



Fellow Practitioner Issue 188 Dated 17 January 2014

TABLE OF CONTENTS

- **One Government Agency got it right!**
- **If they can wait, so can we!**
- **Another Perspective**

IN OTHER NEWS

Wasteful Training

Compare these excerpts from an article in the News this week to the Board's Continuing Professional Development Scheme and see what you think.

The ACC Minister is promising to scrap a Government-funded health and safety training scheme.

Judith Collins agrees with a taxpayers' lobby group, the Taxpayers' Union, that the 10-year-old scheme has been a waste of money.

ACC has had contracts with the Council of Trade Unions and Business New Zealand to provide training for health and safety representatives in workplaces.

But Mrs Collins describes \$19 million spent on the scheme over the past decade as a rot.

She said in her opinion the scheme had all the hallmarks of a scam.

ACC documents say the

One Government Agency got it right!

Every now and then a Government Agency gets things right and here is a good example, being the latest road safety advert. "Mistakes", is a powerful new ad that helps drivers understand that no matter how careful they are, other people will always make mistakes. Here's a link to the advert.

<http://www.youtube.com/watch?v=ZK5WppGN6fA>

What a great message to take on board. Two comments in the write up that caught our eye were:

"Educational campaigns that invoke a strong emotional response can be far more effective in changing behaviour than simply telling people to obey the rules."

"Mistakes was developed as part of the Government's effort to change the conversation around speed, which is a key plank of the Safer Journeys strategy."

A key strategy to get the message across to everyone, drivers and non drivers. It makes our "Ask for the card" campaign look a bit sick. What strategy does our Board have apart from forced compliance and constant proving of competence? The above sums it up quite a bit - "mistakes happen." There would be very few cases of incompetent workmanship. We believe most cases would be a mistake or work done based on a different interpretation of legislation.

Let's look at the "Ask for the card" campaign. We are asked to prove to the customer our competence by way of showing our authority to work. Do you get on an aircraft and ask to see the pilot's license - do you get on a bus and ask to see the bus driver's license - no you don't. Did you notice the Board keep on telling us about the "Ask for the card" campaign? It's a demeaning exercise which creates doubt about the integrity of the industry.

The Board should have a strategy in place which balusters the industry and helps it, without attacking the credibility of every tradesperson. We believe the Board's actions need to be an all encompassing strategy that starts with proper training and ends with a qualification. The credibility of the industry and safety of the public will be a natural consequence of the apprenticeship training.

All this re-qualifying or continuous proving of competence on matters we have already qualified in is utter garbage. We challenge the Board to come up with new technology or legislation that their CPD accredited courses" are introducing to the industry that are "necessary". If they simply address the Board's competencies then

training failed to make a difference.

"These are lobby groups that are supposed to hold the government to account and hold ACC to account," said Jordan Williams of the Taxpayers' Union.

"Here they were taking millions of dollars which they knew had no real effect on workplace health and safety to line their own pockets."

Since 2003, ACC has spent nearly \$2 million a year on the contracts.

"Finding out how to prevent accidents, that's important, not just bums on seats for a day listening to some trade union official talk to people about why they need to be members of a union," Mrs Collins said.

Ms Collins wants the groups to pay the money back, but admits she can't force them to do that.

Waste of money, bums on seats, people lining their own pockets and no proven benefit. Welcome to our world New Zealand

Letters to the Editor

Dear Editor

On the subject of competence reviews, I have grave concerns as to the use they will be put to by the "Master Plumbers Society" dominated P.G.D.B.

Will the industry start to see small plumbing companies come under sudden P.G.D.B. competence reviews when that small company is about to compete with

we are already qualified.

If they can wait, so can we!

The Board sent another reminder to the industry in the December "Info Brief" that it's nearly relicensing time again and to make sure you have sufficient CPD Points.

This week the Federation sent a situation update to the Social Services Committee who took no action on the Federation's Petition in 2012 and stated they would wait for the outcome of the Office of the Auditor General's review in 2013.

Here it is 2014 and we are still waiting for the Social Services Committee to take action in the same manner in which we waited for the Regulations Review Committee to take action over complaints laid with them. Sometimes it places into question the motives of politicians and makes you wonder if they should be held accountable more often than just at election time. It appears that occasionally they forget they work for the people of New Zealand.

All that occurs in our industry seems to hinge on waiting for someone else's reports. The Regulations Review Committee, the Board and the Social Services Committee have been very good at it - and have you noticed how it always overlaps a licensing period? Think this is a co-incidence? Hardly!! In essence we are paying and paying for everyone to wait and at the end of the wait nothing changes and we wait again for the next report and licensing period.

The Federation has been pushing for quicker action by others, but to no avail so perhaps it is time we **WAITED** as well but there is a catch, **we won't pay to wait. No one else pays to wait in fact they are all getting paid to wait.**

If others aren't making improvements then is it time we **WAITED** for them to do their jobs appropriately. Planning is underway for us to exercise our rights and wait for others to get competent at their jobs, stop clowning around and make improvements before we pay them anymore. This is the Board's failure not ours. More on this subject as we draw closer to re-licensing.

Another Perspective



The Federation wants you to be informed so this invitation was sent out to a number of industry stakeholders:

"It is the Federation's intention this year to feature articles from guest contributors. We invite you to submit an article on whatever you like regarding the plumbing, gasfitting and drainlaying industries and we undertake to publish it unedited. We hope to feature one of these articles on a monthly basis.

We will invite feedback from readers but otherwise it will stand as it is submitted.

a “Master Plumbers society” member’s company for a local lucrative contract?

