



## Fellow Practitioner Issue 278 Dated 30 October 2015

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### IN OTHER NEWS



#### Dear Editor

I heard about the issue of a supplier whining about his captive CPD audience being taken away.

They took the business risk to get involved in CPD and if it changes then that's just bad luck for them.

We take risks every day but we don't try to influence others lives to benefit ourselves.

Perhaps someone should ask him if he wants cheese with that whine.

### Man Down



What happens when you are a man down, well you carry on as if nothing has happened, that is unless you are the Plumbing Gasfitting and Drainlaying Industry Training Organisation.

Yes the Skills Organisation have struck again - a vital meeting regarding the PROGRAMME DEVELOPMENT – NZ

CERTIFICATES IN PLUMBING, GASFITTING, AND DRAINLAYING (Levels 3 AND 4) was postponed due to a staff member being required for Jury Duty. This will delay the work by at least a month and in the mean time the industry is stuck with pitiful training.

The meeting was to start the process to develop the training programme documentation for the above qualifications, in accordance with NZQA requirements. The training programmes that are developed will be intended for nationally-consistent delivery with allowance for some regional variation.

The outcome of the programme development process will be submitted to NZQA for approval and registration but now the process will be delayed. Perhaps the more it is delayed, the more Skills get paid. Tail wagging the dog?

### Strategic Planning



**CAN'T SOMEONE ELSE  
JUST DO IT?**

Mention strategic planning and people's eyes glaze over and excuses for non attendance come out of the woodwork, that is unless you are from the Federation.

As part of the continuing improvement in communication between the Federation and the Plumbers Gasfitters and Drainlayers Board, the Board extended an invitation to the Federation to

**ED:** give a brief presentation at the Board's Strategic Planning day this week.

Well said writer.

Two representatives attended and put forward the Federation's view on the current situation and where we would like to see things in the future. The following paragraphs sum up the main theme behind the Federation's presentation.

Yes it would seem the whining noise is greater than the noise in the Air New Zealand jet engine replay workshop.

The Federation believes the current Strategic Plan is about regulating people, imposition and following the footsteps of those that have gone before.

It may work out to be an OSH issue.

Looking back over the last two decades it is obvious that the process hasn't worked. This brought to light one of the problems faced by the Board - that problem being the purpose of the Board balanced against the needs of the industry. Regulation VS industry progression.

**Dear Editor**

I see on the Plumbers Forum that The Fellow Practitioner Issue 236 has had 403 replies and 14272 views.

We believe the Board should lead and not follow, and this is the reason it is an independent Statutory Board funded solely by the industry. We feel this structure was put in place so the Board and the industry could work together without Government interference, but since the Routhern era there has been nothing but problems caused by people and groups wanting to ride on the coat tails of the registered practitioners.

When I got in there and started reading why it had got so many views I was astounded to find most of it was regarding the Paul Gee case. I was even more astounded and shocked to read that he is still fighting for justice.

Should a strategic plan be written from a regulator's perspective or from an industry perspective? Here lies the second problem, the division between the Board and the Industry. What works from a regulatory perspective may not be good for the industry.

Gezz what does this poor bugger have to do to get all these issues looked at? It looks to me like it a huge cover up of an incompetent investigation where even the lawyers couldn't even get it right.

What is concerning is the widening gap between registered people and authorisations issued. This means we have a situation where exemptions are on the increase and we have an unregulated group of people operating in the industry.

As the population in New Zealand increases, so should the number of registered tradespeople, but our industry is not keeping up with demand and as less and less people progress to Certifying level the numbers of Certifiers per head population is on a rapid decrease.

The proof of competence is currently laid on the practitioner, but how many times must an individual prove competence - should it not be the Board's responsibility to monitor and prove incompetence?

The industry is rapidly approaching a point where if the Government does not see improvement in the regulation of the plumbing, gasfitting and drainlaying industry and harmony within, then they will impose their will upon tradespeople, which will plummet the industry into confrontation with the regulatory regime they impose.

Is there anything the Federation can do so Paul can get on with his life?

**ED:**

The Federation has been supporting Paul all the way through and have been helping where possible. Recently a considerable amount of information was requested under the Official Information Act which is being worked through at the moment. It seems the Board just wants the issue to go away.

The Federation believes the investigation and process should be closely looked at to ensure this doesn't happen again. Those who supported Paul in his defence and have been close to the case say there is a huge amount that could be learnt from a review of the case.

They realize the outcome can't be re-litigated but believe there are processes and procedures that could be vastly improved to ensure

The Federation feels a change in attitude by the Board is required so that consumer protection is the end product of a well trained engaging industry going about its tasks in a professional manner. Education rather than prosecution.

The Board needs to set the standards required and then it is up to the Skills Organisation (ITO) to meet those requirements - not the way it is now where there is a standoffish relationship with the industry being provided with substandard training and support.

The Federation fully support the creation of an environment where the practical tradesperson can give and receive the understanding they deserve. Encouragement to assist trades people in becoming qualified with all aspects of our industry will in turn strengthen our Industry as well as stabilize the entire building industry. This also allows for a five year licence as intended by the Act.

The Board in some ways is pushed into a corner by the Government and their review of occupational licensing - do what they are doing now and the industry will be lost to bureaucracy - make change and win the trust of the industry so that we can form a united front and lead by example to other trades and industries.

The relationship between the Federation and the Board has been strained to say the least in the past, but has improved tenfold since the arrival of the Board's new Chief Executive Martin Sawyers. This coupled with what appears to be a slight change in attitude is setting the foundation for a progressive future for the Board and the plumbing gasfitting and drainlaying industry.

The changes implemented in the short time since Martin's arrival have seen us moving away from threats of court and defamation action, hearings in front of the Regulation Review Committee and other more confrontational actions. The Federation has always been about fairness and equality in plumbing, gasfitting and drainlaying regulations and legislation.

So that summarizes what was portrayed to the Board and now it is up to the Board to make a very crucial decision - do they go it alone and continue as a consumer protection board until the government figures out something different, or do they lead by example and work with the industry to create an environment where consumer protection is the end product of a well trained engaging industry going about its tasks in a professional manner?

The Federations submission was well received by the Board and there appears to be a genuine willingness to effect change so all stakeholders can work together for the betterment of the industry.

natural justice is adhered to.

The Federation is more than happy to lead a review of the case and has stated preliminary work to achieve this. A full review of the case will be written with the information available. It is not known if the Board will participate or not but all indications are they believe the issue has run its course. Time and resources are all that are impeding this progressing at speed.

The Federation looks forward to seeing what is produced by the Board and believe it will be something new and fresh.

Obviously not everyone is going to be happy all the time but getting some improvement is better than getting none.

## Stupid



Have you been told you are stupid this week?

If you have then remember this - there are grown adults who believe two penguins walked from Antarctica to the middle east to get on an ark built by a 500 year old man.

Do you feel better now?

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