



Fellow Practitioner Issue 358 Dated 5 October 2018

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IN OTHER NEWS

Standards, qualifications and supervision

In the last newsletter we mentioned standards, qualifications and supervision and the legality of them.

The Board is very confident they have the implementation right but the Federation isn't so sure. We are looking into this so if you have any comment or factual information that may be of use then please send it through to us.

The Federation anticipates taking its thoughts to the Board in the first instance, and if that fails will continue on to the Regulation Review Committee. Our questions are:

Are regulations being implemented in accordance with the intent of the legislation?

Are the regulations imposing restrictions on the industry and

Our Vision for a Regulated Industry



So what is a regulated industry?

It is simply a type of business that is controlled by Government rules. It is hoped that when applying the rules the government ensures they are fair and

equitable but those practitioners that have been around for a while know that isn't the case.

The funding model for the Plumbers Gasfitters and Drainlayers Board is a prime example. As an industry we pay 100% of the cost of the operations of the Board and to police the legislation imposed on us and the public. Other trades are financed by the Government or levies on energy bills.

We have NO say in appointments to the Board or to how training for apprentices is conducted. Because we fund the Board 100% it doesn't leave resources to operate a second Board to support the industry, (A Governance Board), and that's what The Federation wants for the future.

The Federation wants a future where all industry stakeholders and the Board work together to ensure standards are raised in the industry, training providers are providing first class training for apprentices and sharing of information between stakeholders is for the betterment of the industry. A future where everyone has a say in its own self governing industry from the newest apprentice to the most experienced Certifier and everyone in between that works in our industry.

Competency and its delivery will be the responsibility of the industry. We want to see a structure where competency setting and industry needs are set by the stakeholders of the industry of which the Board is a part.

We believe a continuous improvement process should be put in place which provides adequate feedback mechanisms to account for competency adjustments. This in turn sets the foundation for regulatory and legislative reform which in turn allows for performance and audit reviews which would realign the process.

practitioners?

How many levels of competence are there in the plumbing, gasfitting and drainlaying industries?

Are barriers in place that prevent or restrict the progression of practitioners and the industry?

Yet again these are issues that should be dealt with from a governance perspective by a Governance Board but as we don't have one, it is left up to the Federation who have identified the issue to go to bat for the industry.

It's issues like this that divide the industry and can see organisations taking sides to protect their own interests rather than looking at the issues from an overarching industry progression perspective.

There are a lot of questions around competency, levels of competency, proving competency and assessing competency.

Please send us your thoughts as your thoughts may be the missing link to tie this entire issue together. There will be more to come on these areas of thought, so send us your input so it can be combined with the opinions of others.

The measure of a Selfless Man

Have you ever been in the situation where you have been

We are not going to get that future unless we stand up for ourselves and we mean **NOW!** As an industry can we afford to operate two Boards i.e. one for Regulating the industry and a second for Governance?

So what is Governance? Governance refers to the process of making decisions which define the expectations, systems and management. In the case of an industry it should be the system of rules, practices and processes by which the industry is directed and controlled. It essentially involves balancing the interests of the industry's many stakeholders, such as practitioners, membership groups, suppliers, the Board, Government and the public. It is influenced by all stakeholders.

Some characteristics of good governance are participation where all practitioners have a voice in decision-making, either directly or through legitimate intermediate institutions that represent their interests, accountability to the stakeholders, fairness, transparency and most importantly leadership and stakeholder management.

When was the last time you had a say in training for apprentices? The Skills organisation is our ITO but if they aren't performing then what can we do as an industry? They can quite easily play membership organisations and the Board off against each other and manipulate the situation.

When asked recently why there have been so many different apprenticeship schemes in the last seven years they responded that it was due to improvements. We don't see those improvements. Apprenticeships are about training not simply assessments.

Over the last few years all apprentices have been trained differently but have been assessed the same. It's issues like this that a Governance Board could address from an entire industry perspective. If action was to be taken to replace the ITO who would take it as we currently stand?

What about questioning the actions of the Board? As it stands it's left up to separate organisations or individuals and it's so easy just to get fobbed off due to lack of support. What if we believe an action by the Board is unlawful? We have to take the issue to the Regulations Review Committee or elsewhere to get justice for the industry.

It is essential for an industry to drive improvement, as well as maintain legal and ethical standing in the eyes of shareholders, regulators and the public.

down on your luck, feeling bad either from stress, health or other issues? We are sure most people have.

And have you ever just needed that little “pick me up”? Now most of you have heard of Paul Gee who for the last seven plus years has been going through hell trying to clear his name and get justice after a bad experience with the Plumbers Gasfitters and Drainlayers Board.

Well the measure of this man is that with all he has been through and is going through he still took time to support a fellow Federation member who was poorly by sending them a “Pick me up pack of goodies.”

This boosted their morale no end and helped show light at the end of a dark tunnel. A great gesture from Paul and shows how selfless he is, and obviously he is well supported by his wife.

Leading by example is a great concept and there should be more of it!

The Federation Chairman is proud to say there are other examples of selflessness from Federation members and in particular the efforts and time commitment put in by the executive committee. Become part of something great and get involved in the future of the industry!! No matter if you are a new apprentice, or an old hand – each point of view is valid and worthy.

Can't Wait



make the scheme work.

We need everyone in the industry to get behind the idea of industry governance so we can all prosper. It’s all about numbers. For those in the industry out there that don’t have the time to help, all we need from you is your support.

The Federation would like to see all other membership organisations get behind this – to put aside individual wants and needs for the greater good of the industry. We don’t see the forming of this overarching governing board as diminishing the role of an individual organisation, but rather gathering together for what is best, and what is right for our industry to drive change and constant improvement. If other organisations don’t want to be involved, then we won’t let this deter us, we will go it alone and get the numbers to have a Board voted on by the industry, for the industry.

Half the job for the industry is done and that’s a regulatory Board that is operating satisfactorily but is at the stage of being open to complacency and influence. There are a few issues that need addressing such as the impact of supervision and the registration qualifications.

It’s not perfect but it’s better than we had and it is travelling in the right direction with the exception of a couple of historical events which are still to be resolved.

The Federation wants to get a Governance Board established so we can all move forward. No organisation or individual should have to get aggressive to get fairness and equality in the industry.

The Federation wants to get started and asks for your support.

We want your ideas and feedback because if we don’t change we will be stuck with what we have for generations to come.

Getting the process started may seem like a big task but all it takes are a few dedicated people who are prepared to put in the hours initially to set in place the procedures that will

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