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No apprentice? Why not?

Why is it that only 10% of builders are prepared to take on an apprentice? With a huge building workload ahead, surely builders should be crawling over broken glass to take on apprentices. So what's going wrong?

Warwick Quinn and Grant Florence have some ideas about how things can change, and they believe now is the perfect time to sort it.

Warwick is the chief executive of the Building and Construction Industry Training Organisation (BCITO) and Grant heads up NZ Certified Builders, the organisation that runs the ITAB apprenticeship scheme.

"We need to train more New Zealand tradespeople, or we need to bring in people from overseas and train them to our standards. Either way, we have to increase the number of builders willing to take on apprentices," says Quinn.

"If we could increase the number of building companies taking on apprentices by just 5%, it would make a big difference, and we'd get somewhere close to matching the skilled labour needs in the industry."

Commitment

Quinn and Florence say the two underlying reasons why builders are so reticent to take on an apprentice are fear of commitment and cost.

"The nature of the building industry in New Zealand has always been a bit boom bust and the idea of not being able to keep an apprentice in work through the downturns is a major concern," says Florence.

"They've been through the bust cycle and that memory is still fresh today. However, with the current workload ahead, that should be much less of a worry. This building boom is on for the foreseeable future. Just read the papers."

Cost

The building industry is made up of a lot of small companies – 90% have 9 employees or less – and around 60% of companies are one-man bands. Small firms tend to think of training as an expense rather than an investment.

According to Florence, there is ample evidence to prove that taking an apprentice is financially beneficial for a company.

"They think taking on an apprentice will be a cost to the business, but the research we've done shows that's not the case at all. If you do a return on equity calculation on it, you might not get a full cost recovery in year one, but in year two, three and four, you'll definitely be getting full recovery."

More help for employers

BCITO and ITAB are currently working on programmes to provide more assistance for builders who take on apprentices.

"We're now able to provide a lot more help in all areas, right throughout the process," says Quinn.



"For example, we've developed an employer mentoring scheme for training the trainers, to help them go through a better assessment and matching process with apprentices.

"Usually, an apprentice comes to us when they've already signed up with an employer, whereas it would be much better if they both approached us beforehand. Taking on young people just getting into the workforce can seem like a bit of a lottery; they haven't developed a work ethic, and can sometimes be a bit unreliable, especially when they go flatting.

"When the apprentice is living at home and they've got mum to get them out of bed and provide lunch and things, they're great. You can kind of tell when the apprentice goes out flatting, for the first time, that's often when the employer starts saying, hey what's going on here.... your performance wasn't what it was.

"If we spend more time up front with potential apprentices getting them over that ready-to-work hurdle, and employers new to the trainer role, and follow through with ongoing help over the first 18 months or so, we can smooth out the bumps."

Shorter specialist courses

Another initiative being developed is to introduce new courses to reflect the change in the way things are done in the building industry nowadays.

There has been a big increase in specialist supply and install companies – for example, frame and truss, plasterboard fix and install etc.

"We're seeing a lot more specialisation where a company focuses on just one part of the building process," says Quinn, "so there is a need for courses to reflect this trend – shorter courses in specialist areas, which don't require a full apprenticeship.

"Someone specialising in one discipline can go on from there and possibly do other modules in other specialist areas of building and construction, leading to becoming a fully qualified builder.

"We need to encourage shorter, more focused courses, which are currently not covered by the government's fee scheme. We believe this would be a logical next step for the government's initiative.

"For the industry to be able to respond to the current demand, and to reach the KiwiBuild target of 100,000 affordable new homes within 10 years, we are going to need more specialist skills.

"We're doing a trial starting this year with six different trade specialist companies. It's great for the companies and great for those who don't want to do the full-on apprenticeship thing, and in the meantime, it gets these young people on the ladder."

Financial incentive for employers?

Small building companies and one-man bands don't tend to take on apprentices. But for six months in 2013, under the Government's 'reboot' scheme, that changed, as subsidies were handed out to employers and apprentices.

Choosing your apprentice

"If you talk to employers, they say two things: Get me a school kid and let me train them in the skills and I can mould them in the way I want them. Or give me a 27-year-old who has been working for a few years, has a mortgage and a baby.

"The ones in the middle who have been unemployed for a few years don't have good work habits, they're the ones that builders are least attracted to.

"A point of interest is that between 40 to 50% of all the trainees going through the apprentice system have already been in construction for a while as a labourer, helping hand, whatever, and the builder says, hey how would you like to do an apprenticeship?

"They have confidence in them; they have worked with them for a while and know they are reliable and diligent.

"Probably a lot of builders reading this right now will have someone like that working with them from time to time. So I would urge them to make a decision and say hey, you want to become fully qualified?"

– Warwick Quinn, BCITO.

The scheme was aimed at improving numbers in the industry as the Christchurch re-build began, and to help cope with the Auckland housing crisis.

Quinn and Florence believe a similar plan could be timely now.

In the last 12 months, the demand by builders for apprentices and the number of people seeking apprenticeships is pretty well matched, although currently, there are “more builders looking for apprentices than the other way round,” according to Florence.

“A scheme like ‘reboot’ could be good. But I think if central government wants to support the industry, a better option would be a commitment to supporting the employers in the downturns so they have the confidence to take on an apprentice even if the building industry takes a dip in their area.

“We know that future activity is going to be high for many years to come, but much stronger in the north than in the south. So some kind of support for those in the south, in certain areas, could be worth looking at.”

Not enough Kiwis

Another contributing factor to the critical shortage of apprentice tradespeople is the fact that fifteen years ago, New Zealand had a very low number of births and consequently, there are fewer school leavers coming through the system.

Around 65,000 workers are needed in construction in the next five years, and growth forecasts for qualified tradespeople in New Zealand in the same timeframe is about half that number.

So even if we can ramp up the number of builders taking on apprentices, there will still be a shortfall.

As happened in the Christchurch rebuild, the gap was filled by overseas tradespeople, but with pending immigration cuts, building industry productivity could be disadvantaged.

“I think the Immigration policy will have an effect, absolutely, but I’ve heard Minister Twyford already talking about potentially exempting construction from the immigration targets by bringing in KiwiBuild apprentices or KiwiBuild immigrants”, says Florence.

“Labour has said that the KiwiBuild programme would be implemented in conjunction with a KiwiBuild Visa to address current skills shortages in the sector. But the KiwiBuild visa scheme is limited to between 1,000 and 1,500 at a given time. So it looks like there will be a significant shortfall.

