



Fellow Practitioner Issue 354 Dated 6 April 2018

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IN OTHER NEWS

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This didn't quite work as some only registered people still worked for themselves and these bunch of price fixing pricks hate competition and they didn't want to change so you can't own a plumbing company unless you're a craftsman because they themselves like to employ people on contract depending on workload and if you were to sell your business you didn't want to narrow the buyers down that much do you.

So on the next act they influenced the decision that all registered people had to be supervised and then

Forced Compliance or Voluntary Compliance.



We've been through it all before and it looks like it is going to start again. We are talking about bringing to light the short comings of the Government,

laying complaints and wasting the tax payer's money on issues that should be able to be discussed to reach a conclusion.

Imagine an environment where plumbing, gasfitting and drainlaying practitioners actually supported what the government was implementing to regulate our industry – well keep on imagining because after nine years of inaction by the previous government it looks like we are a “rinse and repeat” for another term from this Labour led government.

They call it a regulated industry and that industry costs us because we chose to be plumber's gasfitters and drainlayers. What do we get because of that regulation – less and less every year?

It's not a regulated industry when **over 2000 people operate in the industry without registration qualifications**, where certifying qualifications can get handed out to people who have never done apprenticeships or passed any registration exams, where the government are doing nothing about illegal operators, where they are doing nothing about the standard of training in the industry, where members of the public can buy materials to do sanitary plumbing, gasfitting and drainlaying and endanger others. That's not regulation but more convenience.

Why do we have to go on a cockroach hunt to get action? When you put up with inaction for years then it doesn't take long for patience to run out. We have checked in the government's standing orders and nowhere does it state that a Minister of Inaction must be appointed to the role of Minister of Building and Construction - but it just keeps on happening.

set about changing what we were called from registered to licensed to certified and now to tradesman but at the end of the day if your registered on the plumbers register?

These changes show me that these people and their influence are still there.

Plumbing is the only trade that trade cert means nothing.

They have also changed the protection of the public bit to health and safety of the public and also dropped paper A from the exam so to me the two statuses should also be dropped.

So let's look at the pros and cons.

Downside:

1. Big firms have a less experienced or smaller group of workers to draw from. This could be seen as a plus if they train more people instead.

2. This could bring about more competition.

3. Already craftsman plumbers may feel robbed of their era status. I suggest we put v.b.p in front of their name (very big penis) and they may go

How can we as an industry ever be enthusiastic about our industry if the Government can't provide real leadership? When they can't provide clear legislation? **Where they can't provide answers why we are the only industry that pays 100% to regulate the industry and 100% to prosecute non registered people who chose to do sanitary plumbing gasfitting and drainlaying.**

The Federation is about training and the people in the industry getting a fair go and firmly believe the Government are letting us down. Perhaps they are spending too much time listening to the self proclaimed experts getting paid exorbitant wages out of our taxes and forming part of the failing ministry the Ministry of Business Innovation and Employment.

No doubt the Federation will be criticised for bringing to light the incompetence of Ministers and Government departments but in reality they are already doing the worst they can do to us so why should we care if they dislike us.

Maybe the government should try a different tactic and actually talk to the industry with a view to listening and taking action for change that the industry wants and needs. After all we know what is best for us - not some over educated pen pusher sitting in a plush executive chair believing that because they went to university for seven years that they know how to do run the plumbing, gasfitting and drainlaying industry.

If they are so good why is there a skills shortage? Why aren't more people employing apprentices? Years ago there was a media campaign about breaking the cycle of abuse well perhaps that should be bought back because we as an industry sure as hell are being abused. Who do we go to for help? We can plan, we can make suggestions but it doesn't mean shit if no one listens or takes action to help.

Does the Federation have to make threats to get the Government to listen? If we do then let's do it sooner rather than later. How about next year those in the industry that want change simply turn their backs on the regulation of the industry. If we don't believe in the regulation of the industry then why participate?

We just don't know why consecutive Ministers have chosen to ignore the industry.

The Federation doesn't want to be a plunger and keep on bringing up old shit but if no one in Government is prepared to stand up and be counted then we will until we walk away in frustration.

There is so much more our industry could be doing but we need the support to be able to achieve it.

along with it.

