

UpSkill



PLUMBING



GASFITTING



DRAINLAYING



ROOFING



ELECTRICAL

February 2016

DUX SCHOLARSHIP

Congratulations to our new Dux Scholar, Miguel Tiongson

25 YEARS ON

We're planning for another 25!

HEALTH AND SAFETY

Always a priority at ATT



CHIEF EXECUTIVE COMMENTARY

The 2016 year is going to be a very significant events year for us all at ATT as we celebrate our 25th year anniversary. We are conscious as we celebrate the legacy handed down to us by those who set out and worked so hard to build a high quality training organisation all those years ago, that we too need to establish a legacy to hand on to those who will build ATT in the future.

This year we will announce a range of new initiatives to celebrate our 25th year anniversary. You will see the first of those initiatives promoted in this edition of Upskill magazine as we move to pick up all the refresher course costs for the key health and safety requirements currently paid by our apprentices or their host businesses at the mid-point in the PGD four year apprenticeships. This follows the reduction in our ATT apprentice fees we announced last year. This also reflects another commitment on our part to safe working environments for our apprentice employees.

We are continuing to increase the value of our ATT product to our host businesses by adding components to the product while continuing to adopt a position of not increasing our charge out rate to our host business customers.

Currently we are advertising for 4 new key positions in our business as we drive our growth program for this year;

- A fourth PGDR Area Manager in Auckland.
- A combined Electrical/Plumbing division Area Manager based in Christchurch.
- A part time Health and Safety Manager on our team in Auckland.
- A Business Development Manager for our Electrical Division based in Auckland.

We will also be working with some of our key sponsors to drive events that will assist them in their business activities. ATT is a charitable trust, meaning any surpluses generated go back into doing what it does best—getting New Zealanders into apprenticeships.

So, all things considered we are heading for another busy year in 2016.

Thank you for your continued support for ATT.

I will look forward to keeping you advised of new initiatives we will be making this year as we celebrate our 25th!



Best Regards,
Gray H Paterson
Chief Executive

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GET HOLD OF ATT

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IN THE LOOP

WHAT'S HAPPENING AT ATT?

We're getting old!

2016 is an exciting year for ATT, marking our 25th year in business. Check out page 3 for our story.

www.att.org.nz

ATT's new website is now live! If you haven't checked it out already, jump onto www.att.org.nz — we'd love to hear your feedback! Our next project, planned for later in 2016 involves creating an online portal for ATT host businesses and apprentices—we will keep you updated with the progress.

The growing ATT team

To maintain our high level of support to our host businesses and apprentices, the ATT team continues to grow. ATT Human Resources Manager, Helen Stephens, is currently recruiting for a number of internal roles. This includes an extra Area Manager for Auckland's North Shore and the South Island. In order to keep on top of our health and safety obligations, we are taking on a Health and Safety Coordinator to work with our hosts and apprentices.

New Christchurch office

With the upcoming new addition to the Christchurch based team, we have moved location. Antony Dale is now based within The Skills Organisation office at 505 Wairakei Road, Burnside.

June registration and certifying exams

For anyone who is planning on sitting either their plumbing, gasfitting or drainlaying registration exam in June, enrolments will open on 1 March 2016 and close on 30 April 2016. For more information, dates and times go to this link from the PGD Board website - <http://www.pgdb.co.nz/trade/exams>. Remember for current ATT apprentices, you are able to put the cost of this exam onto your tool account if needed.



25

Year
Anniversary

Business **25** Anniversary

25 YEARS ON

OUR HISTORY

The share market crash of 1987 produced serious implications in New Zealand's construction industry.

A large amount of New Zealand's tradespeople were not willing to take on an apprentice due to the uncertainty around future workloads. A group of forward-thinking plumbers realised that if something was not done New Zealand would soon face a shortage of plumbers. Each plumber within this group agreed to share apprentices among themselves, to ensure the supply of qualifying apprentices. This scheme allowed the 'host business' to pass the apprentice onto another business when workloads dropped. As word spread about the effectiveness of this training system, more plumbers began to utilise the scheme.