“I think the government today is realising that if they want to cut immigration targets it’s going to affect their ability to meet their building targets. They’ve made some pretty bold promises.”

Fees free: What does it mean for builder training?

Will the new government’s fees-free training scheme boost building industry training or hamper it? Could there be unforeseen and unintended consequences?

“We haven’t seen an increase in enquiry; in fact the opposite,” says ITAB’s Grant Florence.

“New enquiries and registrations just stopped after the election, because people were waiting to see the details of the fees free scheme. Why would you sign up when you can wait until after Jan 1 and get something for free?

“It’s too early to forecast what’s likely to happen. Potentially, you would expect the scheme to have a positive effect. But there could be some unintended consequences that might skew things.

“People might think ‘I’m getting a lot more money free at university than I would doing a trade’ and the temptation of getting more money for free might influence their decision to a greater degree than it should.

“For someone taking on a first year med student qualification, the financial benefit to them is certainly a lot greater than for someone taking on a trade.

“More people might take those educational university type courses rather than apprenticeship trade training because of the perceived financial advantages. The fees free scheme for an apprenticeship is two years whereas for university, it’s one year, so there is a bit of an offset there.

“For an apprentice, the fees free scheme means something like between \$2,500 to \$3,000 over the two years. But of course, they’re earning over that time so that makes a big difference.

“It’s early days so we won’t really know how things will pan out until late January.”



Are you up for the challenge?!

Applications for the 2018 NZCB Apprenticeship Challenge open in February/March 2018!

Competitors will be tasked to complete a challenging project for a specific end user within the allotted 8.0 hours. Thanks to ITM's sponsorship, every competitor will receive a prize pack for participating as well as major prizes up for grabs for 1st, 2nd and 3rd place getters!

The Challenge is open to apprentices employed by NZCB builders or enrolled with ITAB. *conditions apply

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The apprentice diary: entry #8

After a good break, we're back into the swing of things.

I only took 2 ½ weeks off, but quickly realised a lot of builders (well my workmates anyway) take pretty much the whole of January off to fully relax. That definitely appeals for next year. To rest the body a bit longer to help with any little niggles that I've picked up during the year.

A project that has it all

So, we're back on site for the start of another year. I've managed to land myself on an interesting job for the next 6 months, a part demolition, part new build and part renovation. I'm always talking to my boss, asking to work on projects where I can learn new things for my apprenticeship, and this one will certainly tick that box. It's currently a two storey house and we are taking off the top level, pushing it out sideways and adding two more levels on top to make a three storey. It's going to encompass everything from set-out and footings, to demo, to renovation and standing frames and trusses (which I haven't done yet). I hope to get a few more modules signed off during this project.



Not a bad view

With every new project brings a new site, and a new location. I'm certainly finding some of the neighbourhoods interesting, never knowing they existed before now. The latest site backs onto an amazing parkland so I've set up my dropsaw with a view, to remind me of what a special place New Zealand is.

Speaking the same language

I mentioned in my previous diary entries about having exposure to other trades and also building inspectors. However, I've recently been having contact with clients too. This brings about a different way of talking, no swearing for starters. What I've learned is you have to explain things in layman terms, none of that everyday jargon I'm



getting used to now. So instead of talking about lintels, flashings, jambs, etc. you have to give a different description like, door frame, or door height etc. Its good experience, as later in my building career I'll be doing a lot more of it.

New gear

Lastly, over the break, I bought myself some more power tools, and although I've pretty much stayed loyal to one brand for the cordless tools, after speaking with some of the guys on site they say I don't need to be so fussy with corded tools. I've also tried to buy new or near new, as I've heard some nightmare stories of old second-hand products.

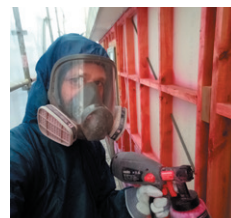
Goals for 2018

I've set myself some goals for this year, taking more ownership of my work, plus instead of asking my boss how to do something that I haven't done before, I'm going to explain how I'm going to tackle it based on my existing experience. I hope that will show my train of thought, and hopefully instil more confidence in my abilities to problem solve, something I know we do a lot of.

Till next time, keep trying new things, and keep learning.

by Stu Foster

Apprentice



Highlights

Best job: Set out for new site

Worst job: Tying steel in deep footings

Favourite power tool: Cordless skilly

Favourite hand tool: Speed square

Apprentice tip: Learn skills from other trades too

Building Professionals Programme

Thinking about taking up a building apprenticeship, or know someone who is?

Now is a great time to start an apprenticeship. There is strong demand for builders and there are new Government initiatives to attract people to trade training. The industry is also actively encouraging people to choose this career path in a range of ways.

For example, the Building Professionals Programme run by NZCB and ITAB, supported by ITM and other trade partners. It helps overcome one of the barriers to taking up trades training – the costs of the resources and tools that apprentices need.

Under the Building Professionals Programme, any first year apprentice enrolling in ITAB carpentry training receives a selection of free tools, a free subscription to the NZCB: In House magazine, insurance deals, and discounts from suppliers. In 2017 over 350 toolkits were provided to new apprentices.

What is ITAB?

ITAB is an apprenticeship scheme founded by NZCB to improve industry standards and provide high quality training. More comprehensive than shorter schemes, ITAB provides approximately 8,000 hours



Jamie Hawke from Hamptons ITM hands over the much needed tools of the trade to new apprentice Fabian Hawke.

(over four years) of solid theoretical training as well as extensive practical experience, giving apprentices a broad set of essential professional skills.

What is NZCB?

NZCB is one of NZ's two building trade associations. It is the only one that requires formal trade qualification as a pre-requisite for membership. NZCB supports ITAB and the Building Professionals Programme to encourage people to take up comprehensive trade training. Those who complete their ITAB apprenticeship get one year's free membership of NZCB, which provides a range of benefits to its members including ongoing skills development opportunities.

by Nick Matthews

NZCB & ITAB Business Development Manager



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Building consents

What happens when you want to do something different?

Building consents are a mixed blessing to most people. If you want to build something on your own property then you might regard them as an unnecessary intrusion of local government into your life; an expense and a delay that you can well do without. On the other hand if it is someone else's building project, and particularly if it is a public building, then you might regard the building consent process as an essential quality control and health and safety precaution that ensures that our buildings operate the way they are supposed to and don't kill and maim people like they do in less-regulated countries where corruption and dishonesty are rife.

The general rule is, unless an exception applies, you must have a building consent for everything.

