the public (being the beneficiaries), us as stakeholders and the way the Board is run day-to-day (the operational staff).

Governance refers to how any organisation is run. It includes all the processes, systems, and controls that are used to safeguard and grow the organisation. They govern by policy.

When applied to organisations that operate commercially, it is often termed "corporate governance" and has been described by the World Bank as "promoting fairness, transparency and accountability" and by the OECD as "a system by which business organisations are directed and controlled".

Good governance creates a strong future by continuously steering towards a **vision** and making sure that day-to-day management is always lined up with the organisation's goals. At its core, governance is about **leadership**.

An effective board will improve results, both financial and social, and make sure the assets and funds are used appropriately. **Poor governance** can put organisations at risk of commercial failure, financial and legal problems for directors/trustees, or allow an organisation to lose sight of its purpose and its responsibilities to its owners and people who benefit from its success.

Sounds like just what we need as an industry - but who takes up this governance role for the industry? The Minister recruits for governance experience:

think I need to practice anymore do you?

**Dear Editor,** The value of CPD points is ZERO. CPD training has a value when it is needed but and it may be linked to a competence but that's it. The competence value of a point is nothing.

**Dear Editor,** In response to your question about the value of a CPD point - WHO CARES? Keep up the good work.

**Dear Editor,** You can't value a CPD point because the competence might be of more value to one tradesperson and of less value to another. It's like trying to value usefulness - say for example some believe the Board is useful and others believe they are not, so how do you value that?

CPD points are of great value to the course providers because it's the foundation of their income and but yet is not linked to any competence value so I think you have asked an impossible question.

**From the Editor:**



**How Much Competence is a CPD point worth.**

It seems that the push is still on to maintain the

*“There are vacancies for both registered and lay members. In particular, the Minister is seeking people experienced in policy and the machinery of government as well as experience in relevant tertiary or vocational education who can bring strong **governance experience.**”*

The Board has this in its strategic plan:

### **Key Result Area: Governance and service delivery**

#### **What are we trying to achieve? (Goals)**

- 1. Effective and efficient governance of the plumbing, gasfitting and drainlaying trades through the continuation of an autonomous body corporate structure.*
- 2. Cost effective and cost efficient service delivery.*
- 3. The identification and realisation of opportunities to rationalise through working closely with the regulators of other trades within the construction sector.*

#### **What are we going to do? (Strategies)**

- 1. Review all governance policies at intervals no greater than two years.*
- 2. Initiate discussions with other regulators within the construction sector to explore any possible interest in pan-trade reorganisation.*
- 3. Initiate discussions with other regulators within the construction sector to explore any possible interest in seeking common legislation.*
- 4. Explore the potential for shared or contracted services with other regulators.*

#### **Objectives for 2012/13**

- 1. In conjunction with other regulators within the construction sector, establish an agreed position on the future regulation of the sector on matters including:*
  - a. rationalisation of governance structures;*
  - b. rationalisation of management structures;*
  - c. rationalisation of service delivery;*
  - d. common legislation.*

In a report to the Regulations Review Committee the Registrar of the Plumbers Gasfitters and Drainlayers Board, Mr Max Pedersen stated this:

CPD Points system.

This was first attempted by Master Plumbers President Phil Routhan in 2003, nine years ago, so we thought we would look at what a CPD point is worth.

We hear of different courses where you can get 16 CPD points for 4 hours and others where you get 4 points for 4 hours.

The Board have stated that 1 point equates to 1 hour of training and that one point should be worth \$30.00 and we get Master Plumbers who state 1 point is worth \$15.00 for members and \$30.00 for non members. Does that mean members only get 50% of the Competence?

No one seems to be looking at the competence and what value is put on the competence?

It's easy to put a dollar value on a point or a time value on a point but how do you put a competence value on a point?

We are told we need all these competence points but are they competence points, time points or money points?

We know they are not competence points – look at it this way - when you finish your apprenticeship they don't say "you're qualified now and have a competence of 80", qualified is qualified.

*"Mr Gordon has made various comments about the adequacy of the plumbing, gasfitting and drainlaying industries' governance, and references to the Office of the Auditor-Generals (OAG) report entitled Inquiry into the Plumbers, Gasfitters, and Drainlayers Board published in July 2010 (OAG report) and the RRC report. This section addresses the OAG report's recommendation of the Board's Progress in respect of the OAG report's recommendations. **Please note also that the Board does not have a governance role in the plumbing, gasfitting, and drainlaying industries, Rather its role is a regulatory one.**"*

So the Minister recruits people with governance skills, the Board has a governance section in its strategic plan (which we pay for), where it has governance policies and the Registrar says the Board has no governance role but is a regulator. Are we missing something?

Is it a case that those so called people in positions of authority don't know what they are doing, or is it a case that they put so much spin on the issues to support their individual causes that they forget what they have said in the past and what their purpose is? This certainly doesn't do their credibility any good when the left hand doesn't know what the right hand is doing. (Or cynically, the left hand does know what the right hand is doing – and that is trying to pull the wool over the RRC's eyes).

We haven't even looked at how these three stances affect the Board's status as a registered charity.

If there is no governance role by the Board then we as an industry need to stand up now and implement the appropriate organisations and structures nation wide to ensure the longevity of the industry. If there is no governance then we need to plan and implement our own.

We as an industry need to be able to trust the work of the Board and statements made.

The overall impression is that they will make whatever statements necessary to support their decisions without regard to the consequences, or with regard to if they can support their decisions. The Board seems to rely on reputation, which still exists with the Government but certainly does not with some of the industry.

The Federation seeks confirmation from the Committee that what the Board is doing is legal and appropriate. We also think they may have been a little premature in their special Info Brief release.

## Government and Board put on Notice

What's the first question someone asks when you talk to them about a CPD course "how many points is it worth?" There is never any talk about the competence you may get out of it – its points and cost.

### Regulations Review Committee

This week the Federation sent a letter to the Chairman of the Regulations Review Committee seeking confirmation and clarification of the precedents set by committee with regard to the recent complaints laid about the Board.

No telling when we will get a reply but we will keep you informed.



This week the Federation put the Government and Board on notice of industrial action.

*Dear Mr Williamson*

*The situation in the Plumbing Gasfitting and*

*Drainlaying industry has been deteriorating for years and has now, in our opinion, reached a critical stage.*

*We have asked to meet with you and you have declined, we have asked the Department of Building and Housing to facilitate a meeting of stakeholders to get issues resolved but they declined, we have made submissions to the Plumbers Gasfitters and Drainlayers Board, the Regulations Review Committee, the Office of the Auditor General, the Office of the Ombudsman and we have a petition before the Social Services Committee. To cap it all off the Board now claim to have no governance role only a regulatory one.*

*We believe we have realistically taken all steps open to us to have issues resolved but have been stonewalled. We have warned you a number of times that time is running out and it has.*

*This email is to put the government and the Plumbers Gasfitters and Drainlayers Board on notice that industrial action is planned, leading up to and including the 2013 licensing period, and is being supported by the Plumbers Gasfitters and Drainlayers Federation and it's members.*

As you can see time has run out and now the work begins for those who want change. We will keep you informed about the next step. The Federation had hoped to avoid this type of action but if no one will listen then they are responsible for the consequences.

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