In February 1991, the Apprenticeship to Industry Training Trust was established as a not-for-profit charitable trust. Since then, the organisation has grown in size and stature. In the 1990's an apprentice was typically shared between 3 or 4 host businesses. The past 25 years has seen the ATT concept shift, where host businesses now take one or more apprentices full-time. However, sharing an apprentice remains a viable option for some ATT host businesses, particularly in smaller regions.

The successful ATT business model paved the way for similar schemes by other organisations

in the plumbing, electrical and engineering industries making ATT the pioneers in this system of apprentice training.

The last 25 years have seen many changes to the structure of ITO's (Industry Training Organisations), industry, training, legislation and government schemes. The face of ATT has developed, as well as the marketplace in which we operate. ATT has now helped a large number of young New Zealanders complete their apprenticeship.

WHAT NEXT?

ATT was established to help facilitate the supply of quality tradespeople to industry, as well as helping New Zealanders into trade careers. Our goal for the next 25 years remains the same. However, ATT continually strives for growth, to increase our positive impact on the industry. We plan to better promote the PGDR and electrical trades to school students, as well as increase diversity within our apprentice candidates. Additionally, as ATT grows, so too does our focus on quality recruitment and health and safety initiatives.

2016

25 years in business is an exciting milestone for ATT. To celebrate, we will announce our new initiatives throughout the year, as well as hosting a series of regional events. Our first ongoing initiative relates to ATT's commitment to health and safety. From 2016, we will cover the costs for our apprentices to attend refresher courses in the areas of first aid, confined spaces and fall arrest.

A WORD FROM THE CHAIRMAN

Successful organisations remain focused on their purpose and continually seek to improve performance.

25 years ago a group of plumbing industry leaders in Auckland decided to develop a new way of achieving successful apprentice training and qualification.

Towards the end of the 1980s apprentice numbers began to significantly decline as trade careers were no longer considered as desirable as they had once been. Large public institutions such as the Post Office, New Zealand Railways and the Government Printing Office, which had traditionally trained hundreds of young people each year, became profit-oriented state-owned enterprises and training in the public-sector workforce almost disappeared.

On an international scale the New Zealand workforce had relatively low skills, low productivity and a low level of formal training and most were not trained to produce the high-quality, high-value products that the economy now required. Change was urgently needed.

The Industry Training Act 1992 set up industry training organisations (ITOs) to take over apprenticeship training. The traditional apprenticeship contract was replaced with a training agreement between the trainee, the employer and the ITO. ITOs, run by individual sectors of industry, set national standards for training, arranged the training and assured its quality. The government's main role was to encourage industry to take up the new system, promote efficient forms of training and help fund the training process.

The founders of ATT saw a weakness in the process—employers were reluctant to take on apprentices because they had to be contracted for the full term of their apprenticeship, regardless of changes in the workload. To strengthen the process ATT established itself to recruit, employ and place successful candidates

into apprenticeships with trade companies throughout New Zealand.

In a unique partnership host businesses provide practical training, helping to shape the apprentice, while ATT supports apprentice educational training and mentoring.

Since 1991 ATT has remained focused on its purpose of providing trade training opportunities for New Zealanders as well as developing the future of the trade industries by providing a stream of quality tradespeople.

As an organization ATT continually seeks improved performance to ensure the best possible outcomes for apprentices. ATT continues to refine and expand its services driven by the aim of producing increasing numbers of skilled, motivated and qualified tradespeople.

ATT is a charitable trust, meaning any surpluses generated go back into doing what it does best—getting New Zealanders into apprenticeships.

While the first quarter century has not always been without challenges ATT will in 2016 celebrate 25 years of success as a group training scheme.

The vision of ATT's founders to build the Trust into the proven industry leader for managed apprenticeships and a positive influence within a cohesive, effective industry is alive and well.

