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PIMA PRESS



The Change has finally arrived

After 15 years of looking after the interests of the Injection Moulding Industry in NSW The Plastics Injection Moulders Association Incorporated (PIMA) has, from the 1st of July 2007, become The Plastics Industry Manufacturers of Australia Incorporated (PIMA).

This change has been brought about as the result of numerous requests from other sectors of the plastics industry Australia wide for a body that would represent their interests and provide seminars, training and networking opportunities.

PIMA will be setting up sub-committees in the various states to co-ordinate these activities and is calling on those parties who maybe interested in helping out by volunteering their services to let PIMA know by emailing pima@pima.asn.au .

You will notice that the initials remain unchanged – this was deliberate because of the large amount of enquiries PIMA receives through its website www.pima.asn.au . The PIMA Board felt that it would be advantageous to keep the prominent position that PIMA has in the various search engines that lead to this successful internet penetration. As the website is still undergoing re-modeling the site at this stage remains unchanged.

This change-over and expansion will not be achieved without some teething problems and PIMA asks for your co-operation.

Invoices for this years membership subscriptions will be sent out soon and when payment has been received new Membership Certificates for the new PIMA will issued.

Vale Keith Dowling

PIMA News has been informed that Keith Dowling passed away on the 5th August 2007, at 80 years of age. Keith was in the Plastics Industry for a number of decades and once owned Dowling Plastics, a large moulder located on the Northern Beaches.

Even up to his death Keith was still moulding in a small factory in Balgowlah.

Keith's son Ian and grandson Luke are still carrying on the family tradition of Injection Moulding, both being employed at Roblan Pty Ltd.

Important Diary Dates for 2007

Dinner Seminar	Wednesday	22/08/07
Plastics Pioneers Lunch	Thursday	30/08/07
Supervisors Level I Seminar	Thursday	13/09/07
Dinner Seminar & AGM	Tuesday	26/09/07
K Fair – Dusseldorf	24 – 31 October 2007	
Intro to Plastics Seminar	Thursday	08/11/07
Dinner Seminar	Wednesday	14/11/07
Plastics Pioneers Lunch	Thursday	29/11/07

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Vale Alex Pennicook

17/01/1924 to 1/12/2006

The following is a copy of the eulogy given by Ern Molloy at the funeral of Alex Pennicook last December.

PIMA thought that as the eulogy pointed out what a character Alex was and also gave a pocket history of the early days of the plastics industry our readers might find it interesting.

PIMA wishes to thank Ern for allowing us to print this eulogy.



I am greatly honoured to speak a few words about Alex Pennicook on behalf of his many, many friends in the Plastics industry. Alex was a doyen of the Plastics Moulding industry in Australia - his time in the industry here virtually spanned the thermoplastics era – from the late 40s to the present day. In fact, given the loss of such large slabs of the local moulding industry to imports from overseas in recent years, it is fair to say that thermoplastics moulding in this country has virtually come and gone during his lifetime.

Alex literally spent his lifetime in Plastics. He started as a young lad in early wartime England where he was apprenticed to his toolmaking & design trade in a precision engineering and toolmaking firm. He sometimes remarked on his good fortune to have come into the plastics industry at the time that he did: a time when new materials & methods were evolving so that an innovative engineer was able to develop new ideas and products. He flourished in that environment and by the end of the war he was working with Standard Telephones in London, right at the cutting edge of precision moulding of thermosets as well as early transfer injection moulding of acrylics. He always had a very strong work ethic to go with his clever engineering skills. Even when emigrating to Australia on the first “all migrant” ship from the UK in 1947, on his portable Drawing Board he produced a tool drawing for a UK client – a 4 cavity injection moulding tool for Cellulose Acetate – and mailed off the drawing when the ship docked at Colombo.

His deep and lasting association with the old Plastics Institute of Australia began before he had even properly disembarked in Aust. He was bound for Brisbane under sponsorship by the old Chas Hope Co. when the ship docked in Sydney for a couple of days. He learned about the PIA meeting that was being held in Science House on that first night he was in dock, so he walked across the Domain from Woolloomooloo to Harrington St so as to meet up with some of the local plastics people. At that meeting he met Laurence Harrison of AS Harrison Co (whom many of you will remember) and Laurence became a very helpful mentor in Alex’s early days here as well as becoming a friend for life. Alex’s keenness to make new friends and further his relationships is well illustrated by that particular anecdote. His amazingly large network of friends was a hallmark and spoke of the esteem with which he was held by so many people in the industry, as well as outside of it. In recent years his memory was sometimes slow in recalling the name of a person or a company (after all our brain can’t store an infinite number of them), and he was reliant on June to help him with the recollection, which she unflinchingly did.