4. Supervisors that currently receive money from people they supervise would need to get it.

Upside.

1. Everyone will be responsible for their own work.

2. The NZ public would not be confused about who should do their work; in 30 years I have only ever been asked if I was a registered plumber.

3. The money we would save in trying to educate the public of all the name changes.

4. More people who could take on apprentices.

5. Brings back the pride and achievement of trade cert.

6. More people will have a say that currently are reluctant to rock the boat.

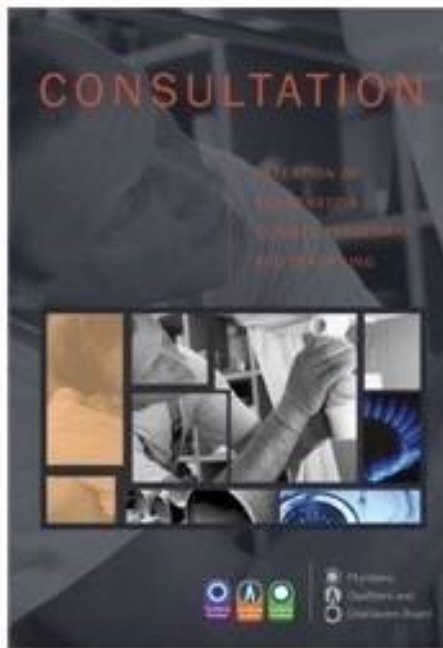
Backstops

1. Most work these days is permitted and inspected by council at several stages.

2. Everyone is responsible for their own work

3. The board and all their enforcement.

Plumbers Gasfitters and Drainlayers Board Consultation



Submissions for the current consultation of Classes of Registration close on 20 April 2018.

Read the Federations submission and if you support it then simply make a submission to the Plumbers Gasfitters and Drainlayers Board and tell them you support the Federations submission.

You need to use your voice to get the change needed.

You can read the Federations submission on the Plumbers Forum at:

www.plumbers.co.nz/forum/fellow-practitioners-update/41/federation-submission-to-the-pgdb-consultation-on-classes-of-registration-2018/2292/msg11270#msg11270

Thank you for your support.

A readers view on current the consultation by the PGDB

Two Types of Plumbers

Disclaimer – some of the shit I say here isn't proved and is mainly my opinion however it's how I remember it and felt at the time.

So they are asking what we think about two classes and I understand the question the Board are asking but I believe we need to look back to be able to take it forward.

Like all trades plumbers did a 12000 hour apprenticeship (depending on your era), block courses and a final exam that gave you trade certificate. You could then apply to be on the plumbers register.

Then under the 1976 act a group of mainly employers' associations convinced a gullible government that we needed to "protect the Public" not from unsafe sanitary plumbing practice but from inexperienced, young plumbers starting their own business, ripping off and going broke etc.

So they introduced the advance trade cert or craftsman system that included "paper A" and small business and accounting type paper and made it so you could not uplift a council permit unless you had

Sparkys, mechanics that work on the brakes on school buses and every other trade in NZ don't need supervision once they have achieved trade cert, nor should we. This stuff came about with old boy's backdoor clubs and they are still there in the places of influence manipulating the puppets that enforce our industry.

I only hope common sense prevails.

this and to get this pushed through without an outcry anyone already registered was gifted the advanced trade cert or craftsman status.

Continued in the side column

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Classes of Registration Consultation 2018

The development and future of the plumbing, gasfitting and drainlaying industries is dependent on having classes of registration that are fit for purpose for the industry, and meet the Plumbers Gasfitters and Drainlayers Board's purpose of protecting the health and safety of members of the public by ensuring the competency of all people engaged in the provision of sanitary plumbing, gasfitting and drainlaying services.

A key part of fulfilling the Board's health and safety function lies in administering the licensing system of plumbers, gasfitters and drainlayers.

The Plumbers Gasfitters and Drainlayers Federation believe problems are being created within the industry by the classes of registration currently in place, particularly in the area of supervision. This became quite evident during consultation by The Skills Organisation into NZQA qualifications for the industry and by the numbers of people and organisations appearing before the Board for supervision related offences.