On behalf of the many individuals who have contributed to a successful first 25 years,



Peter Fitzsimmons
OBE
Chairman

ATT's current office building in Highbrook, Auckland



An old version of ATT's logo



**APPRENTICESHIP
TRAINING TRUST**



DUX SCHOLARSHIP WINNER ANNOUNCEMENT

Miguel Tiongson is our 2016 Dux scholar.

The Dux Scholarship covers Miguel's second, third and fourth year ATT training fees, at a value of just under \$8,000. Miguel's host business Plumbing Express will receive \$2,500 worth of Dux products for each of the three years.

Dux General Manager Jeff La Haye and Marketing Manager Susie Paterson found Miguel to be "humble, extremely respectful and driven." Jeff and Susie were highly impressed with Miguel's determination to secure an apprenticeship, which involved door-knocking for over a year and completing a pre-trade course.

In his Dux Scholarship interview, Miguel was asked by Jeff and Susie what he would do to change the world if he had the power. Miguel responded, saying he would give everybody opportunity - to do what they wanted to do and become what they wanted to become. Jeff and Susie considered this response to be extremely mature, showing the depth of Miguel's character and his genuine desire for a fair world.

Vince Gregan, Managing Director of Plumbing Express, is thrilled for Miguel and happy that the team can share in his success. "In the 25 years I have owned Plumbing Express, I can honestly say that I have never had an apprentice like Miguel", Vince says.

As a host, Vince is always impressed with Miguel's work ethic, showing initiative and motivation to complete every task to a very high standard. "Miguel's enthusiasm has rubbed off on this company, as well as many other contractors we work with", says Vince. Each morning, Vince's tradespeople are "literally competing with



Pictured: Miguel Tiongson and supervisor Josh Gregan

one another to have Miguel working alongside them for the day". One of Plumbing Express' experienced tradesmen has mentioned to Vince that he feels like a surgeon while working with Miguel. The exact tool is by his side before he has to ask and when Miguel is asked to retrieve something he doesn't walk - he runs.

In appreciation of his dedication and hard-work, Vince is shouting Miguel a trip to the Philippines to visit a family member in February 2016.

ATT Area Manager Mike Houlihan couldn't be happier for Miguel, Vince and the team at Plumbing Express. Mike describes Miguel as a mature and confident apprentice, who is an absolute pleasure to work with. "Miguel has a willingness to learn that is second to none and the utmost respect for every person he comes into contact with", says Mike.

Miguel has found the Dux Scholarship experience exciting and nerve-racking. Happy enough being nominated, Miguel never thought he could win the Scholarship. "I had seen the high calibre of the 2015 finalists, so wasn't expecting anything to happen", says Miguel.

Simply put, Miguel is grateful for the opportunity and appreciates the work Dux does to support the industry. Additionally, he is thankful for being placed within such a supportive host business - "without them I wouldn't be at the stage I am now". It is clear Miguel's positive attitude and flawless work-ethic will remain the same. "It's good to know that the boss is happy with my efforts", says Miguel.

As part of the selection process, Susie Paterson and Jeff La Haye from Dux were able to meet with the five finalists and their host businesses. The calibre of the finalists was extremely high.

The 2016 Dux Scholarship finalists are:

- **Hamish Coombe - David Browne Contactors, Christchurch**
- **Lionel Kum - W Mattson, Auckland**
- **Jared McRobie - Aquatite Plumbing & Drainage, Auckland**
- **Jayden McLean - Flow Industries, New Plymouth**

Well done—we look forward to seeing your positive impact on the industry in the future.

2015 WINNER

ATT apprentice Jaycob Walker reflects on the last year as the 2015 Dux Scholar.

Jaycob Walker of Laser Plumbing East Tamaki was awarded the first Dux Scholarship in 2015, describing the opportunity as 'life-changing'.

One year on, Jaycob continues to grow as an apprentice, building in confidence and his work ability. As Jaycob progresses through his apprenticeship, he has been given more responsibility and is enjoying being able to complete jobs by himself.

