



Moulding Your Career

September heralded the introduction of the inaugural Moulding Your Career course, a joint venture between PIMA and TAFE NSW-South Western Sydney Institute.

This course has been specifically designed as an introduction to the plastics industry and the processes they use and the products they manufacture. It will be especially beneficial to new entrants to the industry, as well as to anyone wanting a more insightful knowledge of plastics materials and processes.

This course will be run again on 22nd February 2007.



After 50 Years The Wallace Group is still on top

This year LJ Wallace Group celebrates it's 50th Year in business.

After commencing its business ventures in 1957 (founded by Les Wallace) in Enfield, LJ Wallace moved to Silverwater in 1967.

The company then moved (only next door!) into its current premises in 1993.

Today LJ Wallace Group is a typical family company. Employing Kevin Wallace (Managing Director), David Wallace (General Manager), Gayle Hutchinson (Sales Director) and Geoff Wallace (Logistics Manager).

David and Geoff are now the Third Generation of the Wallace family to be involved in the business – something that Kevin is very proud of.

So many may ask “how does a company stay in business for 50 years”? Well I guess there is no real secret. Hard work and family harmony have always been important to the Wallace family, as well as making every employee feel part of the family.

Our quarterly newsletter: titled “Wally News” lets everyone share with each other their social and personal goals and achievements.

Company events such as our annual Harbour Cruise have always been a favourite with many of the staff. “Taking care of each other” is what we pride our selves on.

So after 50 Years of involvement in the plastics industry LJ Wallace Group has seen a great deal of change.

Kevin Wallace has been Managing Director since 1985 after starting with the company in 1972. Gayle started with the company in 1991 and has always made a valuable contribution to the family team. David Wallace commenced with the company in 1997 and is now employed as the General Manager. David completed his Economics degree in 2002, and is gradually finishing his Masters.

Probably the most important ingredient for survival in such a competitive industry is adapting to change. With countries such as China being such a force in all areas of manufacturing, change is not optional but imperative.

While many areas of the manufacturing community are struggling to come to terms with the competition from offshore suppliers, LJ Wallace is thriving at the challenge.

All that is required is a positive attitude and a willing to continually change. Standing still and adopting the same production methods year in year out is guaranteeing failure.

It is this line of thought that has seen LJ Wallace competes with China and other low cost countries, and earlier this year we where successful with bringing a large project back from China.

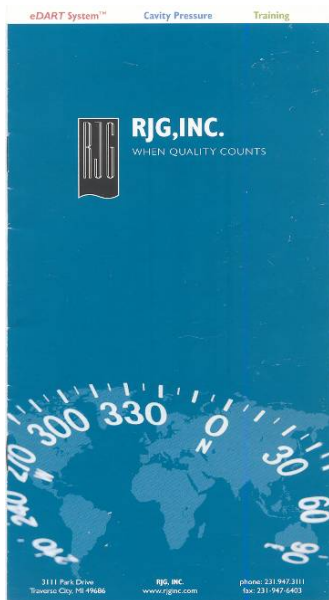
How you may ask?

First of all you need good quality, service and deliveries. Once you have established these first three aspects, you need to be the cheapest!

How we do that is what makes our company such a force in the plastic moulding industry.

Through hard work and continually looking for change, LJ Wallace is still currently bringing work back to Australia. Something of which all of us here are very proud.

This article was submitted by: David Wallace, LJ Wallace Group



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HEALTH & SAFETY Bulletin

WorkStation - October 21, 2005 edition*

This article was submitted by Peter Mandavy, ASP Plastics Pty Ltd

Employers must exercise rights

(Australian Chamber of Commerce and Industry website)

Employers should feel free to use their arbitrated right to refuse employee requests for two years parental leave on the birth or adoption of a child.

ACCI says employers must give proper consideration to the requests, but the Australian Industrial Relations Commission has given broad grounds to refuse, including cost, lack of adequate replacement staff, loss of efficiency and impact on customer service.

Peter Hendy, ACCI chief executive, says many small and medium businesses will not be able to provide more than their legal obligation of one year's parental leave.

Mr Hendy has called on employer bodies around Australia to ensure employers are aware the AIRC's decision in the family test case does not give workers a right to two years leave -- they can only request it.

See [The ACCI](#) website.

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Health and Safety

The cost of longer working hours

The increased use of 12-hour shifts in enterprise agreements has major implications for the health and work-life balance of employees, according to the latest Agreements and Database Monitoring (ADAM) report by acirrt at Sydney University.