His stay in Brisbane was a matter of only weeks; discovering that Chas Hope’s only plastic moulding was a small phenolic knob he realised that Sydney offered better prospects and almost immediately took a train here. Armed with references from his UK employer Standard Telephones, he approached STC at Alexandria who greeted him warmly, but he was disappointed to find that whilst they had a Drawing Office for Press Tools, all of their moulding was jobbed out, a major supplier being Nally. With a fresh introduction from his new friend Laurence Harrison he was able to meet with Nally’s Engineering Manager Col Jolly.

At that stage Nally had 9 toolmakers but no drawing office and no draftsman. Impressed by Alex's credentials (and his persistence), Col Jolly went on to convince the Board that they needed a Drawing office and early in 1948, Alex proceeded to set it up. Alex's employment by Nally was one of those life changing events, for it was there that he met June and in November 1952 they married. Between 1948 and 1952, besides courting June, Alex worked hard at keeping Nally at the forefront of plastic moulding. Nally had a prominent position in the moulding industry as a radio cabinet moulder. Those of you of a certain age will remember those old, big plastic radio cabinets; Nally supplied these mouldings to Radio makers all over the country, including Philips in Adelaide and Radio Corp in Melbourne and Alex quickly got to know a lot of engineering people around the country.

He also gave Nally early capability in large thermoplastic moulding. They moulded large refrigerator parts – crisper dishes and side trims which were so big, over a metre long, that they presented real problems at that time, in finding a machine shop that could handle the job. Again, Alex's creative approach was used to resolve these problems. In post war Australia, materials such as tool steel were in very short supply and Alex's resourcefulness and experience were invaluable to Nally at that time.

In the early '50s, Plastics was still a small, but rapidly growing industry and Alex quickly became well known to his peers. In 1953 he left Nally to join Pierwood Plastics and subsequently moved to Melbourne to become Factory Manager of Moulded Injection Plastics, where he remained until his return to Sydney in 1956. Whilst in Melbourne he continued to innovate and got to know all of the leading plastics people there at that time – people whose names became bywords in the industry – just like Alex. He was also called to South Australia from time to time to lend his expertise to the developing industry there. It is worth remarking that Plastics in those years was a pioneering industry. A genuine, helpful sharing of knowledge amongst those pioneers was the norm and Alex was ever willing to assist other engineers overcome their problems. Whilst commercial considerations generally shut this practice down as the industry matured, Alex's inherent generous nature saw him continue to assist others whenever he was asked, right up to the present. After Alex had returned to Sydney, Pierwood was undergoing changes and eventually was to be taken over by the Nylex group in Melbourne. During this turmoil, Alex decided to create his own opportunities and left.

Setting out on his own he had truly humble beginnings – after leaving Pierwood, he teamed up with Bob Davison who had a rudimentary factory for his compression moulding in York Lane Rockdale (that narrow street behind the Rockdale Town Hall). Those premises had previously been used as horse stables. There, Alex set himself up for injection moulding. Amongst his early work was the a contract to mould millions of Polyethylene Cowboys & Indian sets for Kellogs Cereal packets. That work was won on the basis of using as raw material, cheap regrind PE from used beer keg bungs. That all went well until Kellogs began to receive complaints from customers complaining about the “stale beer” smell of their cornflakes! A little dash of vanilla in the regrind soon fixed that. His business grew exponentially and before long his machinery was extending out onto the footpath. So he found a suitable spot in Turrella and shifted the Pennicook Davison business there, where it remained until the business closed its doors this year.

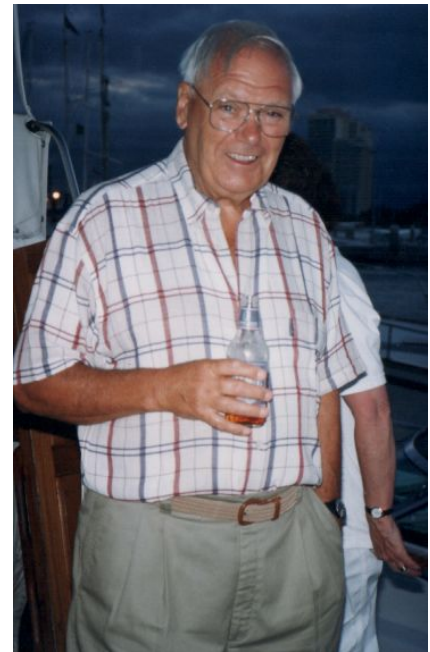
The Pennicook Davison company flourished over the ensuing years. Primarily a custom moulder, it developed a fine reputation as an innovative precision moulder of engineering thermoplastics, always at the leading edge of new materials which proliferated through the 60s and 70s and on. Alex was also always chasing engineering technology developments and adopted mould design techniques from the USA so successfully that he was appointed the Australian distributor for that system. At the same time, they developed a wide range of Proprietary consumer products under the “Welmaid” brand. They moulded “swizzle sticks” for just about every hotel and club in the country. Pennicook Davison covered a very wide spectrum of production. A very noticeable characteristic of the Pennicook Davison company was the “family” atmosphere that prevailed there. Even a casual visitor would remark on that. Employees were treated almost as members of the family and it was a happy workplace. Indeed many of the technical people within the Plastics industry were a member of that Pennicook family company at some stage, quite a remarkable achievement from a medium sized moulder.

