

# **ELECTRICAL INDUSTRY MEETING**

**16 OCTOBER 2006**

## **FACILITATOR'S REPORT**

**15 DECEMBER 2006**

**QUIGG**  
PARTNERS

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**BARRISTERS & SOLICITORS**

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## INTRODUCTION

An Electrical Industry Meeting was held on 16 October 2006 at the Copthorne Hotel Plimmer Towers in Wellington.

The meeting was attended by 51 people representing various interested parties. A list of attendees is attached as Annexure B.

The meeting was intended to act as a forum in which to:

- Identify areas of the Electrical Workers Registration Board's ("EWRB") generic practising licence refresher course that were viewed as unsuitable;
- Identify alternative means of addressing areas identified as unsuitable; and
- Seek consensus as to possible means of enhancing the EWRB's generic practising licence refresher course.

This document is the report of Michael Quigg, a Barrister and Solicitor who acted as facilitator for the meeting.

## TERMS OF REFERENCE

Michael Quigg was engaged as facilitator in accordance with the following Terms of Reference:

- (a) To identify areas of the Electrical Workers Registration Board's generic practising licence refresher course dated 30 June 2006 which are viewed as unsuitable by participants at the 16 October 2006 meeting and from any written submissions that the Department of Building and Housing had received by the written submission closing date of 9 October 2006, and
- (b) To identify alternative means of addressing areas of the Electrical Workers Registration Board's generic practising licence refresher course dated 30 June 2006 which have been identified as unsuitable by participants at the 16 October 2006 meeting and from any written submissions that the Department of Building and Housing had received by the written submission closing date of 9 October 2006, and
- (c) To seek consensus from the meeting as to possible means of enhancing the Electrical Workers Registration Board's generic practising licence refresher course dated 30 June 2006, and
- (d) To provide a written report to the Department of Building and Housing and the Electrical Workers Registration Board on (a), (b) and (c) above.

This report addresses issues (a), (b) and (c) in Parts A, B and C that follow.

## PART A – AREAS OF UNSUITABILITY

### Written Submissions

In advance of the deadline for written submissions of 9 October 2006, written submissions were received from various interested parties. A number of late submissions were also received after that date. A list of parties making submissions is attached as Annexure A.

The general flavour of the submissions received was widespread opposition to the ‘consortium’ proposal, and generally widespread support for the EWRB 30 June 2006 refresher course.

A more detailed summary of submitters’ comments follows. Whilst criticism of the ‘consortium’ proposal is not strictly within the terms of reference, a summary of this criticism is included to reflect the strong focus of submitters’ comments in that regard.

#### Summary– Areas of EWRB 30 June 2006 Course Viewed as Unsuitable

- **Focus of course too narrow:**
  - Course focuses too heavily on house wiring electricians; and
  - Focuses on skills rather than safety.
- Course lacks sufficient practical assessment.
- Course guidelines are too prescriptive.
- Course provides insufficient involvement for employers.
- Present course too expensive.

#### Summary– Criticism of Consortium Proposal

- Widespread concern at potential for training organisation monopoly:
  - Cost concerns;
  - Quality concerns; and
  - Control concerns.
- Focus too strong on construction industry:
  - Site Safe course component considered irrelevant to many electricians
- Conflict of interest over training provider/ability to choose who can offer training.
- If Site Safe funded by EWRB, other specialist training should also be funded.
- No place for two core prescriptions.

## Meeting Proceedings

During the first part of the meeting held on 16 October the participants identified with the assistance of a whiteboard seven areas of the EWRB's generic practising licence refresher course dated 30 June 2006 ('the refresher course') that were considered as being unsuitable by the participants.