Supervision in the industry is an issue that is getting a great deal of attention, as is the level and standard of training. The Federation believes the current registration classes create problems in the areas of accountability, responsibility and supervision.

When the review of qualifications was under way in 2013 the Federation believed it was a prime opportunity to move the industry into the future and away from the systems that didn't provide what the industry and Board needed. The Federation requested the Board conduct a review however this opportunity was missed by the Board.

In 2015 the Board, in a review of Registration and Licensing, asked one question regarding classes of registration "Should there be one or two classes of registration for qualified tradespeople?" 108 submitters responded to the question where 51% supported one qualification and 49% supported 2 qualifications. The Federation and its membership supported one qualification and Master Plumbers didn't really answer the question and supported a number classes. The Board opted not to change the Registration Classes.

The Skills Organisation has based the NZQA Qualifications on a two tier system - effectively a re-packaging of the failing system. The Federation was opposed to the system and feel it has been a waste of five years whereby the two tier system does not take the industry into the future but follows a path of self interest and financial gain.

The Board has recognised the difficulties and legal standing of supervision. The ratio of supervisors to supervisees in the industry is very low, with supervisors required to supervise tradesmen practitioners, journeymen practitioners, provisional licensees, trainees and exempt people (who are now in the thousands). The burden on supervisors is extremely high as a result of the poor level of skills being produced by the current training scheme. Anecdotally we also believe that many trainees, provisional licensees, journeymen practitioners and tradesman practitioners are in fact barely being supervised, and certainly not at the levels envisaged by the Board, or required under legislation/regulation.

Supervisors are responsible for the majority of the training provided to apprentices as well as the supervision. The Federation believes this training method is a total failure. It does not allow for consistency in training throughout New Zealand in that Certifiers may have different methods, likes and dislikes. There is the added problem of not every plumbing/gasfitting or drainlaying firm doing all work that is required for an apprentice to qualify. There is no quality control on what is taught and the training method is reliant on a theoretical pass.

The Board is in the position of being able to change that situation by changing the Classes of Registration and the requirements. It is The Skills Organisations function to provide what the industry and Board need.

Currently apprentices, employers and the tax payer are paying for the right of an employer to employ and train an apprentice. At the end of the apprenticeship the registered tradesman pays for the right to do plumbing gas fitting and drainlaying but is not allowed to work unless supervised. They then have to pay for the right to gain experience in their chosen profession before they are deemed competent to work unsupervised.

The Federation believes the Journeyman Registration caters for practitioners who are unable to qualify or may require additional help to obtain their full qualification.

What are the differences in the PGDB Tradesman and Certifiers Competences?

The first issue to be dealt with is the issue of apprenticeship vs. advanced qualification and how do we differentiate between the two.

In our case the apprenticeship is a National Certificate at Level 4 and the advanced course is a Certificate at Level 5.

Certificate Level 4	Certificate Level 5	Discussion
<p>Purpose A certificate at level 4 qualifies individuals to work or study in broad or specialised field(s)/areas.</p>	<p>Purpose A certificate at level 5 qualifies individuals with theoretical and/or technical knowledge and skills within an aspect(s) of a specific field of work or study.</p>	<p>Level 4 addresses the broad issues where level 5 focuses more on aspect(s) of the field of study. That is part or a portion of the field of study. Level 5 is better suited to specialist subjects such as design, backflow certification etc.</p>

Certificate Level 4	Certificate Level 5	Discussion
<p>Outcomes A graduate of a level 4 certificate is able to:</p> <ul style="list-style-type: none"> • demonstrate broad operational and theoretical knowledge in a field of work or study • select and apply solutions to familiar and sometimes unfamiliar problems • select and apply a range of standard and non-standard processes relevant to the field of work or study • apply a range of communication skills relevant to the field of work or study • demonstrate the self-management of learning and performance under broad guidance • demonstrate some responsibility for performance of others. 	<p>Outcomes A graduate of a level 5 certificate is able to:</p> <ul style="list-style-type: none"> • demonstrate broad operational or technical and theoretical knowledge within an aspect(s) of a specific field of work or study • select and apply a range of solutions to familiar and sometimes unfamiliar problems • select and apply a range of standard and non-standard processes relevant to the field of work or study • demonstrate complete self-management of learning and performance within defined contexts <p>demonstrate some responsibility for the management of learning and performance of others.</p>	<p>Demonstrates more technical skill on aspects of the field of study.</p> <p>More options</p> <p>More targeted self management i.e. specialised.</p> <p>Management function.</p>

It is expected on completing a New Zealand Apprenticeship, apprentices will be 'work competent' for the occupation in which they have been training, and their industries will determine the standard of competency to be met.

