



Plumbers, Gasfitters and Drainlayers Board

Strategic Plan 1 April 2012 – 31 March 2015

PLUMBERS, GASFITTERS AND DRAINLAYERS BOARD

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1. The role of the Board

The Plumbers, Gasfitters, and Drainlayers Board is constituted by the Plumbers, Gasfitters, and Drainlayers Act 2006 ('the Act') and exists:

- to protect the health and safety of members of the public by ensuring the competency of persons engaged in the provision of sanitary plumbing, gasfitting, and drainlaying services; and
- to regulate persons who carry out sanitary plumbing, gasfitting, and drainlaying.

The specific functions of the Board are set out in section 137 of the Act.

2. Overview

By the time this strategic plan comes into force, the Board will have completed most of the work contained in the recommendations in the report from the Office of the Auditor General, "Inquiry into the Plumbers, Gasfitters and Drainlayers Board – July 2010". The Board's focus will now move from fixing the problems of the past to striving for best practice and to building a reputation as a trusted and respected regulator.

Three major areas for Board attention over the next three years, are:

- Raising public awareness of the need to use licensed tradespeople for plumbing, gasfitting and drainlaying, and the potentially serious consequences of not doing so;
- Exploring with other regulators in the construction sector, any potential benefits that might result from rationalisation of governance and service delivery, or from common empowering legislation;
- Monitoring the impact of the Act and advocating for any legislative change that may improve the safety of the public or enhance the effectiveness and efficiency of the Board's regulatory role

3. Strategic environment

The recent history of the Board has led to a significant level of dissatisfaction with the activities of the Board, particularly from the tradespeople. Rebuilding trust and confidence is critical for the Board's success.

The prevailing political sentiment is to reduce rather than increase regulation and to regulate in a cost effective manner. The Board sees some form of rationalisation within the construction sector regulatory environment as a key to achieving this.

The construction sector is weak at the present time but this is likely to change with the rebuild of Christchurch, the expected upturn in the economy and the repair of properties affected by weather-tightness issues. This will have a significant impact on the demand for qualified tradespeople and will bring with it significant supply challenges and an increased number of overseas trained people wishing to come to New Zealand. The Board needs to well placed to assess the skills of these people so that safety is not compromised on the one hand, and unnecessary barriers to entry are not created on the other.

VISION

The Board is a respected autonomous organisation that contributes to the health and safety of the public by regulating people working in the plumbing, gasfitting and drainlaying trades and by working closely with the regulators of other trades within the construction sector

Key Result Area	Regulation of the Trades
<p>What are we trying to achieve? (Goals)</p> <ol style="list-style-type: none"> 1. The protection of the health and safety of members of the public by ensuring the competency of tradespeople 2. The regulation of tradespeople in a way that is: <ul style="list-style-type: none"> • Proportionate to the risks posed; • Consistent; • Targeted at identified issues; • Transparent, simple and user-friendly • Accountable 	
<p>What are we going to do? (Strategies)</p> <ol style="list-style-type: none"> 1. Set standards that ensure the competency of tradespeople at the time they are registered. 2. Prescribe requirements that promote the ongoing competence of licensed tradespeople. 3. Undertake discipline in a way that is lawful, fair and reasonable, and is proportionate to the severity of any alleged offence. 4. Support the regulated trades through the prosecution of unregistered and/or unlicensed people identified as undertaking plumbing, gasfitting or drainlaying work illegally. 5. Advocate for changes to the Act to enable greater regulation of people working under exemptions. 	
<p>Objectives for 2012/13</p> <ol style="list-style-type: none"> 1. Reach agreement with the ITO in relation to the integration of exams into the national certificates and the timeframes for achieving this. 2. Fully implement the new CPD system. 3. Investigate the use of competence reviews for gasfitters as a substitute for installation audits. 4. A comprehensive manual of procedures, protocols and precedents will be in place in relation to discipline. 5. Undertake a detailed investigation into a specific geographical area (yet to be selected) with a view to identifying people who are working illegally within the trades. 6. Prosecute some offences using internal staff resources. 7. Monitor the effect that exemptions are having on the regulation of the trades and make evidence based submissions to Government on this issue. 	

Key Result Area	Governance and service delivery
<p>What are we trying to achieve? (Goals)</p> <ol style="list-style-type: none"> 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. 	
<p>What are we going to do? (Strategies)</p> <ol style="list-style-type: none"> 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. 	
<p>Objectives for 2012/13</p> <ol style="list-style-type: none"> 1. In conjunction with other regulators within the construction sector, establish an agreed position on the future regulation of the sector on matters including: <ol style="list-style-type: none"> a. rationalisation of governance structures; b. rationalisation of management structures; c. rationalisation of service delivery; d. common legislation. 	

