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## Issue 23, September 2015

### *From the Chair...*

Update from the Chair – 24/09/15

Welcome to the September addition of the CETANewZ. Looks like summer is on its way and daylight savings is just around the corner.

For some it has been a slow winter, but for many I hear change has kept them busy. Change in Health and Safety Laws, change in Staff, change in revenue source, change in company structure, change in work locations, could change in the flag be next?????

Unfortunately, for some of our committee this has meant the few we have working on CETANZ initiatives have been stretched and as a result this newsletter has been delayed for several months. Please accept my apologies on behalf of the committee.

It's not all bad though, as some work is progressing, albeit slowly.

Things to keep an eye out for in the near future...

- The update of the Radiation Safety Bill
- The release of NZS 4407: 2015
- The release of NZS 3121: 2015
- The new Health and Safety laws coming into effect
- Resource Management Act review
- Salary Survey
- The next CETANZ conference announcement
- The next CETANZ proficiency
- Finalisation of the updated laboratory qualifications

The committee will endeavour to keep you up-to-date as information comes to hand.

As for the other goings on in CETANZ please read on for the technical and careers & events groups reports.

Note our AGM is set for the 1st of October at Stevenson Resources office in Drury. Please contact us at [info@cetanz.org.nz](mailto:info@cetanz.org.nz) if you would like to attend and haven't already rsvp'd.

In writing this note from the chair I found myself in an unusual position..... for the first time I don't have much to say!!!! So I decided to throw in a list of my top tips for recruitment and interviews. I hope that some of you will find it helpful coming into summer.

Some I found on the web ....some are a little different, some I made up just now!



**Tip #1 – Hire on attitude and smarts**

Skills can be learned easily, it is the core values and abilities that matter.

**Tip #2 – Make sure everyone likes the candidate**

Use the current staff you trust to size up the candidates. Typically your staff will be able to sense how a person will fit with the culture of your workplace.

**Tip #3 – Find out where your best candidates are**

Talk to your current best talent and find out what media sites they go to, what organization's they are members of, what publications they read ...etc. Birds of a feather flock together!

**Tip #4 – Don't be afraid to hunt down that candidate that you think would never leave their current job!**

You should know who is extremely happy in their current job, the rising star who is disinterested today may be a motivated candidate next week.

**Tip #5 – In the job add or first point of contact, answer the question "what can I expect to be doing at this job?"**

Instead of listing bullet points on what qualifications and abilities the candidate must have, paint a picture of what they might be doing in a month's time..... e.g. "In a month you could be monitoring the earthworks fill at a large shopping complex development ... or checking the basecourse production at the quarry down the road..."

**Tip #6 – State what you don't want**

A job add should attract ideal candidates and deter everyone else. Every CV you receive from someone that lacks the background costs you money!

Include statements like ... "only apply if..... Or .....do not apply unless"

**Tip #7 – Set up a small test, get them to do some homework.**

Whether it's a short math test at the HR portal to weed out blanket emails or a written short exam at the interview, the time spent will pay itself back tenfold.

I have several tests that aren't that obvious.

1. When setting up an interview time I give a detailed set of instructions on how to get to the lab and where to drive to and park. I also tell them where to sign in and where to go after that. If they don't follow instructions ...the interview will be short.

2. In the interview I ask what they know about my company and the work we do. If they haven't done any home work to prepare themselves .... The interview will be short.

After the interview, if I think they are possibly in the running I might ask them to do some follow up tasks at home.... Like emailing me back in a week to check on progress or to email some ideas for external training programs or courses they might be interested in doing.

**Tip #8 – During the interview get the candidate to reflect on their past.**

This line of questioning can reveal a lot about a candidate. If they're uncomfortable discussing a past job it maybe because they were fired, you'll see a fight/flight mechanism with awkward pauses. Ultimately what you learn from career reflection is "the degree of proactive thinking that this person utilizes when it comes to career management."

