

TABLE OF CONTENTS

- [Ideas](#)
- [We Need Your Help](#)
- [Letters to the Editor](#)

IN OTHER NEWS

Letter to the Editor

Dear Editor

Just a quick note on CPD Training. Our business is getting back to days of old where we are conducting "Off the Cuff" training, as we need it. Now the CPD of old has gone we can afford to slot in training, which is of benefit to us, rather than gathering points. The apprentices are loving it because they get additional training as well. For all those people who fought for changes to CPD well done.

ED:

Thanks for taking the time to respond to us writer. It may interest you that we have had a few businesses tell us the same about now being able to do the training that is needed or is nice to have.

It's very frustrating when you look at the time that has been wasted buying points to prove competence. Here's hoping we have entered into an era of progression because when you look at the damage that has been done over the last two

Ideas



Some people just keep on coming up with good ideas.

Recently we asked for ideas about how to rectify the situation where the industry isn't taking on enough apprentices.

The common thread in the ideas provided is around the quality of the training and the trust in the system. It would appear practitioners in the industry won't take on apprentices unless they are getting value for money, and trust in what they are being provided.

The Federation believes the first step is to actually provide high quality training, not the garbage we have at the moment - but real training where an apprentice attends a block course (AND is trained and assessed, not JUST assessed), and returns to the workplace with new skills and an eagerness to practice those skills.

A good block course should leave an apprentice buzzing with what they have learned, ready to tell their employer all about it and busting a gut to try the new stuff on the job.

Here are some of your condensed ideas:

Provide training to the supervisors that is relevant to the industry so they can help apprentices through their apprenticeship. Help them deal with the common problems.

Make it financially viable to take on an apprentice.

How about 2 hours of study time per week where the employer is paid to set aside the time and resources for the apprentice and supervisors to discuss ideas and issues.

As an employer, it would be nice to have trust in the system and belief that it will actually work, not the system we have now.

Proper and accurate textbooks would be great. The old Plumbing in New Zealand was excellent.

As you said more formal training and less assessment in its current form.

decades it is horrendous.

Dear Editor

Reference the Training Bureaucracy. Last edition you had a brief article about not accepting the scraps chucked at you like a stray dog – stand up for the real meal of good training. We used to have good training and then the Government implemented Industry Training Organisations (ITO's) and training in our industry has been going downhill ever since.

The real reasons behind training seemed to get lost as the ITO's needed to reach targets set by the Government such as the likes of a 20% increase in trainees reaching level four.

I believe everyone in the training chain stopped caring about the quality and went for the numbers so they could get their share of the purse of gold coin.

Extra layers of bureaucracy have been added in with no added value to the end users i.e. the apprentice and the employer.

Once we had an Apprenticeship Board, the training provider, the employer and then the apprentice who all worked towards a full qualification for the apprentice.

Now we have the NZQA, the TEC, the ITO's, the assessment providers, the employer and then the apprentice, most of who are working towards a

Government funding is a must because as it stands the employer and the apprentice pay for the privilege of having an apprenticeship and then have to provide over 90% of the training.

The Federation believes to encourage people to enter the industry those already in the industry need to be proud of what we do and want others to succeed and get to a stage where they are responsible for their own work.

There is no use offering an apprenticeship where, after four years, you can't do anything unsupervised. What incentive is there in offering a partial qualification?

We Need Your Help



The Plumbers Gasfitters and Drainlayers Federation were incorporated on 24 September 2010. Last Saturday was our 6th Birthday and Wal Gordon, as Chairman, would like to hand on his sincere thanks to the Executive Committee for their tireless efforts and to all the members of the Federation and followers of the cause in general.

The Federation was established to ensure our industry gets treated in a fair and equitable manner and that

fight continues. There have been some real battles and some minor skirmishes, but the fight is nowhere over so don't get too comfortable.

We are currently experiencing a stable time where change is happening, albeit slowly. Practitioners are in a comfort zone where they have work and money. A comfort zone is a beautiful place, but nothing ever grows there, but it is quiet and that's the time we need to develop the industry and move it forward into the future.

We've been disappointed so many times that practitioners not giving a shit was almost a reflex. We can't get stuck in the environment where either we don't give a shit or we are in the comfort zone. As an industry, we need to keep moving and keep looking for improvement and that's what the Federation has been about, but we are at the stage where we need your help to keep momentum.

The Executive Committee has done extremely well but realise we need new blood and new ideas are required. The Federation wants to keep the improvements going, we want to create an environment where good processes bring good results, where we speak with data but manage with facts, where we take action to contain and correct root causes of problems, where the industry works as a team and where everyone has a

partial qualification for the apprentice. Emphasis is put on obtaining level four and then the apprentice is abandoned to their own devices.