2015 has seen Jaycob working on a wide variety of projects which he loves. "Overcoming challenges in the job is the most rewarding part for me."

In regards to Jaycob's work ethic the Scholarship hasn't affected him much, "I still do what I did from the beginning of my apprenticeship and apply myself 100% in what I do."

As well as the financial support that comes with the Dux Scholarship, Jaycob simply appreciates being recognised. "It's awesome being recognised for my achievement", says Jaycob.

*Pictured:
Jaycob Walker*



THE SCHOLARSHIP

The Dux Scholarship is designed to recognise ATT's highest performing first year apprentice within the plumbing, P&G or P&D classifications.

For the recipient of each Dux Scholarship, Dux will fund the ATT training fees for the remaining three years of their apprenticeship. Additionally, to recognise the contribution that quality employers make to developing successful apprentices, the recipient's host business will receive \$7,500 worth of Dux products throughout the term of the scholarship.

The selection process involves a set of strict criteria, which focuses on host business feedback, work attendance, ATT Area Manager feedback and face-to-face interviews.

The scholarship is awarded to the best overall performing apprentice, including academic, practical and personality considerations.

To provide ongoing support to ATT's new apprentices, the Dux Scholarship is awarded on an annual basis.

Support the future of New Zealand plumbing by purchasing your traps from Dux.

Proceeds from every trap sale goes toward funding the Dux Scholarship.



Buy this trap and you are supporting the future of New Zealand Plumbing.

See www.dux.co.nz for more details

AREA MANAGERS REPORT



Ross Cornes
Northland and North Auckland

Greetings for 2016—I hope summer has treated you well—although Northlanders might struggle to agree with that after the New Year storms. On the bright side, increased business activity in the North before Christmas, giving an indication of construction sectors being reasonably active for 2016, is providing confidence for a solid year ahead.

The wider Auckland region continues to surge ahead with high demand for qualified tradespeople and senior apprentices. The overall shortage of tradespeople is providing opportunities for new apprentices with the right attitude. If you know of ones seeking apprenticeships who are determined to succeed in the trade please contact ATT.

Catch up with you soon.



Colin Kilpatrick
West and South Auckland

Choosing the right people to help you grow your business can be a daunting and expensive exercise, a veritable minefield of unknowns. Our goal of providing energetic and committed people to learn the trade is made easy with the support and trade sector knowledge of the experienced team at ATT. Our stringent apprentice screening process and ongoing mentoring program are designed and proven to deliver and maintain energised and enthusiastic people eager to engage, learn and help grow your business for the future.

Let the experienced team at ATT take the risk and hassle out of choosing the right people for apprenticeship opportunity in your business.



Christopher Holton
Central and East Auckland

I have thoroughly enjoyed working with our apprentices and host businesses over 2015, in my first full year as an Area Manager. It has been truly rewarding to be involved in so many stories, careers and lives.

As we come back for 2016 things are stacking up to be a busy start for the year. There appears to be a lot of confidence in industry and there are many great opportunities where businesses are growing, to place new apprentices to start their careers and training.

I look forward to working with you all in 2016.



Megan Peterken
Hamilton and Central North Island

As we begin a new year it is good to see the momentum that was the final days of 2015 continue into 2016. I would like to make mention of Ken Douglas retiring as Manager of FB Hall & Co Ltd in Hamilton, who has been an avid supporter and trainer of ATT apprentices for over a decade. Ken will be missed by all who have worked with him and by the team at ATT, but we are pleased that he will continue serving on the Board of the PGDB.

I am looking forward to the results from the November 2015 Registration and Certifying Exams due out in the coming weeks. A reminder to those in my region: enrolments for the June Registration and Certifying Exams open on 1 March 2016. Once again, small towns are doing well in my region.