Competent is defined as:

“capable, able, proficient, adept, accomplished, skilful, skilled, gifted, talented, expert, knowledgeable, qualified”

Some discussion in the industry places level 5 as part of the apprentice pathway where experience is gained however this is not the case and the Federation argues it is an advanced qualification in “aspects” of the industry.

The Federation has no problem with some “aspects” of the industry having “specialist” roles such as design, backflow and fire services, to name a few. The following show the competences for the two registrations and the difference.

Tradesman (Licensed) Plumber	Certifying Plumber	Discussion
The applicant must demonstrate knowledge and, have the experience and practical ability to install, test, commission, fault-find and maintain sanitary plumbing systems by means of the following competencies.	The applicant must demonstrate the ability to design, manage the installation of and verify sanitary plumbing systems by means of the following competencies.	Design, manage and verify are all specialist functions and have very little to do with the knowledge and skills required to protect the health and safety of the public.

Tradesman (Licensed) Plumber	Certifying Plumber	
1. Trade calculations and trade sciences	1. Trade calculations and trade science used in the design and installation of sanitary plumbing systems	Trade calculations and trade sciences are the same no matter what they are used for.

Tradesman (Licensed) Plumber	Certifying Plumber	
2. Limitations and applications of materials used in sanitary plumbing, including material protection and jointing methods	2. Selection of materials; their properties, applications and how they are used in the design and specification of sanitary plumbing systems	Limitations and applications of materials don't change because they are in a design situation or specified.

Tradesman (Licensed) Plumber	Certifying Plumber	
3. Drawings and specifications for sanitary plumbing	3. Drawings and specifications for sanitary plumbing	

Tradesman (Licensed) Plumber	Certifying Plumber	
4. Installation, testing, commissioning, faultfinding and maintenance of water services for sanitary plumbing	4. Design, specification and verification of water services for sanitary plumbing systems	To be able to install, test, commission, fault find and maintain you need to know about the design, specification etc. Very much which came first the chicken or the egg,

Tradesman (Licensed) Plumber	Certifying Plumber	
5. Installation, testing, commissioning, faultfinding and maintenance of foul water systems for sanitary plumbing systems	5. Design and specification of foul water systems for sanitary plumbing	As above.

Tradesman (Licensed) Plumber	Certifying Plumber	
6. Access to, and application of, relevant documentation relating to sanitary plumbing to meet compliance requirements, and an understanding of the regulatory environment	6. Access to, and application of, relevant documentation relating to sanitary plumbing to meet compliance requirements, and an understanding of the regulatory environment	

Tradesman (Licensed) Plumber	Certifying Plumber	
7. The effect of the installation of sanitary plumbing systems, or its components, on the integrity of structures; including weather tightness considerations as they relate to penetrations to the building envelope	7. Management of the effect on the integrity of structures relating to the design and installation of sanitary plumbing systems; including weather tightness considerations as they relate to penetrations to the building envelope and the coordination with other services	The legislation manages what can and can't be done and this is all at tradesman level.

Tradesman (Licensed) Plumber	Certifying Plumber	
8. Responsibilities relating to health and safety	8. Responsibilities relating to managing health and safety	A management function. Specialist role as not everyone are managers or have ambitions of supervising.

Tradesman (Licensed) Plumber	Certifying Plumber	
9. Limitations on persons who do, or assist in doing, sanitary plumbing work	9. Responsibilities relating to the oversight and/or supervision of persons who do, or assist in doing, sanitary plumbing work	As above

The Federation Vision is One Registration Class

The vision the Federation is of a registration system and qualifications matrix that sees registered people being able to perform all duties, without supervision. We realise that this would require a longer training period and see apprenticeships lengthened to around 10,000 hours. It would also

require the addition of formalised off site training. This can only strengthen the protection given to the public and raise the standards in the industry.