**Tip #9 – Look deeply into their social networks.**

Utilizing a Gmail app called Rapportive can peer into a person's entire social identity on Facebook, Twitter, LinkedIn and Skype with just a single e-mail address. By reading their online identity you really can see what they're about.

**Tip #10 – Avoid those with unprofessional email address.**

A job applicant's email address may seem like the last thing a manager would care about. But a silly or inappropriate address or twitter handle may hint at someone who is not serious about his or her career.

If you would like to know more about any of our activities, have a suggestion or content you want to provide for the next CETANewZ feel free to get in touch anytime. Contact us here at [info@cetanz.org.nz](mailto:info@cetanz.org.nz) if you would like to learn more or contribute

I hope you enjoy this issue.

Jayden Ellis

Chair - CETANZ

## CETANZ CONFERENCE 2016

The Careers & Events working group are pleased to confirm the venue for our 2016 conference is in the lovely sunny destination of Tauranga.

With excellent conferencing facilities and fabulous accommodation, we are looking forward to holding CETANZ conference 2016 at the Trinity Wharf.

History has proven CETANZ conferences hold great value for its delegates. This conference will once again encourage you to meet with others in the industry, share experiences, network and learn something new from the vast range of quality presentations.

For those who have something to share it is a brilliant forum to give a presentation in comfortable yet professional environment.

So tell your boss in order to be part of this fantastic knowledge gaining and sharing experience you'll be staying here:



Then bask in the comfort that this is the Trinity:



Book your calendar now for 10th – 12th August 2016 and you will have more information to follow soon

To register interest in giving a presentation please email us at [info@cetanz.org.nz](mailto:info@cetanz.org.nz)



## Radiation Safety Bill Update

The Radiation Safety Bill is currently being considered by Parliament's Health Select Committee. If passed the Bill will replace the current Radiation Protection Act. Under the current Act NDM users are expected to obtain a user licence. This doesn't change under the Bill. However the Bill also proposes a new type of licence that must be obtained by persons or organisations that manage or control NDMs. Often, but not always, this will be the legal owner of the NDM. The expectation is that this will result in a separation of responsibilities between users and owners. Owners will be responsible for issues such as servicing, maintenance and security while users will be responsible for the safe use of the equipment.

It is proposed that codes of safe practice will continue to exist under the new legislation. There will be a full review of the current Code to ensure that it adopts modern regulatory practice. This review is likely to take place in 2016 and will involve a full consultation with affected user groups.

The Health Select Committee is scheduled to report the Bill back to Parliament in September 2015. The Bill then needs to be read a second and third time. Further information regarding the scheduling of those readings will become known after September.

This update is thanks to Stuart Lillie  
*Office of Radiation Safety*



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## Quick Rugby Quiz

*Courtesy of Stuff Daily Quiz*



Which of these things does Rugby World Cup winning captain David Kirk have?

- A. Eight Children
- B. A medical degree
- C. Six toes on his left foot
- D. All of the above

No Asian countries are competing to win the Rugby World Cup

- A. True
- B. False

What colour shirt does the Scottish rugby team wear?

- A. Navy blue
- B. Black
- C. Red
- D. Green

At which world cup were there suggestions that the All Blacks had been Poisoned?

- A. 1995
- B. 1999
- C. 2003
- D. 2007

The Vuvuzela was an instrument that hit headlines during the 1999 tournament in Wales