Mike Houlihan
Lower North Island and Upper South Island

To all apprentices and host businesses, thank you for your support as I have come to know you and learn about your businesses through the latter part of 2015. As we head into a new year I am pleased to say that there are positive signs, especially in our regional areas, that growth is slowly but surely starting to return—the enquiries are increasing regarding apprentice candidates which I feel is a positive indication that businesses are growing. It is also very encouraging to hear from potential host businesses that they would like to give back to the trade and feel an apprentice is the best way to do this. As such I am looking forward to being able to assist you to grow your businesses with an ATT apprentice in 2016.



Antony Dale
Christchurch and Lower South Island

2016 is the year of change for ATT in the Southern Region. On the first day back for the year we moved our offices to Russley where we now have an office in with the ITO for Plumbing and Electrical Skills Org. We are currently advertising for an Area Manager to be based in the Christchurch office to help provide a better service to our growing number of apprentices and Host Businesses. In addition to this it is likely we will be signing our first Electrical apprentices in the region.

Change is a good thing and I for one am thoroughly looking forward to the changes and challenges that this upcoming year presents.



CONSTRUCTION REPORT

ATT apprentices Andrew Winks, Pat Loughran and Blake Sandford, hosted by JC McCall, have been working on an exciting project near Auckland airport.

The apprentices have been based at the construction site for the plastic manufacturing facility for the last few months, installing an Ultraflow siphonic rainwater system.

The Ultraflow drainage system involves the design and installation of a roof outlet and specialised pipework. The technology, which is relatively new in New Zealand, boasts a raft of advantages. The benefits of a siphonic drainage system include fewer roof

outlets required, flexibility in routing of pipework, less need for groundwork and greater aesthetic appeal.

Andrew explained that the Ultraflow system utilises negative pressure for drainage, allowing the pipes to full completely before siphoning the water. The water drains faster than conventional designs, allowing the system to handle heavy rainstorms.

JC McCall considers the project an “exciting challenge”.

After initial system and product training by Ultraflow, the JC McCall team took over - “Andrew, Blake and Pat had it under control”. According to Andrew, the sheer size and volume of the pipes made the job challenging, as well as having to weld every join.

“Making sure the boys stuck



to Ultraflow’s plan and design, the job became enjoyable and satisfying to see the progress at the end of the day,” said JC McCall Managing Director.

Andrew enjoyed learning the new system, which has filled his days with something a bit different.

“Hopefully this is the first of many projects of this kind.”

QUOTE OF THE QUARTER

“Be so good they can’t ignore you.”

Steve Martin



APPRENTICE SPOTLIGHT

ATT apprentice Callum Taft recently travelled to Chatham Island, to work with his host business Steve's Plumbing & Gas.

Callum was presented with the opportunity to work on a new fish processing factory for the off-shore project. "It was an easy decision, I was straight in," says Callum. Excited about the opportunity to work on a much bigger job than usual, the remote location was an added bonus. "Differing types of work are exciting and teach you a lot, not to mention the hunting and diving right on the doorstep", says Callum.

Despite a lot of planning and most of the gear being shipped to the Island, the team still managed a hefty excess baggage bill.

Callum experienced stormy Chatham Island weather first-hand—"rain, wind, snow, the works". With most of the work being external, the team spent a few days organising their gear and planning the finer details of the job. Once the weather fined, the team was able to get stuck in outside. A highlight for Callum was the different kinds of work, including running a large copper ring main, salt water and fresh water lines in plastic pipe and stainless steel.

As all of the main services were run on the roof, there was a lot of harness work. The building was on the edge of the sea wall and Callum enjoyed the exposure to the ocean. As well as the work, Callum enjoyed meeting the locals, seeing the sights and eating the fresh seafood. "It's a different way of life over there," says Callum.

"It was a huge learning curve overcoming the different challenges of working in a remote location, and so rewarding seeing the project come together. It was an amazing experience overall and I hope to have more opportunities like this in the future."

Callum always thought about doing an apprenticeship, as the idea of a hands-on and practical skill appealed to him. After initially looking into a carpentry apprenticeship, suggestions from friends and family lead him to investigate the plumbing industry. "It was all go from there once I got in contact with ATT," says Callum.