The *ADAMreport44* says

Companies have often used enterprise bargaining over the past decade to restructure working patterns to run plant and equipment around the clock to achieve major productivity gains.

It says two major reasons are cited for the improved productivity of 12-hour shifts:

- the reduction of time lost due to shift changeovers, particularly in manufacturing and mining; and
- improved shift efficiency – workers get into a rhythm as the shift progresses.

But over extended periods of work, there is also the possibility of lost productivity because of worker fatigue, errors, accidents, and the turnover consequences of burned-out workers. The report says a number of studies over recent years have examined the impact of 12-hour shifts.

Error rates

The studies have shown employees are prone to increased error where constant attention is required. Increased error also occurs where there is prolonged inactivity or where tasks are repetitive or monotonous. Workers on 12-hour shifts can develop fatigue, which leads to “nodding off”, lapses in concentration and frustration. The report says the findings have major implications for all workplaces, but particularly those in the transport industry and in industries with heavy machinery. The studies have also found shift workers to be at higher than average risk of gastro-intestinal disorders, chronic fatigue, anxiety, depression and drug use. These are costs for society, especially the effects of shift workers’ irritability on family life.

Duty of care

ADAMreport44 says employers need to be aware of their duty of care to employees from changes in shift patterns. It says any changes to working hours need to take into account the occupational health and safety laws in each state or territory.

The report gives examples of measures employers are taking to oversee changes.

One way companies are responding to the implementation of 12-hour shifts is by setting up monitoring committees, with union and management representatives, to observe workers moving to new shift patterns.

These are often introduced – with the 12-hour shift itself – in enterprise agreements.

Medical checks also are part of the process, with one company in the building and construction industry allowing workers to have medical checks by their own doctors to determine their suitability for the new shift pattern. The company reimburses the cost of the medical checks.

Rostered days off are another simple way of compensating for the longer hours pattern, although 12-hour shifts are often introduced as part of a 36-hour week or nine-day fortnight, especially in the building industry.

This article was submitted by Peter Mandavy, ASP Plastics Pty Ltd

Advertising & Contributions

Advertising is now available in the PIMA PRESS. Advertisements should be submitted as a WORD file Please contact Ralph Cable (Ph: 02 9387 6610 or pima@pima.asn.au) for more information.

Advertising rates are \$50 + GST for a quarter page.

We still need articles to be contributed. As PIMA PRESS is read by a large cross-section of the plastics industry articles do not need to be specific to Injection Moulding. Information on insurance, OH&S, raw materials, latest news on people and companies etc is welcome.

Trade Directory

Have you placed a FREE listing in the PIMA Trade Directory? You will find it attached to the PIMA website. Go to www.pima.asn.au and click on Trade Directory. If you have any problems contact Ralph Cable on (02) 9387 6610.

This directory has the potential to assist the industry with fast access to providers of goods and services to the industry but to improve this we need even more listings.



PIMA Charity Golf Day 2007

The PIMA Charity Golf Day will again be held at Carnarvon Golf Club on Friday 4th May 2007. More details will be mailed out and also will be in future editions of the PIMA PRESS. It is an Ambrose event so all levels of golfing ability are catered for. Keep the date available, start organising your teams and put some funds aside in your budget for sponsorship. PIMA is proud that over the last three years we have raised \$76,000 for charity, so come along.



Plastics Pioneers News

The next meeting of the Plastics Pioneers will be held at The Rugby Club on Thursday 30th November 2006.

The Plastics Pioneers is open to those with 20 years experience in the plastics industry. The meetings are purely a social event where members get together to eat, drink & be merry while discussing “the good old days”. If you feel you would like to join the Pioneers please contact Mick Leabeater at ASP Plastics Pty Ltd on (02) 9623 7677 for more information.

Dinner Seminars

PIMA dinner seminars are informative and a great chance to network with other members of the industry. We are currently putting together this year's topics so if you wish to present something of interest or would like to suggest a topic that you feel would be of interest to others please contact Ralph Cable at pima@pima.asn.au . Providing the latest information to the industry is one of PIMA's major aims, so help us help you.



Important Diary Dates

Dinner Seminar & AGM	Tuesday	31/10/06
Plastics Pioneers Lunch	Thursday	30/11/06
Moulding Your Career	Thursday	22/02/07

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