## Content

These seven areas of 'unsuitable content' were:

1	That the refresher course is more in the nature of a breakdown of requirements than a course relevant to the various types of electrical work eg petro-chemical, marine/aero, hazards, supply/works.
2	That there may not be sufficient time for the course, and that it may not cover all required points.
3	It fails to meet a need for a compulsory update regarding regulatory change.
4	There is insufficient practical testing.
5	It places insufficient emphasis on health and safety in employment requirements.
6	That the refresher course required attendance only rather than a test of understanding.
7	There is a need to access to <u>current</u> accident information (i.e. within the past 12 months) which the course fails to provide.

## Training

The meeting held on 16 October identified three areas of unsuitability as to "training" that were:

A	There was a need to stipulate minimum qualifications for trainers.
B	There was no accreditation of trainers.
C	Questions were raised as to the suitability of trainers to <b>train</b> ie their ability to impart knowledge and expertise.

## Audit

At the meeting on 16 October various queries were raised as to the suitability to the way in which the course was being audited.

## PART B – ALTERNATIVE MEANS

### Written Submissions

- Allow tailoring to specific types of work:
  - For example reflecting difference between appliance repair and construction;
  - Training such as CPR more closely tailored to work-type.
- Extend EWRB framework to include refresher course outlines for line mechanics.
- Colour blindness test for electrical and electronic workers.
- Ensure moderation and auditing is independent and sufficient.
- Ensure uniform use of approach nationwide.
- Trainees should be provided with handouts.
- Training should have a practical, ‘hands-on’ approach where possible.
- Variety in course content should be encouraged – not ‘same old, same old’.
- Employers’ involvement should be encouraged.
- Generic requirements should be augmented with work type-specific requirements.
- Introduction to 30 June document is misleading.
- Retain present robust, effective system of accrediting and moderating.
- Structure EWRB’s requirements so information is gathered on where people work and what type of work they undertake in order to allow changing needs to be met.
- EWRB should retain its own auditor to ensure a comprehensive and varied course.
- Technical institutes and professional people should do the job and convey the technical information rather than retired electricians.

## Meeting Proceedings

### Content

Alternative means of addressing the seven areas of unsuitable content were considered at the meeting held on 16 October. The focus with the use of the whiteboard was on identifying remedies. Adopting the numbering used above, these suggested remedies were:

1	<ul style="list-style-type: none"> <li>• Core guidelines should be applied to each sector and to the work performed in each sector               <ul style="list-style-type: none"> <li>○ Subject to covering core requirements</li> </ul> </li> <li>• Ensuring relevance to specific areas should be left to individual sectors/employers</li> <li>• The title should not include the word ‘course’</li> <li>• The title should refer to ‘minimum guidelines’ or ‘criteria’</li> <li>• Base requirements should be clearly identified – eg for line mechanics</li> </ul>
2	<ul style="list-style-type: none"> <li>• The cost of compliance and refresher courses is onerous</li> <li>• Prioritise requirements and adapt them to specific needs</li> <li>• Need for 2-yearly refresher</li> </ul>
3	<ul style="list-style-type: none"> <li>• Emphasis should be placed on significant regulatory changes</li> </ul>
4	<ul style="list-style-type: none"> <li>• Practical testing should be introduced including testing as to the use of new technology</li> </ul>
5	<ul style="list-style-type: none"> <li>• Place more emphasis on health and safety in employment requirements</li> </ul>
6	<ul style="list-style-type: none"> <li>• Introduce a test to ensure that participants/attendees have some measure of understanding at the end of the course               <ul style="list-style-type: none"> <li>○ EWRB to check requirements in other industries/professions e.g. scaffolders</li> </ul> </li> </ul>
7	<ul style="list-style-type: none"> <li>• Provide updated accident alerts subject to legal requirements on a ‘no name, no blame’ basis.</li> </ul>

### Training

The possible remedies identified were the recent auditing process that was being implemented by the Board along with the accreditation of trainers.