As an ATT apprentice, Callum appreciates the support from his Area Manager Megan Peterken. "Megan was a massive part of getting me to where I am now. She was a huge support in helping me understand an industry I was totally unfamiliar with."

At the half-way point of his apprenticeship, Callum is really enjoying it. "Every job has its hard days, and this is no exception. But with all that I have learnt from Steve, Chris and Glenn I am so grateful. I enjoy the challenge, the independence and the vast array of opportunities I have on a daily basis."

"I am happy that I chose this path and I am excited for what is to come," says Callum.



CHRISTCHURCH REBUILD

The Christchurch rebuild is set to escalate in 2016 as new office and retail buildings open, progress on a raft of key projects is achieved and new organisations lead the city's regeneration. "Lots of things are going to happen, it's going to be a great year," says Christchurch's deputy mayor Vicki Buck.

The conclusion of the Canterbury Earthquake Recovery Authority in April and the establishment of Regenerate Christchurch will be a defining moment in the city's recovery, while creating opportunities for more local decision-making.

Last year the council passed a long-term plan with rates rises and a phased asset-release agenda to raise money to continue rebuilding the earthquake-damaged city. However, 2015 ended on a positive note with the council announcing just before Christmas that it had settled its multimillion-dollar insurance claim. In February the Government should pocket \$635m in a global settlement covering its quake damaged above-ground assets.

Life is starting to return to central Christchurch streets as new shops, cafes and attractions such as the Margaret Mahy playground. "I think it [Christchurch] is probably the most interesting city to be living in at the moment because not only do you have all of the amazing natural assets of Christchurch but you also have this incredible rebuild going on," says Buck.

2016 will see the first in a series of multimillion-dollar developments that will bring people and businesses back into the central city. The BNZ Centre will be the first of the developments to open and will be home to a mix of retail and commercial businesses. It is forecasted that 10,000 office workers will be based within 300 metres of the Ballantynes corner by late 2016 with hundreds more retail and hospitality workers injecting new life to the city's centre's long-empty footpaths.

Central Christchurch has also been given the green light with work beginning mid-2016. "We want a vibrant and busy CBD with at least 20,000 people living between four avenues," Earthquake Recovery Minister Gerry Brownlee said.

EMPLOYER FOCUS



Profix Roofing, located in Katikati, was formed in 2004 by Phil Emmett. The small team specialises mostly in residential housing. However, in 2015 Profix Roofing was contracted to install roof cladding, box gutters and downpipes on a large commercial building in Katikati.

Phil enjoys roofing, as he gets to work in different places and gets satisfaction by completing quality work.

In 2015, Phil took on ATT roofing apprentice Shaun Parker (both pictured above). Phil likes training his apprentices, as it means he can teach them skills the long way, without taking short-cuts. "They generally come without the bad habits picked up from previous employers," said Phil.

Phil likes the way ATT keeps Shaun motivated to complete his apprenticeship, as well as taking care of the administration side of things.

A fundamental part of ATT's role is matching the right apprentice to the right host. At Profix Roofing, Area Manager Megan Peterken has done just that. According to Megan, the strong relationship between the pair is made easy, as Phil is highly supportive of Shaun.

"Shaun contributes to my business by being genuinely motivated to becoming a qualified tradesman," said Phil. The fact that Shaun comes equipped with his own tools due to ATT's financial support is a huge bonus for Phil.



HEALTH AND SAFETY REFRESHER COURSES NOW FREE FOR ATT APPRENTICES

The Health and Safety of our apprentices is of paramount importance to us at ATT.

As part of our commitment to Health and Safety, we are pleased to advise that ATT will now be paying the two-year renewal of refresher course costs for all of our four-year apprentices in the areas of workplace first aid, confined spaces and fall arrest.

We are dedicated to keeping our apprentices safe and are pleased to provide this additional value to our customers, at no cost.

We believe increased awareness and training will lead to safer sites and less accidents, which is always a focus for ATT.