Then have a bundle of false (incompetent board inspectors) charges laid against them, just in time to postpone their licence long enough to ensure they cannot compete for the lucrative contract against the “Master Plumbers Society” member company.

This is an old boy’s network’s obvious attempt to rid the industry – not of incompetent tradesman, but of anyone competing for their mates work. Before you all shout “our Board is not that corrupt” look at past history, or ask Mr Paul Gee.

The Board are funded by us, influencing an ill informed Minister, enjoying outrageous salaries, leisure and freedom. They convey the impression of an exclusive club, a self proclaimed elite, almost medieval in their dispense of justice and attitude towards the peasantry (Tradesman) they govern.

The entire Board are out of touch, but using legislation, seek to secure their office, basking in their financially comfortable sinecures which they are in no hurry to relinquish.

Ed: Thanks for your view writer and we would have to agree there is a certain amount of truth in what you say.

We remember Wal Gordon in 2011 on Close Up saying

“The Minister keeps on

We are not requesting any sort of sponsorship, payment etc – and will not be doing so in the future. This is a genuine attempt to try and get some views on our industry from all parts of it.

We look forward to hearing from you”

Here is the article submitted from **Darren Waith, National Sales and Marketing, Aqualine on Continued Professional Development:**

CPD would have to be the biggest and most controversial issue that has happened to our industry in the last 20 years, if not ever. Having been in the middle of it I have been able to see and hear both sides of the argument. My view is now, after almost 4 years down the track, is that CPD is here to stay and it can benefit the industry. Sure, when it first came out it was a mess. There were people who thought they could make a lot of money from CPD and the PGDB implementation was confusing at best (I know they would do it differently if they had the chance). But here we are and I now have 3 courses that I run throughout the country and never charged a cent. We normally only run them in the Plumbing Merchant between 4-6pm to limit the time lost in the trade. This seems to work well.

When I first started doing courses there was a massive reluctance from the trade to sit in a classroom situation and listen to a person who was not even a qualified tradesman. Firstly most Plumbers did not ever want to go back to school, probably most of them had been asked to leave at some stage, like myself. I focused on new products and how 1 new product could be used instead of 2 or 3 and how they fit into AS/NZS3500. There are also many “get out of jail” products that are available that plumbers have never seen. At every course I always hear “needed one of those last week”. Upskilling is not only about reading the Building Code or 3500, it is about knowing what products are available to you to complete a job. Although this does not fall into Unit Standards, once you apply the product to the Code it does. I have done over 150 courses for about 3000 tradesmen and if I did not get satisfaction and gratitude from the trade I would have stopped a long time ago. The Board have only received 3 complaints about my courses, 2 were from competing suppliers and one from an industry group wanting to charge for courses. I have no issue with people charging for courses as there is a cost involved, but I do have an issue with suppliers wanting to charge. As a supplier we make our living out of tradesmen using our products, not trying to charge the industry to listen to us talk about our products. If any suppliers want to charge then the best thing the plumbers can do is not use their products. You watch how quickly they offer a free course.

One thing that has really annoyed and disgusted me is the way the new gas regulations have been introduced. Energy safety (who are in charge of gas now) have done such a bad job with the implementation that is simply not good enough. I cannot believe the incompetence of a Government department who could absolutely cock up the changes in the regulations and send the whole gas industry into confusion. This is the livelihood for many Gasfitters and it is just not good enough. They have failed so badly and nobody seems to be accountable or even care. The changes made to the regulations are so hard to interpret that I have to seek help for clarification. I read a lot of Industry Standards but I could not get my head around the changes. How is your average Gasfitter expected to

replacing the people but they are just a change in faces. There is no change in attitudes, no change in the procedures and no listening to the industry. They just go about doing what they want”

Nothing has changed and the situation is worse.

Dear Editor

If I do a competence review early after licensing and are deemed competent is there still a requirement for me to do Continuing Professional Development to be deemed competent again before the next licensing period?

Ed. It would appear so as they will both be a term and condition of licensing.

I think a posting off the internet sums it up:

“So you complete an apprenticeship, then pass Trade Cert, then pass advanced trade, then complete the required points to legally be a plumber and then they want to do come and do a competence review, get a grip, this is so wrong. Where does it end?”

be able to read, understand and implement the changes. For those of you who have tried to contact Energy Safety for clarification you will know they are as helpful as a foreign call centre. I can say that I have finally figured out most of the changes with the help of my good friend Nic Lourens, and have been able to adapt it to the Aqualine Gas CPD Course. We are travelling through the country doing the course in the merchants explaining the changes. But why are we doing it, it should be Energy Safety.

Here is a challenge for the Federation....Get stuck into them and do not allow this sort of thing to happen again.

Kind Regards

Darren Waith

National Sales and Marketing Aqualine

Thanks to Darren for being our first guest contributor and taking time to write to us. For us it brings up a very important issue - just because people do the training and some are now resigned to the fact that they are compelled to do the training - is it actually worthwhile in its current form? What are the credible performance measures that it is having an effect on the health and safety of the Public?

ACC and their Minister have taken action over wasteful training to save millions of dollars annually, but we suspect that won't happen in our industry because it's not government money, its industry money.

We invite your feedback on Darren's article – and look forward to receiving other articles from industry participants soon.

You are receiving this email as a member of PGDF or because you signed up online.

Edit your subscription | Unsubscribe instantly

Plumbers Gasfitters and
Drainlayers Federation 3
Jupiter Grove Trentham
Upper Hutt 5018 Ph (04)
5277977 Mob
0276564811 Fax (04)
5277978
information@pgdf.co.nz