Key Result Area	The Organisation
	<p>What are we trying to achieve? (Goals)</p> <p>An organisation that:</p> <ul style="list-style-type: none"> • Performs its role well; • Is financially sustainable; • Has adequate resources; • Is efficient and effective; • Has robust strategic and business plans in place; • Meets all statutory reporting requirements ; • Has a good and positive culture.
	<p>What are we going to do? (Strategies)</p> <ol style="list-style-type: none"> 1. Review fees at least every three years to ensure that income is adequate to fund the Board's functions. 2. Advocate for some statutory functions to be funded from sources other than fees and levies paid by tradespeople. 3. Review strategic and business plans annually. 4. Monitor performance of the organisation against financial and non-financial targets and measures on a regular basis. 5. Periodically measure the human resource establishment against business needs to ensure that capability and capacity is optimal. 6. Maintain a robust risk management framework. 7. Review all governance and operational policies, and delegations to ensure that they continue to be appropriate at intervals no greater than two years.
	<p>Objectives for 2012/13</p> <ol style="list-style-type: none"> 1. Undertake a comprehensive review of all fees and levies. 2. Advocate for Government funding of the prosecution of offences under subpart 2 of part 3 of the Act. 3. Participate constructively in the gas certification review with a view to minimising the impact of the loss of certification income. 4. Review the strategic plan. 5. Review the business plan. 6. Achieve all financial and non-financial targets contained within the business plan 7. Achieve an unqualified audit opinion on the annual report 8. Review the Board's organisational capability. 9. Reduce the Board's overall costs through sound management processes.

Key Result Area	Communications
	<p>What are we trying to achieve? (Goals)</p> <ol style="list-style-type: none"> 1. An organisation that is trusted and respected. 2. A good understanding of the Board's role. 3. Well informed stakeholders 4. The involvement of tradespeople in the setting of registration and licensing requirements through meaningful consultation. 5. Public awareness of the need to engage licensed tradespeople for plumbing, gasfitting and drainlaying.
	<p>What are we going to do? (Strategies)</p> <ol style="list-style-type: none"> 1. Measure tradesperson opinion on key aspects of the Board's performance annually. 2. Regularly inform stakeholders on matters relating to the Board, trade regulation and emerging compliance issues. 3. Undertake research to identify the most effective way to communicate with tradespeople. 4. Consult broadly and in a meaningful way, on all significant issues relating to registration, licensing and fees. 5. Annually hold stakeholder meetings around New Zealand. 6. Undertake initiative to increase public awareness of the need to use licensed tradespeople through highlighting the health and safety risks of not doing so.
	<p>Objectives for 2012/13</p> <ol style="list-style-type: none"> 1. Achieve improved results in the annual stakeholder survey. 2. Publish "Infobrief" at least 11 times within the year. 3. Hold at least ten stakeholder meetings. 4. Publish a series of articles in community newspapers throughout New Zealand promoting the use of licensed tradespeople. 5. Leverage off publicity undertaken by other regulators within the construction sector around the need to use licensed tradespeople. 6. Determine whether or not there is confusion around the meaning of the present registration class titles and review if necessary. 7. Investigate opportunities for cost effective access for tradespeople to compliance documents.

Key Result Area	Legal Compliance
<p>What are we trying to achieve? (Goals)</p> <ol style="list-style-type: none"> 1. An organisation that acts fully in compliance with the Plumbers, Gasfitters, and Drainlayers Act 2006 (the Act) and other relevant legislation and the principles of administrative law. 2. Registration and licensing requirements are encapsulated in compliant <i>Gazette</i> notices. 3. Robust policies are in place to guide the exercise of all legislative decision making powers. 4. Appropriate delegations are in place in relation to the exercise of all powers and functions that are undertaken on behalf of the Board. 5. Improvements to the Board's empowering legislation. 	
<p>What are we going to do? (Strategies)</p> <ol style="list-style-type: none"> 1. Engage competent legal advisors who are experienced in administrative law. 2. Maintain a rigorous organisation wide training and development programme related to regulatory compliance. 3. Continue to develop sound policies to guide the exercise of decision making powers. 4. Review all regulatory policies at intervals no greater than two years. 5. Review all delegations at intervals no greater than two years. 6. Monitor the impact of changes introduced by the Act 7. Advocate for changes to the Act where this would lead to more efficient and effective implementation of the legislation. 	
<p>Objectives for 2012/13</p> <ol style="list-style-type: none"> 1. Implement the organisation wide compliance training programme. 2. Complete the review of all operational policies. 3. Monitor the impact of changes brought about by the Act to build a case for legislative review. 	