For any enquiries about ATT apprentice refresher courses, contact:

0800 187 878

INFO@ATT.ORG.NZ

WWW.ATT.ORG.NZ

WWW.FACEBOOK.COM/GROWWITHATT

HEALTH AND SAFETY

Manual handling continues to be the main reason for apprentice injuries. Manual handling is any activity requiring a person to lift, lower, push, pull, carry, throw, move, restrain, hold or otherwise handle an object.

Serious injuries may result from slips, trips and falls associated with manual handling.

Manual handling can cause problems, including:

- *Serious back injuries*
- *Musculoskeletal disorders*
- *Acute injuries such as sprains and strains of muscles or tendons*
- *Injuries sustained through slips, trips and falls*

The steps to safe lifting:

- *Stop and think*
- *Split the load if necessary*
- *Ask for help if needed*
- *Position feet*
- *Adopt a good posture*
- *Get a firm grip*
- *Raise the load smoothly*
- *Carry the load close to your body*



Realise that **lowering can be as hazardous as lifting** and that all of the above applies to setting down the load.



PPE UPDATE

ATT has introduced new safety goggles for our apprentices in addition to the safety glasses and welding goggles currently provided. We had a small number of incidents where debris got in behind safety glasses. The safety goggle has been introduced to provide greater protection when doing tasks like drilling concrete. Please ensure you wear the correct PPE for the job you are doing. You only have one pair of eyes—protect them!

CREATE A SAFER WORKING ENVIRONMENT

ATT has an ongoing commitment to our apprentices and host businesses. Our partnership with HazardCo is a key driver in ensuring our host businesses are providing a safe and happy environment for ATT apprentices to train. Our ongoing relationship with HazardCo allows ATT host businesses easy access to a health and safety system, at a reduced cost. At present, one in three ATT host businesses are HazardCo members. On a national level, over 15,000 businesses are using HazardCo services, including industry bodies such as RANZ and the Master Plumbers Association. However, with the pending changes in the Health and Safety Reform Bill, which come into effect on April 4th 2016, these numbers are expected to rise.

HazardCo can offer your business a complete health and safety system to help keep your employees safe and to address your responsibilities under legislative requirements and WorkSafe NZ expectations. It's a practical and straight-forward system tailored specifically for your worksites, designed to offer peace of mind with minimal paperwork.

Additionally, ATT will contribute \$100 to the first year HazardCo membership for our host businesses.

As a HazardCo member, what do you get?

- *Onsite resources for staff, contractors and visitors with full support and training to implement*
- *One complimentary online Practical Steps Training course*
- *A 24 hour accident support service*
- *Assistance with event (accident/incident) investigation is covered by membership*
- *A comprehensive health and safety policy and procedures*
- *Health and safety advice via the 0800 number*
- *Access to discounts with partners such as Blackwood Protector Safety*
- *10% ACC workplace levy discount for eligible businesses*
- *A \$100 discount for your first year, provided by ATT*

CALL HAZARDCO NOW FOR A FREE, NO-OBLIGATION CONSULTATION!



0800 555 339

WORLDSKILLS

WorldSkills is an international competition that assembles the top performing apprentices from around the world. The New Zealand division is a charitable trust, dedicated to encouraging young people to excel in vocational skills.

In 2016 there will be sub-regional competitions hosted by regional Polytechs. The top apprentices from the sub-regional round will be invited to the regional competitions, held in Auckland, Hamilton, Wellington, Christchurch, Dunedin and Invercargill. These rounds of competition are held on a bi-annual basis.

The regional competition consists of an eight-hour challenge, with competitors completing a project at the same time, all within the timeframe.

WHY ENTER?

WorldSkills gives you the opportunity to become recognised as one of the best in your skill area. Having competed is a great point of difference on your CV and will give you a clearer idea of your strengths. Plus, you get the chance to travel overseas to represent New Zealand as a 'Tool Black'!

HOW TO ENTER

Apply to compete in the 2016 WorldSkills regional competition via the online application form http://www.worldskills.org.nz/page/Online_Entry/

Please note: Competitors must be under 23 years of age as of the 1st October 2017. Past regional and national competitors within the age restrictions may compete again, with past international competitors being excluded.