In New Zealand the situation is very simple. You must not carry out any building work except in accordance with a building consent. If you do, you are liable to a fine of up to \$200,000 and, in the case of a continuing offence, to a further fine not exceeding \$10,000 for every day or part of a day during which the offence has continued. However, it would obviously be overkill to require you to obtain a building consent if you were just going to build a letterbox, so there are some exceptions to the rule, most of which are set out in Schedule 1 to the Building Act.

Nevertheless the general rule is, unless an exception applies, you must have a building consent for everything. And regardless of whether a building consent is required, the second rule is that all building work must comply with the building code (to the extent required by the Building Act). The Building Code is contained in Schedule 1 of the Building Regulations 1992.

So there are two things you need to check when you are about to undertake building work – whether you are exempted from the requirement to obtain a building consent, and if so, whether anything in the building code applies to what you are planning to do. In addition to those two, you may also need to check whether your project requires a consent under other laws such as the Resource Management Act 1991, the District Plan, the Building Act provisions relating to the fencing of swimming pools, or the Hazardous Substances and New Organisms Act 1996. In practice, most people will need to ask a specialist such as an architect, engineer, builder, building surveyor, or Council employee.

The plans and specifications are binding

To get a building consent you have to tell the Council what you are planning to do, in writing, in considerable detail. It is the Council's job to decide whether the proposed work complies with the building code, and it can't do that without knowing a lot about the project. Most of the detail is in the plans and specifications submitted with

the building consent application. Once approved, the building consent is a permission for you to do the building work exactly as per those plans and specifications. You have some flexibility, in the sense that you can choose how to go about certain tasks provided the finished product is consistent with the consent, but you can't do something different from what the plans and specifications call for. Not even a little bit.

This is what catches out so many property owners and builders in practice. They assume that "near enough is good enough" or that if they know a better way of doing something, they can do it. The frustrating thing is, on many occasions they are right, and the Council will readily agree that the variation from the consented plans is perfectly acceptable. But the point is, the Council has to agree first. If they haven't done so, then you have done (some) building work that has not been consented, and you have broken the law.

You can't do something different from what the plans and specifications call for. Not even a little bit.

You can take the risk and hope that the Council will approve the variation once it is in place, and many times you will get away with it. That is typically referred to as getting approval on the basis of "as-built plans". But if the Council doesn't agree, or if you have covered up the work before they get to see it, then they can require you to apply for a certificate of acceptance that requires you to prove that it did comply with the building code, or they can issue a notice to fix requiring you to dismantle and rebuild it.

In addition, in blatant cases you can be prosecuted and fined. And if you are a licensed builder then you can be disciplined by the Building Practitioners Board, irrespective of whether your variation was a smart idea or not. You may have complied with the building code, but you didn't prove that to the Council first.

It may be easier than you think

It sounds like a pain having to ask the Council every time for permission to depart from the consented

plans and specifications, and in many cases it can be. If the variation is more than minor then you have to apply for an amendment to the building consent before you can do any part of that variation, which involves getting additional plans drawn up, putting up with more delays, and sometimes paying more fees.

The builder can't escape liability by arguing that it wasn't his responsibility.

However it is less of an imposition if the proposed variation is "minor", because then the Council's building inspector can approve it as soon as you can get him or her around to the site. You still have to produce some documentary evidence of the proposed variation for the building inspector to sign and put on the Council file, but that can be as little as a note on the inspection sheet, or a sketch on a plan. Occasionally some new designs will have to be produced but once again these can be approved on site or at the Council offices.

A minor variation is defined as one that does not deviate "significantly" from the consented plans and specifications. For example, substituting one internal lining for a similar internal lining, substituting one brand of insulation for another, reducing the level of timber treatment, changing copper piping to polyethylene, making minor wall bracing changes, changing the framing method used around a window, or changing the position of fixtures in a bathroom or kitchen.

The building owner is primarily responsible for obtaining a building consent and for obtaining approval of any variations. But no-one can "carry out" any building work except in accordance with a building consent. That means that the builder can't escape liability by arguing that it wasn't his responsibility or he assumed it was taken care of. He cannot start on the variation until it has been consented to. It's as simple as that.

by Geoff Hardy

Commercial Lawyer



Geoff Hardy has 42 years' experience as a commercial lawyer and heads up the construction law team at the Auckland firm "Martelli McKegg". He guarantees personal attention to new clients at competitive rates. His phone number is (09) 379 0700, fax (09) 309 4112, and e-mail geoff@martellimckegg.co.nz. This article is not intended to be relied upon as legal advice.

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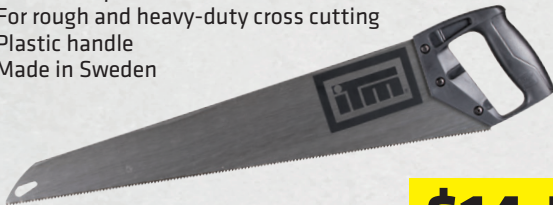


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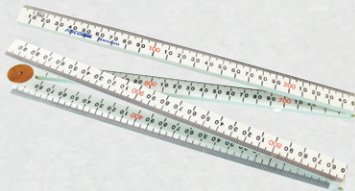
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House of the Year 2017 winners

Congratulations to these builders for being a national winner in their category at the 2017 Registered Master Builders House of the Year Awards.

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Landmark Homes Gisborne

- ☐ Supplied by Tumu ITM Gisborne
- ☐ Winner of New Home \$550,000 - \$700,000



Aspiers Building

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- ☐ Winner of New Home \$700,000 - \$1 Million





Trade or uni? A no-brainer.

A career in the trades is equally as financially lucrative across a typical lifetime as a university degree, and provides more financial security, according to a study by NZ economic think tank BERL.

"Because of the head start you get as an apprentice, because you're not paying off an accumulated student loan, you manage to buy a house earlier, you pay off the mortgage earlier and over the lifetime of the career path, you are financially better off," said BERL's chief economist Ganesh Nana.

Higher net worth

Using average wages at each age during the career path, and factoring in student loans, house prices and savings rates, a person taking the apprenticeship path had a higher net financial position for most of their career and was exposed to less financial risk.

The 2017 report noted that apprentices earn significantly more than graduates at the start of their career (average age 25) and consequently, at the mid point of their career (age 40), they were more financially secure.

"A person's net financial position in the middle of their career implies that an apprenticeship carries a lower risk than a university education.

"At the end of their careers, the net financial position of a degree holder and a trained apprentice were almost exactly the same".

Fewer drop outs

Another consideration when comparing the two career paths is the drop out rate. Around 80% of apprentice builders complete their apprenticeship, whereas the completion rate for a university degree within three years is about 40%.