We feel the industry needs a system that is transparent and understood by industry and can be easily explained to the public.

The Federation believes the current registration classes and the qualifications being developed are focused more on individual and organisational needs and wants, rather than what is best for the future of the apprentices and tradespeople in the industry. As the industry has no governing body it is heavily reliant on the Plumbers Gasfitters and Drainlayers Board to provide leadership within the bounds of the Plumbers Gasfitters and Drainlayers Act 2006.

The Hazel Armstrong Report and the Auditor General's report were both adamant about the division of the Board's role and that of training by the ITO; however there is no debate that it is the Board's responsibility to set the standard required. The Tertiary Education Council (TEC) has stated *"It is expected on completing New Zealand Apprenticeships, apprentices will be 'work competent' for the occupation in which they have been training, and their industries will determine the standard of competency to be met."*

The Federation believes the current system does not meet the requirements of the TEC and the Board has deemed the apprentices are not 'work competent' upon registration hence the requirement for supervision when they are deemed to be a tradesperson not an apprentice.

The current system places barriers and undue costs on practitioners in obtaining full qualifications at Certifiers Registration level. An apprentice can only qualify with a supervision clause on their qualification and must pay for addition training to be able to obtain their full qualification. The Federation believes this is in breach of the intent of the legislation.

The Federation believes:

- The industry wants well trained competent tradespeople.
- Most employers want well trained competent tradespeople who don't need constant supervision.
- Trainees want to be well trained and qualified so they can apply their trade without supervision.
- The Board wants well trained competent trades people to meet their obligations to the public.
- The Government wants well trained competent trades people and an increase in productivity.

The Federation believes problems have been identified and we are strong believers in providing a solution which future proofs all the needs of stakeholders. The following 5 year apprenticeship pathway provides for the needs and also caters for skill shortages in the future.

The pathway allows the apprentice learns basic skills for all three trades over the first two years before going on to their chosen trade. This positions the industry to cater for future needs as practitioners can return the trades they didn't pursue at trade skills level and work towards their qualifications in that trade.

Generic allied trades pre-trade	5 Year Path/Apprenticeship				
	Core Skills 1 (Exam or assessment to meet the Boards needs)	Core Skills 2 (Exam or assessment to meet the Boards needs)	Trade Skills 1 (Exam or assessment to meet the Boards needs)	Trade skill 2 (Exam or assessment to meet the Boards needs)	Qualified/ Registration (Exam or assessment to meet the Boards Registration needs)
	PGD CS1	PGD CS2	Plumber TS1 Gasfitter TS1 DrainlayerTS1	Plumber TS2 Gasfitter TS2 DrainlayerTS2	Registered Plumber Registered Gasfitter Registered Drainlayer
	Core skills that are generic to all three trades such as welding, pipe installation, trade science, jointing, hands on skills taught at tech.		Trade skills relating to the trade/trades chosen.		Advanced trade skills and responsibilities
	Reasoning: Not all firms do all things. Gives knowledge and skills of all three related trades.		Reasoning: Employer has someone with knowledge of the three related trades but is concentrating on the chosen trade and specialist activities of the employer. Specialist hands on skills		Reasoning: Employer now has an individual who has the trade skills and is positioned for passing on the knowledge to others.
Useful to employer as has skills and basic knowledge of all three trades whilst concentrating on the firms needs.		Trainee Concentrates on employers activities such as plumbing gas fitting or drainlaying and can return to other trades later to get experience.		Trainee is positioned to take on greater responsibility.	

The Industry and Board have been through a tumultuous two decades and the Federation believes there would be a return to this if change is not made. No one will benefit if sectors of the industry turns their back on the regulation of the industry or its training.

The self interest of some business owners who oppose this idea because they are worried that by having one qualification their employees will all go out and work for themselves in competition with their previous employer is not a valid argument.

It has nothing to do with competency or what is best for industry, and has more to do with a vision of personal/business self protection.

It is time for the Board to show leadership to help the industry progress.

Yours sincerely

A handwritten signature in purple ink, appearing to read "W. Gordon".

Wal Gordon

Chairman

Plumbers Gasfitters and Drainlayers Federation