- A. True
- B. False

*See the last page for answers*

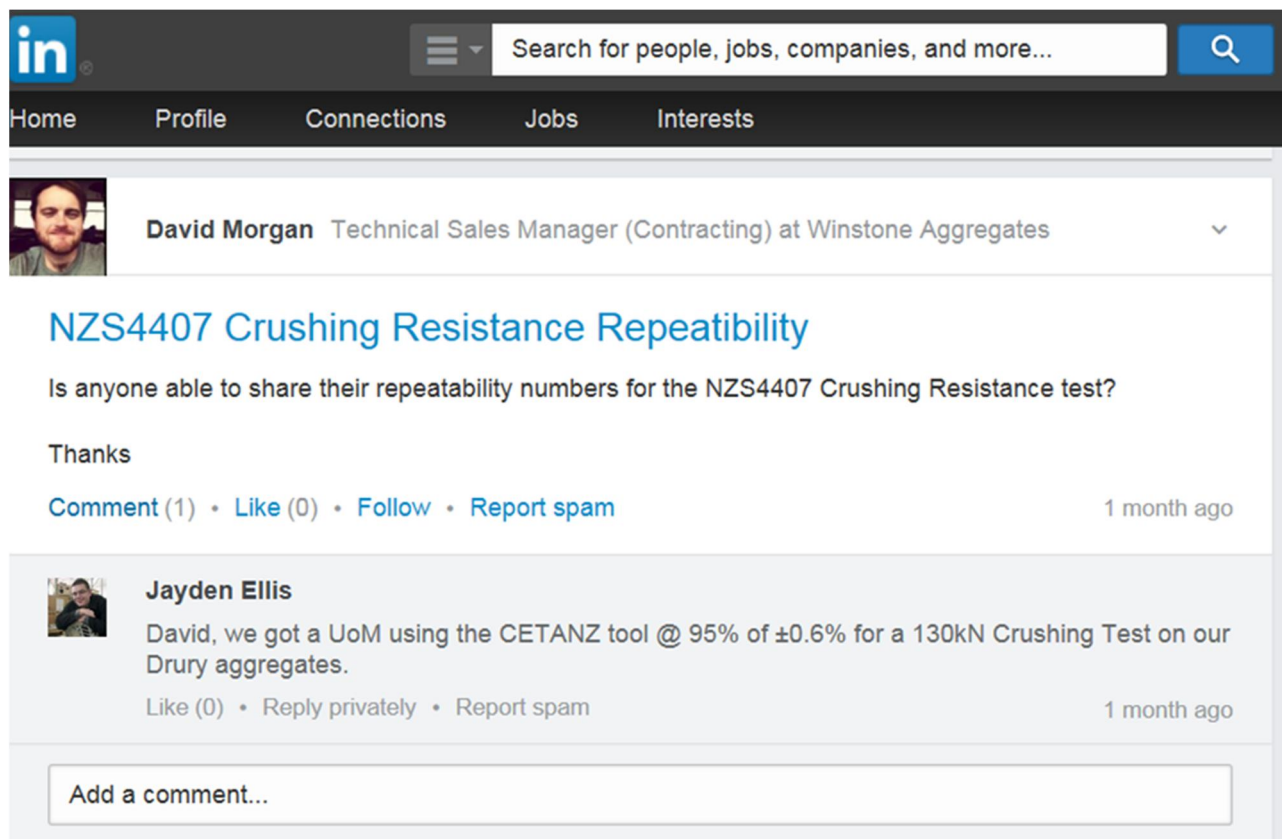
## Join CETANZ on LinkedIn

Have you ever found yourself wondering how others in the industry may be dealing with the problems you keep coming up against? Ever wanted a second opinion from an expert in the field or just a point in the right direction? Do you have years of experience that others may benefit from? If you answered yes to any of the above then you need to join us on LinkedIn!

The CETANZ linkedin group offers a valuable resource to its members. This is a fantastic forum to share our knowledge and experiences as an industry group. It will help to develop the fresh faces that will represent our industry in the coming years and makes for some really good reading and discussion.

Get on board and join up today

To view the CETANZ LinkedIn page, click [HERE](#).



The screenshot shows a LinkedIn interface. At the top is the LinkedIn logo and a search bar. Below the navigation bar, the profile of David Morgan, Technical Sales Manager (Contracting) at Winstone Aggregates, is visible. He has posted a question titled "NZS4407 Crushing Resistance Repeatability" asking if anyone can share repeatability numbers for the NZS4407 Crushing Resistance test. The post has one comment from Jayden Ellis, who provides a UoM using the CETANZ tool. The interface includes buttons for commenting, liking, following, and reporting spam, along with a timestamp of "1 month ago".

in Search for people, jobs, companies, and more...