"It's fair to say that a uni degree is sometimes a soft option for kids leaving school when they don't really know what they want to do, and traditionally parents have encouraged that," says BCITO's Chief Executive, Warwick Quinn.

"There is a prejudice against the trades and I'm a victim of that myself. When I was at school, it was all about universities, and that attitude still prevails."

Builders with degrees?

At the moment, less than 10 percent of school leavers go directly into a trade, yet that's where the real jobs are right now and well into the future, says ITAB's Grant Florence.

"With the new government's KiwiBuild promise to build 100,000 new homes in the next decade, the demand for skilled tradespeople is going to be higher than what was forecast last year. Can we cope? Not at this stage, but I think there is a shift in attitude.

"One curious statistic that may be a sign of the times is that five of the 15 finalists in last year's NZCB Apprentice of the Year Award Challenge had university degrees. They took on an apprenticeship because even with a degree, they couldn't get a job or found the line of work relating to their degree was not for them."

Timber connections - what you need to know

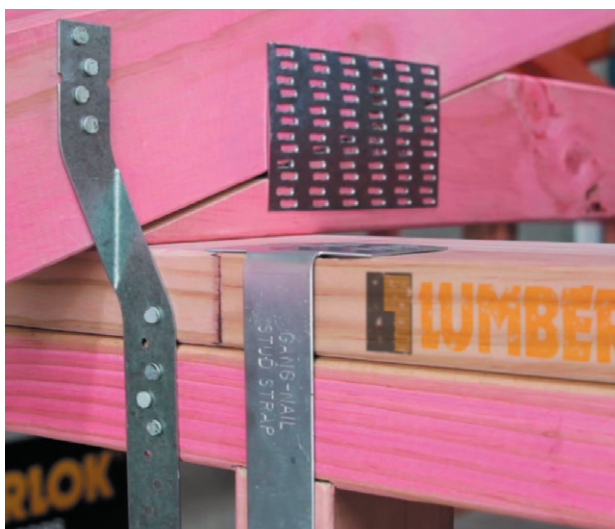
If you're even slightly unsure of which connector is suitable for the truss or frame project you're working on, you can check out the detail and be sure with the MiTek app and 'How you do it' video tutorials.

There are hundreds of different timber connectors and many ways of putting together frames and trusses.

With the MiTek 'How you do it' app, you can see how it's done on site on your smartphone.

See how it's done

There are numerous videos that take you through each process one step at a time, plus you have instant access to all the drawing details and technical info.



The app and video series cover the whole 'skeleton' structure of a timber-framed house up to three-storeys high.

Installation of the range of Tylok plates, nail-on connectors and LUMBERLOK timber connectors, are all covered on the app and in the videos.

Load factors and weather zones?

The most common factors to consider when working with timber connectors are wind loads, snow loads, weather zones and coastal environments.



These factors are usually detailed in the plans and specifications for a job, but not always.

Design and structural engineering specifications are set out and presented at the time of application for a Building Consent. So in most cases, simply adhering to that detail in the plans will be straight forward.

Galvanised or stainless?

Most Lumberlok connectors are made with galvanised steel coil and are suitable for internal or closed-in situations.

For harsh environments and especially in coastal zones, stainless steel connectors should be used.

Another important thing to consider is whether the connectors are being used with treated timber.

Sometimes, the treatment agents in the timber can affect the connector and cause chemical corrosion in some cases.

Fixing methods

In the past, nail fixing has been the main way of assembling frame components.

But the common practice today is to use screw fixings because they are quicker to apply on-site by the builder.



Video tutorials show the best way to use the different kinds of fixing and connectors.

Structural brackets

Bowmac structural brackets have become an industry standard and have been specified by architects and engineers for many years.

They are usually selected by engineers for situations where specific levels of structural support are required.

Structural brackets are specified to the calculated load which is known to the engineer but not always apparent to the builder or installer.

The rule of thumb is to follow the specifications to the letter and don't change anything without discussion with the designer or engineer.



The MiTek NZ Training App and MiTek NZ Fixings Guide App are handy tools for anyone who wants to know what's what about timber framing connections.

Coming up in Building Business:

- April: Part 3 – The timber 'skeleton'- What's it all about?
- June: Part 4 – Framing matters - Truss engineering made easy.
- August: Part 5 – Truss, frame & connectors with modification.

Here's something handy to improve your knowledge



Download our FREE app for MiTek's latest videos

- Industry knowledge tutorials
- Engineering made easy
- Product installation tips





Matt's TOP 10 Tips

Fishermen are typically secretive, but we've managed to extract 'Matt's top 10 tips' for fishing this summer.

The more you fish the more subtle little things you pick up. There is no substitute for time on the water, but I can reveal a few pointers that will at least get you on the right track.

1 Bait. This is a tough one to sum up in a couple of lines. But generally – use cut baits of Mullet or skipjack when harbour fishing or surfcasting. Pilchards are a perennial favorite for all forms of boat fishing, use them whole and remove a gill plate to let out the juice then position the hook in the gill area. Fresh is best, I'm a big fan of fresh piper and fresh jack mackerel. There is nothing better than a big fresh bait if you are targeting a big snapper.

2 Burley. If you are fishing on anchor you want to attract the snapper and this is when burley is a must. Oily burley like the minced salmon is excellent. But you can make your own. Kina is the fisherman's friend. Take out a mask and snorkel, dive down and get some kina and you've got lunch and excellent burley. Eat the kina roe, and throw the guts and shell over to attract the snapper.

3 Time of the day. The early bird catches the worm! Sunrise is the best part of the day and the fish feed on the change of light particularly in summer. Dusk is just as good as dawn but make sure you know your way home in the dark.

4 Time of the year. Snapper are around all year round so my answer to the question, when is it best to go out fishing? – I say "whenever you can".

5 Superstition. The bad luck banana superstition stems from the 1700's when sailors brought bananas on board for long voyages. The bananas would cause the other fruit and veggies in the hold to rot and the sailors would die of scurvy. I always carry bananas, I even caught a marlin on a banana skin! Besides they are the perfect boat food, quick and easy to eat, and full of energy.



6 The wife. A weekend of lawns and chores or a day out fishing with your mates? The decision for guys is easy but unfortunately it's not always the guys decision to make. But it always helps if you bring back fresh snapper for dinner.

7 The kids. Teach your kids to fish and you'll teach them more than just how to catch dinner. They'll learn life skills like patience and respect for the environment while spending some quality time with you. And here's another tip, 'limit your catch, don't catch your limit', take just enough for a feed and let the big breeding fish go. The big snapper are not as good to eat anyway. That way there will be plenty for our kids to catch in years to come.