To enter the national competition you must be selected by competing in the prior regional competition or being nominated to participate by your industry.

DATES

March - July 2016

Regional Competitions

29 September - 2 October 2016

National Competitions

October/November 2016

Tool Black Selection Process

April/May 2017 (TBC)

WorldSkills Oceania hosted by WorldSkills Australia

12-17 October 2017

WorldSkills Abu Dhabi



ELECTRICAL REPORT

Established in June 2015, ATT's electrical division initially focused on the Auckland market. With operations now being expanded to some other regions, ATT's electrical division is set for growth.

Across New Zealand, electrical businesses are reporting a strong outlook for 2016, with workloads set to grow. To match this, we are receiving predominantly positive feedback about

our managed apprenticeship package in the marketplace.

The electrical businesses contacted by ATT, like the risk-free approach of a managed apprenticeship, coupled with the personalised ATT service. ATT apprentices are placed within a host business with the intention of staying there for the duration of the apprenticeship—except for scope of work reasons. Our host businesses appreciate that ATT apprentices are truly a part of their team—a significant point of difference between other options in the market.

On the recruitment side of the business, we continue to be inundated with fantastic candidates. We have a great range of candidates ready to start their career in electrical, varying in skills, experience and education.

We now have ATT electrical apprentices in Auckland, Poverty Bay, Canterbury and Central Otago.

For enquiries about candidates in your area please contact Chris Hilson on 021 459 502 or hilson@att.org.nz.



RHEEM FISHING CHARTER #3

Sid Cuff Plumbing in Palmerston North was the last winner for the 2015 round of the Rheem fishing charter competition. Sid Cuff entered the competition by taking on his son Thomas as an ATT apprentice.

Sid, Thomas and friend Wayne Bishop (pictured above) arrived at their accommodation in Mangawhai on Friday evening, after a cancelled flight and a stop to the pub. "Our accommodation overlooked Mangawhai Harbour, providing magnificent views across the Heads," says Sid. After a quick stop to the bakery for coffee and pies, the team meet skipper Wayne at the dock at 6am.

After an hour and a half on the water they reached the Mokihiu Islands, spending the day fishing for snapper and kingis. "Good amounts of fish were caught in the first day, which was a great start," says Sid.

Parking up under the lighthouse to spend the night on the boat, Wayne supplied a meal which

was enjoyed with a few beers and a sample of Wayne's home brew bourbon. It was a late night to bed, with lots of laughs and stories told about Wayne's life on the sea.

On Sunday morning the boat moved a short way from the lighthouse, where the first catch of the day was caught by Sid—a nice 20 pound Snapper. This was followed by a number of other catches by the team, along with a snooze or two from various members on the boat. We headed back to Mangawhai where the catch was filleted. The team arrived back in Palmerston North with a big chilly bag of fish to enjoy over the next few weeks.

"This was a fantastic weekend, with lots of fishing, laughs and beers had by all," says Sid.



Take on an ATT plumbing, plumbing and gasfitting or plumbing and drainlaying apprentice to be in to win a fishing charter **experience of**

a lifetime. Thanks to Rheem New Zealand, the lucky host, apprentice and one guest will experience **world-class fishing action.** ATT and Rheem have two fishing charters to give away in 2016, including flights, transfers and accommodation.

The first charter includes **two days at Geoff Thomas' private lodge at beautiful Lake Tawarewa,** where the lucky winners will swim in natural thermal waters and fish for rainbow trout. They'll enjoy trout fresh from the smoker, dripping juices and game

food for the adventure of a lifetime.

Rheem is a proud sponsor of ATT and a supporter of apprenticeships within the sector. The fishing charter competition was designed to recognize ATT host businesses and reward them for investing in the trades' future. Additionally, Rheem's sponsorship creates an opportunity for ATT hosts and apprentices to build a strong relationship.

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