I know there is work being done on the qualifications, yet again, but how bloody long does it take? After all these years, I would have thought that we would have had everything squared away.

ED:

We know what you mean about how long it takes. The entire system seems to get slowed down by bureaucracy and ensuring the correct processes are followed.

We attended a meeting last week and one of the speakers brought up the subject of processes and how they need to be followed which was a good point, and we agree but when does a process expire?

Does it expire when the end result is obtained from the original plan or does the process expire when the subject matter is no longer required?

Processes are good but they need to be flexible and they need to be able to be changed as time goes on, and in our case time has moved on very quickly and at such a speed that the Government can't keep up with the needs in the construction industry.

While people are pissing around following the process and stacking numbers the industry is getting further and further behind, and by the

good grasp of the current situation.

We know the actions by the Government and their departments are as slow as a wet week so we have to bypass their incompetence and get our big results from many small changes accumulated over time. We want to get as many practitioners involved in making those small changes as possible.

Five years ago Maurice Williamson referred to us a "few malcontents" well we out saw him!! He bought on one of his revered cronies to get the industry under control and we out saw him and his registrar too.

Common sense and a willingness to achieve the purpose of the Plumbers Gasfitters and Drainlayers Act has finally been able to get a footing so we need to keep going for the good of the industry and the public.

We have taken our place on working committees with Skills, and take every opportunity we are offered to interact with the PGDB and wider industry groups to promote our views and what we believe is good for industry. We have a good working relationship with Master Plumbers and agree to disagree on things that we feel differently about.

As far as the Government is concerned they can either get on board with us or get out of the way. Without the practitioners they have nothing.

If you are interested in helping on the Committee or want more information about what's involved contact Wal Gordon on 0276564811 or email on wal.gordon@xtra.co.nz.

Letters to the Editor



Dear Editor

In response to your article last week about cash jobs - I believe it is my right to get some perks out of my job.

We do a job that a lot of people don't want to do where we get wet, muddy, cold and literally

covered in shit and it's generally at time when the people want us.

We put up with DIYers doing their own work when they shouldn't and all types of unauthorised people doing the same.

The article last week from IRD said *"Taxes pay for services we all need, such as healthcare, education, environmental protection and recreation"* but because I choose to be a plumber I have to pay for those pricks that do their own plumbing to be prosecuted. Where is the fairness in that?

So I don't feel guilty at all. If the system was fair to all tradies then I may

time anything is implemented all the changes won't be needed and the cycle starts again.

What we need is consistency in high quality training so all that changes are the number of people becoming FULLY qualified at the end of their apprenticeship.

The Federation is still pushing for this to happen but is meeting resistance from those who are inadvertently dumbing down the industry by allowing staged training with "outs" where trainees can stop and stay under supervision forever and a day.

Wal Gordon says "Approach me direct"

An incident occurred this week where some gutless person abused one of my staff stating that I was a shit stirrer. I'm more than happy for this gutless wonder to contact me and say what he has to say to my face, as everyone has an opinion. Hitting up my staff is a coward's way to deal with anything – wouldn't you rather deal with the shit stirrer direct?

Contact me on 0276564811 or wal.gordon@xtra.co.nz

We do have the vehicle registration number but can't be bothered wasting time and money finding out who he is.

consider stopping the cashies but until then I will continue.

Ed:

Hi Writer. Thanks very much for your up front and honest response. You are right about the fairness of the situation. Unfortunately as an industry it has been decades since we have had a strong Minister that can see past their nose at what is happening in the industry.

We just don't appear on their priority list and there has been too much acceptance of their misguided directions. The people advising them have let the industry down and continue to do so. By the time they research and advise, the situation has changed and then the industry gets told we are resistant to change.

If the industry was one business we would have been bankrupt a number of times under the control of the Ministers and their cronies.

So rather than being bankrupt we are left with an underperforming industry that continually has to fight for its rights or to even get fairness and equality.

It seems that no matter how hard we try to do the right thing to move forward we hit bureaucratic road blocks based on some idiot's idea or "Mickey Mouse's" hands have fallen off their watch and they don't know it's time to make a decision.

Pick of the Week from Letters to the Editor

Dear Editor

I agree that cashies do a lot of damage to the industry but on an individual level they help a lot of families.

How about we make a deal with the Government that we will stop doing cashies as a perk of the job when they stop getting taken to work in BMW's and stop getting free travel on the tax payer for life for them and their families.

The money New Zealand would save could lower our taxes and make our incomes better.

ED:

Well done writer - your prize can be collected next election when you can take over as Minister of Finance. It would be great if it was so easy.

Thanks for your feedback.

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 6 Tacoma Drive, Totara Park,
Upper Hutt 5018 Ph (04) 5277977 Mob
0276564811 Fax (04) 5277978
information@pgdf.co.nz