8 The boss. A lot of guys have two bosses, but the one I'm referring to is the one you have from nine till five. A few fresh fillets here and there may just make him or her a little bit more flexible when you need a couple of days off when the fish are running. And you might like to suggest a fishing trip for the Christmas party or as a team building exercise.

9 Safety. Always carry a good quality lifejacket for everyone on board (especially the kids) and while it's not always practical to be wearing it, make sure you have it on for bar crossings. Tell someone where you're going and when you'll be back. Check the weather forecast, if it looks dodgy, stay home and catch up on the latest tips on ultimatefishing.tv!

10 The best kept secret of fishing. A lot of people go fishing their whole lives and don't actually realise it's not the fish that makes the pastime so enjoyable. It's time to think, time with friends and time to appreciate what a special place we have here... but it helps if you catch fish. So head over to ultimatefishing.tv and get all the tips you'll need to keep your lines tight this summer!

Tight lines!

Matt Watson.

POWER EQUIPMENT

Prices valid until March 11th, 2018 or while stocks last.

2200W Inverter Generator

#EU22i

- Honda 4-stroke GXR120 engine
- Recoil start, oil alert
- Whisper quiet 53dB(A) at 7m
- 15 hours continuous use (with eco-throttle)
- 240V rated voltage
- 3.6L fuel tank capacity
- 21kg dry weight

NEW MODEL



\$2,250
EXCL GST

HONDA

3000W Inverter Generator

#EU30iS1U

- Powered by a 4-stroke GX200 engine
- Whisper quiet 52dB(A) at 7m
- Electric start, easy start technology
- 59kg dry weight



\$4,480
EXCL GST

HONDA

3600W Framed Generator

#EG3600CX

- Honda 4-stroke GX270 engine
- Anti-vibration engine mounts and mufflers
- D-AVR (Digital Auto Voltage Regulator)
- Oil alert
- 24L fuel tank
- 71kg dry weight



\$2,040
EXCL GST

HONDA

5500W Framed Generator

#EG5500CX

- Honda 4-stroke GX390 engine
- Anti-vibration engine mounts and mufflers
- D-AVR (Digital Auto Voltage Regulator)
- Oil alert
- 84kg dry weight



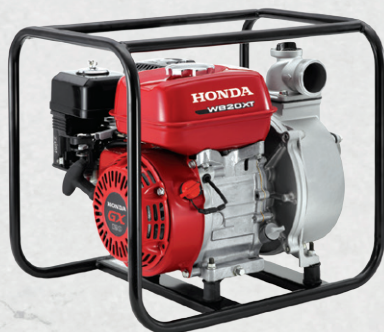
\$2,450
EXCL GST

HONDA

Water Pump

#WB20XT3DRXU

- Honda 4-stroke GX120 engine
- High water flow with 600L/min capacity
- 32m maximum total head
- 2" inlet and outlet
- Oil alert
- Easy start technology



\$555
EXCL GST

HONDA

Post Hole Borer

#PHB35

- Honda GX35 4-stroke engine
- Net Power 1.0kw(1.3HP) @ 7000rpm
- Made in Italy
- Speed 160-200rpm
- Low vibration, well balanced
- 10.5kg dry weight

8" Auger

#AUGER8

- Suits Honda Post Hole Borer
- Heavy duty for NZ conditions

\$385
EXCL GST

4", 6" & 10" Augers and 18" Auger extension also available



Auger not included. Attachments sold separately.

\$1,229
EXCL GST

HONDA

Honda Power Equipment is ITM's preferred supplier of high performance 4-Stroke Generators, Pumps and Post Hole Borers.

POLO SHIRT

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Spend over \$350 on any products on this page and receive a free hi-vis polo shirt.*

*Strictly while stocks last. Limit of one polo shirt per account.

So you want to make more money in 2018?

Imagine you hold in your hands the 'Ultimate Tradie Profit Game Plan'. What does it look like?

Each month your bank account gets bigger, fed by a tidy flow of cash. Steadily increasing from a trickle to a raging river. Your 'Profit Game Plan' is strong enough that it won't fail. Even when things go wrong, like if the economy crashes or you lose your biggest clients. It just keeps churning profit out, month after month, year after year.

Can this really be true?

Well, we don't know what's going to happen in the next year. We know there will be highs and lows, situations you have control over, and a few you can't control.

Every winning sports team has a game plan, enabling them to play to their strengths while taking advantage of the oppositions weaknesses. It's exactly the same in your tradie business.

Without a game plan, you will not win. You won't really get where you want to be. It's that simple.

So as a business owner, what's your game plan for the coming year? Picture it. Can you see clearly where you want to go? How to adjust when needed?

How to ensure you're on the right track

When creating your 'Profit Game Plan', look at the whole business, not just one part. Your financials, marketing and sales, your staff and how you handle your time. All these factor into your success. Start by taking stock and assessing where you are now.

Then look at where you want to be. What do you want from your business in the next year? How much turnover do you want? How many clients? What kind of jobs? How many hours do you want to work in a week?

Once you've decided how much profit you want to make this year, all you need to do is focus on the drivers of profit in your business, to get more.

Ever wondered what really drives profit in your tradie business?

I'll walk you through it:

- 1) Margins:** Have target margins when quoting so that you are not taking jobs where margins are too low (fact: margins are what drives profit).
- 2) Know your numbers:** You've heard this before, but what does it really mean? It's knowing how much you're making every month, how efficient your staff are at getting the jobs done, if you are on track with your budgets, how much cash is left after everyone is paid?
- 3) The right jobs:** Know which jobs you are making money on and which ones you are not. Hunt for the right kind of work where the real money is.
- 4) Cash flow:** Adopt solid cash flow systems that keep money in the bank when you need it.
- 5) Control:** Control jobs from start to finish (tracking costs on jobs and fix the ones light on profit before it's too late).

These are the proven game changing strategies from the tradie profit playbook. How do I know? Because as a trades business coach, I've used them with tradies I work with to get the real results.

Like Caleb of Mt Grey Builders who increased profit 209% while slashing his working hours, and Grant & Sally of Stewart Contracting who improved profit 186% in just 9 months.

Bottom line

A practical, well-executed game plan will make the difference between just another frustrating year or one of your best.

If you follow the path you're on, will you be kicking goals this time next year? If not, grab a free session with me to chat about your situation and use my expertise to find out the 3 most important things for you to focus on in the months ahead.