Home Profile Connections Jobs Interests

**David Morgan** Technical Sales Manager (Contracting) at Winstone Aggregates

### NZS4407 Crushing Resistance Repeatability

Is anyone able to share their repeatability numbers for the NZS4407 Crushing Resistance test?

Thanks

[Comment \(1\)](#) • [Like \(0\)](#) • [Follow](#) • [Report spam](#) 1 month ago

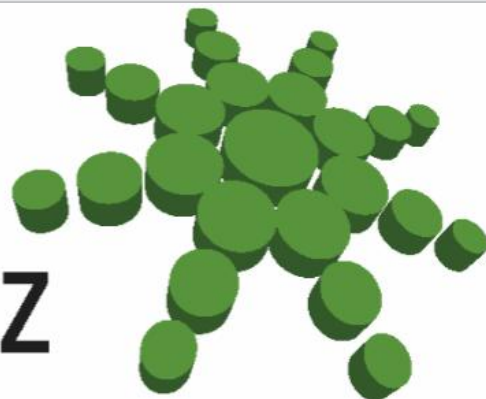
**Jayden Ellis**

David, we got a UoM using the CETANZ tool @ 95% of  $\pm 0.6\%$  for a 130kN Crushing Test on our Drury aggregates.

[Like \(0\)](#) • [Reply privately](#) • [Report spam](#) 1 month ago

Add a comment...

# CETANZ





## An Ode to the Scala

The hammer hurtles swiftly down the shaft,  
And strikes the anvil with a ringing sound.  
By energy transmitted from aloft  
The rod is driven further in the ground.  
Sometimes it bounces sideways on a stone,  
Or sinks a metre at a single blow,  
And what lies underneath remains unknown  
Until you drop the hammer- then you know.

The hammer rises, and the hammer falls  
With muscle-aching regularity.  
Another blow- on solid ground it stalls;  
Another- and it's through! That's when you see  
The jet of water, hear the hiss of gas,  
Or see a shower of sparks, a bright display,  
Or Chorus rock up in a van, and ask  
Why all their fibre links have gone astray...

The hammer drops, the bloody shaft shears off  
Inside the anvil, or the top rod snaps  
With five still in the ground. You've had enough,  
Your muscles and your spirit near collapse.  
And then you get the spare one out, to start  
The last one-metre scala for the day;  
Your finger rests upon the anvil part,  
The hammer slips... That's all I'm going to say.

Roger Evans  
Geotechnics



# Calibration and repair

We've got a new look, a new location and increased services.  
Now calibrating and servicing just about all your civil testing gear.



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## New Calibration Services

In addition to our existing suite of services, we have recently gained IANZ accreditation for:

- Compression machines
- Tension machines
- Balances
- Load cells
- Proving rings



## Civil Testing Equipment

Nuclear Density Meters, Shear Vanes, Impact Testers, Concrete Airmeters, Schmidt Hammers, Measuring Wheels, Scala Penetrometers, Skid Resistance Testers and more...

## Metrology and Lab Testing Equipment

Dial Gauges, Calipers, Liquid Limit Devices, Length Bars, Micrometers, Rubber Hardness Testing (ShoreA, IRHD), Measuring Tapes, Steel Rules, Weight Gauges, Engineers Squares, Spirit Levels, Dumpy Levels, Bevel Protractors, Inclonometers (Bevel), Graticules, Paint Gauges, Gauge Blocks, Thread Gauges, Surface Texture, Surface Plate and more...



## MCC - The Measurement and Calibration Centre

For more information call us on: Ph: (09) 362-1720 or visit our website [www.themcc.co.nz](http://www.themcc.co.nz)  
19 Morgan Street, Newmarket, Auckland, New Zealand

Quick Rugby Quiz Answers:

1 = b, 2 = False, 3 = a, 4 = a, 5 = False