## **Audit**

Possible remedies were seen to include:

- Including atypical course materials (on the course) together with training
- The introduction of an independent auditor (who was not a competitor)
- Reciprocal rights to audit or reciprocal rights of objection

## CONSENSUS

### Content

Following discussion of the various suggestions in relation to the seven areas of unsuitable content identified at the 16 October meeting, consensus was reached along the following lines:

1	<ul style="list-style-type: none"> <li>• The relevance to the different sectors should not be left to sectors / employers</li> <li>• The core guidelines should be applied to the different sectors</li> <li>• The title of the 30 June Document should be amended to refer to 'guidelines' rather than a 'course'</li> <li>• The guidelines should contain a passage to the effect that they apply specifically to Electricians, but do not apply specifically to other sectors</li> <li>• Other sectors could seek approval for variations to reflect their requirements.</li> <li>• Implications should be discussed with the Electricity Engineers' Association</li> </ul>
2	<ul style="list-style-type: none"> <li>• Requirements should be prioritised and adapted to specific industry needs</li> <li>• The 3-hour course was expected, but not a mandatory requirement</li> </ul>
3	<ul style="list-style-type: none"> <li>• A summary of significant regulatory changes should be provided</li> </ul>
4	<ul style="list-style-type: none"> <li>• Practical testing should be introduced including testing as to use of new technology</li> </ul>
5	<ul style="list-style-type: none"> <li>• More emphasis on health and safety in employment requirements not required</li> </ul>
6	<ul style="list-style-type: none"> <li>• There is a difference between auditing work and testing attendees' understanding</li> <li>• Course auditing would be left with EWRB provided independence was maintained</li> </ul>
7	<ul style="list-style-type: none"> <li>• EWRB should provide updated accident alerts subject to legal requirements on a 'no name, no blame' basis.</li> </ul>

### Training

The auditing process recently introduced by the Board should address the training concerns but if it does not then the concerns should be reviewed in light of the auditing programme.

### Audit

This matter should be left with the Board for now provided it was vigilant to maintain the independence of the auditing process.

## Annexure A – List of Submissions

<b>Name</b>	<b>Organisation / Title</b>
Jack Bicker	-
Gavin Bowden	Appliance & Electronic Industry Association
Laurie Burns	Registered Inspector
James Cannan	Unitech
Nick Chandler	Chandler Consulting Ltd
Peter Cook	Safety Refresher Course Tutor
Tony Doyle	Registered Inspector
John Griffiths	Mapua, Nelson
Bruce Gosling	Electrical Inspector
Bob Hanhan	Registered Electrician
Gavin Jack	UCOL
Alf Terry	-
Godfrey Nesus	Nesus & Associates Ltd
Les Phillips	Registered Electrician
Doug Reid	Retired Electrician
Helen Rinaldi	Central Region EIA
Keiran Shaw	ACE NZ
Southland Branch New Zealand Electrical Institute Inc	-
Jim Spehr	North Power
Gordon Tonks	G&D Enterprises
Barry Yates	Secretary NZ Electrical Institute

## Annexure B – List of Attendees

David Allan	Bill Lowe
Rick Anderson	James Mead
Lloyd Beedell	Evan Morgan
Alan Blee	Sarah Munn
Gavin Bowden	Godfrey Nesus
Geoff Chapman	Ron Newton
Iris Clanachan	Steven Oliver
Dave Coleman	Darren Parks
Dennis Cree	Joe Pearson
Alan Cuthbert	Sam Ponga
Tony Dellabarca	Peter Rushworth
Warren Ditty-Smith	Dave Saunders
Duncan Forman	Tom Symister
Cameron Gay	Ken Simpson
Brian Hargreaves	Neville Simpson
Kerry A Harris	Tim Stevens
Bernard Healy	Keith Stewart
Murray Hobson	Kerryn U'ren
Chris Jobson	Quentin Varcoe
Mike Johnson	Jeff Wastney
Sydney Kingi	Mark Williams
Harold Knight	Murray Willis
John Lamb	Adrian Winterburn
Julian Lawton	Eric Witty
Pat Leggett	Paul Young
Tom Leong	