For more info and to book a session go to: nextleveltradie.co.nz/gameplan

by Daniel Fitzpatrick



**NEW
PRODUCT**

BarnDoorTrack™

CS BarnDoorTrack™ is a traditionally styled sliding door track system suitable for internal applications where there is enough strength in the wall to side mount a track above an opening.

The track bracket is supplied with pre-machined fixing slots for quick and easy installation. The track is pre-finished black anodised and supplied complete with fixing bracket, stops, door hangers and T-Guide.

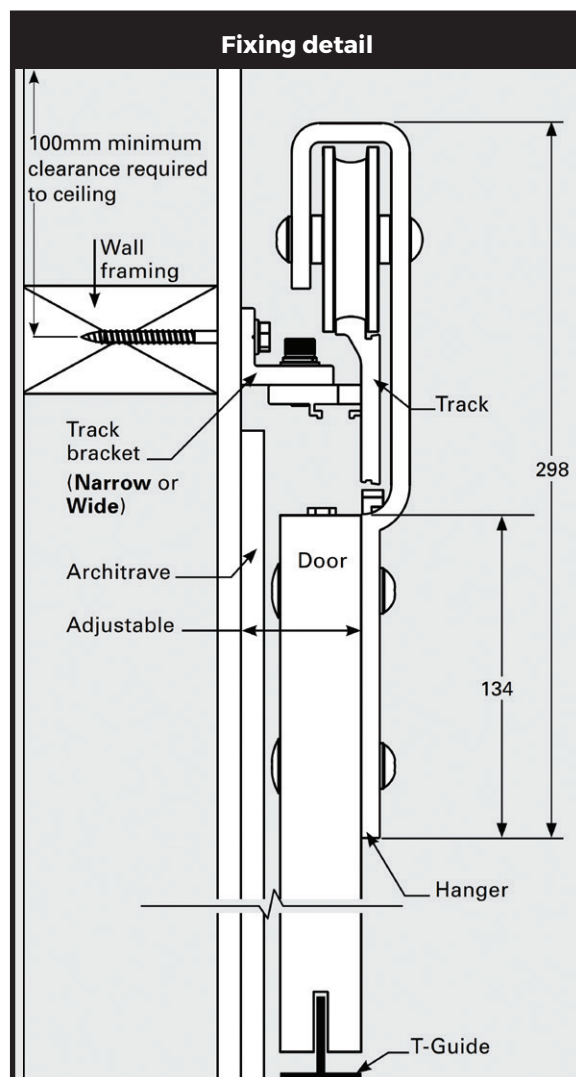
- ❑ Track bracket is adjustable in or out from the wall.
- ❑ Suitable for heavy doors up to 300kg per track.
- ❑ Standard or narrow track bracket available to suit varying door/architrave/gap thicknesses.
- ❑ High-quality, heavy duty extruded aluminium track.
- ❑ Pre-machined wall fixing holes.
- ❑ Supplied in pre-cut lengths: 1.5m, 1.8m, 2.1m, 2.4m, 3.0m and 3.6m

#TSBS

Available in the below sizes with a Wide or Narrow track bracket:

- ❑ 1525mm
- ❑ 1830mm
- ❑ 2135mm
- ❑ 2440mm
- ❑ 3050mm
- ❑ 3660mm

 **FOR DOORS**



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Understanding liability

What's the difference between public liability and professional indemnity insurance?

The answer to this question is arguably one of the most important things a builder needs to know when it comes to understanding liability in the construction industry. Too often builders don't consider the real liability risks they face, or assume their public liability will cover everything (hint: it won't).

The first thing to appreciate, somewhat confusingly, is that both give you indemnity from liability. But what does that mean? Here are two good dictionary definitions:

Indemnity: "Security or protection against a loss or other financial burden, or security against legal responsibility for one's actions"

Liability: "Being legally responsible for something"

So, both liability and indemnity insurance protect you from loss resulting from your legal responsibility for something.

In broad terms:

Public liability insurance

Protects you in the case of **physical damage to someone else's property**. It also covers loss of physical property and some personal injury.

Some real examples: Hitting underground services with your digger; scratching your client's wooden flooring; paint overspray landing on a neighbour's car; putting a screw through an electrical cable and causing a fire.

Professional indemnity, or errors & omissions indemnity

Protects you in the case of a mistake that causes someone else a financial cost, but that isn't related to physical damage.



Some real examples: Incorrectly installing joinery; laying foundations in the wrong place on site; failing to arrange Council inspections; errors in design and specification.

Do I need both?

The short answer is yes. Builders typically have public liability insurance, because it has been available and is often required in contracts. Errors & omissions indemnity is less common, as it has not been readily available to builders and your liability for these risks has not been as well understood in the past.

However, the likelihood of being held legally responsible for these risks is increasing. Builders are now advised to have a liability insurance package that includes both public liability and errors & omissions indemnity (alongside the other important liability policies that all business owners should have, such as statutory liability and cyber insurance).

Intertenancy Barrier Systems



A year on, we share some of the more common issues cropping up onsite

Since the launch of GIB® Intertenancy Barrier Systems for Terrace Homes in November 2016, Winstone Wallboards have enjoyed a steady stream of inquiries from customers looking to incorporate one of the four systems on offer into their project. Now that a number of these projects have been built, we can reflect upon some of the more common issues cropping up onsite.



ABOVE: Stair stringer and a bath cradle adjacent to the intertenancy wall. In both cases insufficient gap has been left to allow the wall linings to run past (as arrows indicating above). The correct gap – 10mm, 13mm or 20mm – will depend on which of the four systems have been specified.

1. Placement of the GIB® Wall Clips – two of these (one each side) need to be placed no more than 600mm below the top of each GIB® H-Stud. On a number of projects we identified that the GIB® Wall Clips had been fixed 700-800mm below the top of the GIB® H-Stud. This is not acceptable and required relocation of the clips. In some areas four (two each side) GIB® Wall Clips were fixed to each GIB® H-Stud. This is not acceptable and will result in a reduction in the Sound Transmission Class (STC) performance achieved by the system.

2. Installation of damaged GIB Barrierline® product – we have had at least two instances of customers calling us to ask how to replace a damaged sheet of GIB Barrierline® that had already been installed. Once erected it can be extremely difficult to remove and replace a damaged sheet of GIB Barrierline®. If a damaged sheet is identified during the installation process we urge our customers to put it aside and call their local rep or the GIB® Helpline to arrange delivery of a replacement.

3. Installation of a fire door – whilst this is technically feasible, we would advise against it. To our knowledge, no fire door suppliers in New Zealand have tested any of their products in one of these walls. It also needs to be noted that the installation of a fire door in a GIB® Intertenancy Barrier System will significantly degrade the STC performance of the system. If a door is needed we would recommend switching the specification to a more traditional type of intertenancy wall, such as double frame.

4. The importance of the wall linings – whilst the primary Fire Resistance Rating (FRR) and STC performance delivered by the systems comes from the GIB Barrierline® central barrier, the wall linings do still play a crucial role. The images to the left show a stair stringer and a bath cradle adjacent to the intertenancy wall. In both cases insufficient gap has been left to allow the wall linings to run past. The correct gap – 10mm, 13mm or 20mm – will depend on which of the four systems have been specified.



CURVE™

Great add-on sales opportunity

Just 10 minutes to install!

Keep customers' drains and water tanks leaf free with the new Marley Curve. Quick and easy to install, why not recommend a full houselot (i.e. one per downpipe) if your job is in a rural or leafy area.



Why your customer needs Curve:

1. Improves water quality and reduces system maintenance if on tank supply
2. Reduces the chance of drain blockages
3. Performs better than other residential leaf diverters - 99% water retention*
4. Stylish, looks better than other diverters so won't affect the appearance of their house
5. Made in NZ for NZ conditions and carries the Marley 15 year guarantee
6. Available in white and all the Marley Stratus Design Series® colours

Curve™ available in a range of colours

STRATUS®
DESIGN SERIES



White



Grey Friars



Ironsand



Black



Copper
(Metallic)



Titanium
(Metallic)

Actual colours may vary slightly from those shown.



POLO SHIRT

FREE!



RAIN HARVESTING – EVERY DROP COUNTS

It is estimated that over 600,000 Kiwis rely on self-supply for drinking water. For most this constitutes rainwater that falls on the roof and is fed to tanks via spouting and downpipe systems that should comply with AS/NZS 4020: 2005. This is the standard required for the safe collection of potable drinking water.

Increasingly however, it isn't just rural residents who are collecting and utilising the free rainwater that falls on their roofs. Urban building intensification is outstripping the reach, and often the capacity of mains water delivery and removal systems. Sustainable building developments now require greywater systems that store and utilise rainwater for toilet flushing and laundry use. In terms of outgoing flow, retention and detention tanks are also used to reduce the pressure on stormwater systems.

It is important to prevent leaf and twig debris from entering any tank. Not only is water quality degraded, matter and sediment build-up can block inline-filtering systems, causing problems and increasing maintenance costs. Moreover, even for residents not utilising tanks, leaf matter entering the stormwater system is a common cause of blockage and overflow.

The use of a leaf and debris diverter, such as the Marley Curve™ can help prevent blockages. Curve not only removes leaves, but can also retain more than 99% of the rainwater flowing down a downpipe with a clean screen*.

In urban areas, water users are taking their own steps to capture rainwater in smaller tanks. This water is available, as and when needed, to water the garden, for general cleaning, to provide drinking water for animals, or to top up pools or fish tanks. In addition, natural disasters have highlighted the need for residents to maintain a backup water supply in times of crisis.

The Marley Twist® water diverter allows homeowners to maintain a secondary source of water by turning a single downpipe into a tap. Twist quick connects to a small collection tank via any standard hose fitting and is designed for tanks up to 1,000 litres. In constant moderate rainfall, a Twist can fill a 300 litre tank in an hour*.

So whether building in a rural or urban environment, sustainability is not only a growing but a necessary trend. Collecting free rainwater is both good for the environment and the pocket. After all, every drop counts.

* Simulated test conditions



Spend over \$350 on any Marley Curve products and receive a free hi-vis polo shirt.*

*Strictly while stocks last. Limit of one polo shirt per account.

Laws that changed in 2017

From contractors' tax to hazardous substances to ACC levy changes, it's been a big year for business-related law changes.

Minimum wage rates rise

When: 1 April 2017

What: The adult minimum wage rate went up 50c to \$15.75 an hour. The starting-out and training rates rose by 40c to \$12.60.

If you pay your workers minimum wage rates, you should have already updated your payroll and their employment agreements. If any workers are on starting-out or training wages, now is a good time to check when they'll be eligible to move onto the adult rate.

Note: The minimum wage will increase again by 75 cents to \$16.50 per hour on 1 April 2018.

Tax for contractors

When: 1 April 2017

What: All contractors can have tax deducted from their pay at a rate of their choosing. New Zealand tax residents can pick any rate from 10% up to 100%.

This is compulsory for all contractors hired by a recruiter — or other labour hire business — and those under previous schedular payment rules. Other contractors can opt in if their payer agrees to deduct tax on their behalf.

ACC levy changes

Cheaper Work levies

When: Levy period 2017-2019, starting 1 April 2017

What: Whether you're an employer or self-employed, Work levies went down by an average 10% over the next two years, compared to 2016/17 rates.

ACC safety discount ends

When: 1 April 2017

What: ACC's Workplace Safety Discount (WSD) for small businesses and self-employed people is no longer offered now new health and safety laws are in place.

Motor vehicle levies fall

When: Levy period 2017-2019, starting 1 July 2017

What: The average Motor Vehicle levy, which includes the ACC levy portion of the rego and the petrol levy, fell by 12.5% — from \$130.26 to \$113.94 a vehicle — on 1

July 2017. The petrol levy component fell from 6.9 cents to 6c a litre — a 13% reduction.

Parental leave payments

When: 1 June 2017

What: Parents who want to get parental leave payments can choose to first use other types of paid leave they are entitled to, eg:

- ☐ annual leave
- ☐ alternative days
- ☐ special leave
- ☐ time off in lieu.

They can choose to start their 18-week parental leave payment period once they have taken other types of paid leave — even if this is after the child's arrival. Previously the parental leave payment period couldn't start later than the child's arrival.

Note: On 1 July 2018 paid parental leave will extend to 22 weeks. That will be increased to 26 weeks in 2020.

Visas for migrant workers

When: From 28 August 2017

What: For Essential Skills visa-holders paid less than 85% of the median wage with jobs classed as lower-skilled, new conditions include:

- ☐ after working in New Zealand for three years, they must leave the country for a 12-month stand-down period before they can be granted another lower-skilled work visa
- ☐ their family members need their own visas to enter New Zealand.

Hazardous substances

When: 1 December 2017

What: New regulations for the safe handling and management of hazardous substances in the workplace. All businesses that make, handle, use or store hazardous substances are expected to ensure people know what substances they are working with, the risks they pose, and how to manage those risks.

What you'll need to do: Check the new requirements for the safe manufacture, use, handling, storage and disposal of hazardous substances. If you are complying with the current rules, then you may not need to change a lot. Read the article on this law change — there's a 10-step list to work through. For more information go to www.hazardoussubstances.govt.nz

For more information on these and links to more resources go to: www.business.govt.nz/news/laws-that-changed-in-2017

**business.
govt.
nz**

MULTI-TOOL AND BLADES

Prices valid until March 11th, 2018 or while stocks last.

Professional Multi-Tool Kit

#SMT300P

- Tool-less blade change
- 300W IntelliTORQ motor
- LED work light
- Comes with robust carry case
- Three blades included
- 10 Year Trade Warranty



BONUS
2M FOLDING
RULER
ITM EXCLUSIVE

\$256
EXCL GST



Nail Buster Extreme Blades 3-Piece Pack

#044BMT3

- Bi-Metal Titanium coated blades for long life
- Cuts wood with nails, staples, screws, non-ferrous metal and PVC
- Blade width 44mm



BONUS
FREE 4TH
BLADE
ITM EXCLUSIVE

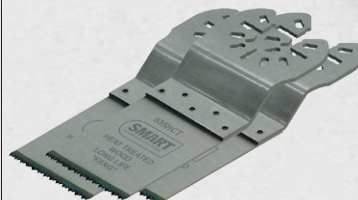
\$80
EXCL GST



35mm Timber Cutting FANG Blade 3-Piece Pack

#035HCT3

- Heat treated for long life
- Blade width: 35mm
- Depth of cut: 42mm



BONUS
FREE 4TH
BLADE
ITM EXCLUSIVE

\$55
EXCL GST



Starlock 4-Piece Blade Set

#P4SL

- For Makita, Fein and Bosch tools
- 4 of the common multi-tool blades
- Includes 2 bi-metal blades and 2 wood blades



\$78
EXCL GST



We live to support those who live to build

NORTHLAND

- Bay of Islands ITM Haruru, Paihia 09 402 7703
- Dargaville ITM 09 439 8730
- Far North ITM Kaitia 09 408 3927
- Far North ITM Mangonui 09 406 0048
- Waipu ITM 09 432 0203
- Whangarei ITM 09 437 9420

AUCKLAND

- Albany ITM 09 415 6889
- Dayle ITM Avondale 09 828 9791
- Dysart ITM Glen Innes 09 521 3609
- Hillside ITM Glenfield 09 443 8101
- MacClures ITM Henderson 09 836 0088
- Mahia ITM Takanini 09 267 0234
- Matakana ITM 09 422 7525
- Tamaki ITM East Tamaki 09 274 4942
- Thomsons ITM Drury 09 294 9410
- Tuakau ITM 09 236 8226
- Waiuku ITM 09 235 7289
- Weck's ITM Patumahoe 09 236 3684
- Western ITM Kumeu 09 412 8148
- Western ITM Swanson 09 832 0209
- Western ITM Whenuapai 09 416 8164

WAIKATO/BAY OF PLENTY

- Acorn ITM Hamilton 07 856 6789
- Cambridge ITM 07 827 0953
- KKBS ITM Katikati 07 549 0689
- Matamata Post and Rails ITM 07 888 8189
- Mount ITM Mt Maunganui 07 928 4942
- Opotiki ITM 07 315 5984
- Otorohanga ITM 07 873 8079
- Rotoma ITM Rotorua 07 347 7023
- Tauranga ITM 07 541 1232
- Te Puna ITM 07 552 5770
- Thomsons ITM Hamilton 07 849 3674
- Thomsons ITM Whatawhata 07 829 8518

- Timmo's ITM Te Awamutu 07 871 7545
- Triangle ITM Tokoroa 07 886 6611
- Whakatane Timber & Hardware ITM 07 307 0031

COROMANDEL

- Kopu ITM 07 868 9829
- Barrier ITM Tryphena 09 429 0466
- Coromandel ITM 07 866 8848
- Pauanui ITM 07 864 8579

CENTRAL NORTH ISLAND

- Braithwaite ITM Taumarunui 07 895 6881
- Central ITM Feilding 06 323 3400
- Central ITM Marton 06 327 5458
- Hometown ITM Foxton 06 363 8049
- Manawatu ITM 06 356 9490
- New Plymouth ITM 06 758 8939
- Stratford ITM 06 765 7800
- Taupo ITM 07 378 9899
- Tumu ITM Dannevirke 06 374 4260
- Turangi ITM 07 386 5736
- Waitara ITM 06 754 8822

HAWKES BAY

- Tumu ITM Gisborne 06 868 9599
- Tumu ITM Hastings 06 873 0999
- Tumu ITM Havelock North 06 872 9600
- Tumu ITM Napier 06 872 6222
- Wairoa ITM 06 838 7332

WELLINGTON/WAIRARAPA

- Crighton ITM Greytown 06 304 7193
- Crighton ITM Levin 06 368 4057
- Crighton ITM Seaview 04 568 3896
- Parapine ITM Upper Hutt 04 527 6800
- Tawa ITM 04 232 5999
- Tumu ITM Masterton 06 370 6060

NELSON/MARLBOROUGH

- Blenheim ITM 03 578 3049
- Havelock ITM 03 574 1018
- Kaikoura ITM 03 319 5447
- Motueka ITM 03 528 7254
- Nelson ITM 03 548 5487
- Picton ITM 03 573 6888
- Takaka ITM 03 525 0005

CANTERBURY/WEST COAST

- Ashburton ITM 03 307 0412
- Basher's ITM Amberley 03 314 8311
- Darfield ITM 03 318 7474
- Dyers Road ITM Bromley 03 373 6049
- Geraldine ITM 03 693 9397
- Greymouth ITM 03 768 0441
- Hamptons ITM Waltham 03 374 3333
- Hillside ITM Hornby 03 349 9739
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- NEW ITM STORE! 5 Greywacke Rd
- ProBuild ITM Rolleston 03 324 3300
- new location! Cnr Hoskyns Rd & Stoneleigh Dr
- Rangiora ITM 03 313 4862
- Timaru ITM 03 688 8074
- new location! 33 Seadown Rd, Washdyke
- Waimate ITM 03 689 7427

DUNEDIN/OTAGO/SOUTHLAND

- E H Ball ITM Invercargill 03 218 3787
- Fraser Hardware ITM Balclutha 03 418 0170
- Mosgiel ITM 03 489 8885
- Southbuild ITM Winton 03 236 6055
- Southern Lakes ITM Cromwell 03 445 0081
- Southern Lakes ITM Queenstown 03 451 1567

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