I previously mentioned Alex's early meeting with the Plastics Institute of Australia. He joined the PIA almost immediately and was a very active and loyal supporter of that association, being elected a Fellow of the body. The modern successor to the old PIA is the Plastics Injection Moulders Association – PIMA which formed in 1991; Alex was a founding member of PIMA. Of course, he was also a member of the various fellowship organisations that grew within the industry. He was the oldest surviving CAD, being the 8th in that very long line, having had that honour bestowed on him in 1957. He was a member of Plastics Pioneers, for which he served as President in its early years. He was also a member of the Plicks fellowship. And it was truly wonderful that Alex and June were able to spend a weekend together only last August, when Plicks celebrated its 30th Anniversary. For Alex and June, that constituted a "Last Hurrah" over a weekend away with many of their friends in the industry. Alex was a delightful, warm friend with a wonderful sense of humour.

He was most considerate of others and offered a hand of friendship to many a person in need of assistance. He and June had a wonderful life together and their beautiful children and extended families bear testimony to that. All of those grandchildren! He was always eminently practical; in fact he had a classical engineer's attitude to life. When he was diagnosed with his final illness his acceptance of the reality was remarkable. And his ongoing behaviour was just typical of an engineer. He set about tying up all the loose strings. In his last months, I would visit him for a bit of a yarn and he'd be in his garage tidying up the bits and pieces; he'd do his utmost to convince me to take a lighting fitting, or a pool pump, or a set of drill bits etc., kindly wanting me to accept a gift – whilst at the same time tidying up his bench!

Alex, you have left us with a host of wonderful memories and you will remain our good friend always. June, anything that any of us can do to help you or your family, you know that you only have to ask. And you will always be welcome to come along and occupy Alex's chair at any of our various association functions.

Alex, Good-bye dear friend.
You have truly led a most remarkable life.



Workers' Compensation Update

Lower workers' compensation premiums are now in force in four states. In New South Wales, premiums are down a further 5%, bringing the average premium rate to 1.86% - its lowest level in more than a decade.

A 10% cut in Victoria's compensation premium is in force, taking it from 1.62% of payroll to 1.46%.

In Queensland, the premium has been cut to an average of \$1.15 for every \$100 an employer pays in wages, down 4.2% from \$1.20 in 2006/07.

The premium rate in Western Australia has been cut by 12.7%, the average rate falling from 2.117% of payroll to 1.849%.

Also in New South Wales, new premium payment arrangements have started. Employers with a Basic Tariff Premium (BTP) greater than \$1,000 and less than or equal to \$5,000 can pay their premium by quarterly instalments. Employers with a BTP greater than \$5,000 can choose to pay quarterly or monthly.

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

Bullying has devastating consequences



It is critical that victims of workplace bullying find help and support, according to research by the University of South Australia. Dr Michelle Tuckey, workplace stress researcher at the university's School of Psychology, says the major finding from the research is that bullying can have devastating consequences for the personal and work lives of employees, and access to help is important. The university has also undertaken the first national survey of work-life outcomes. It shows more than half of Australian employees believe work sometimes, often or always affects their lives outside work.

The survey was conducted in March by academics from the university's Centre for Work + Life and it gathered the views of more than 1400 randomly selected workers. Professor Barbara Pocock says the research is the first of what will be an annual survey of work-life interaction. "Increasingly, governments are aware and attentive to work-life issues because they are central to wellbeing and to planning around labour markets, health and community services. "The two spheres of work and life interact in complex ways. They do not sit neatly beside one another in separate spheres – they overlap and the boundaries between work and life outside work are increasingly porous."

Dr Tuckey says the research on bullying shows that at any given time, five to 10% of workers are bullied and many more are being exposed to negative behaviours that are borderline bullying. logical resources, in particular, control over when and how their work is done, and support from others to complete the work. These things can make a real difference." Professor Pocock says the worklife outcomes survey confirms worklife pressures are widespread. "More than 60% of the sample group felt work regularly kept them from spending the amount of time they would like with family or friends. "Only 5.5% thought their personal life often or always took time away from their work, suggesting that work pulls more from life outside work than life pulls from work."

Professor Pocock says another key finding is that many Australians frequently feel rushed for time. "This is especially significant for women, with more than 55% of them reporting they often or always felt pressed or rushed compared with just under 50% of men. "Women with children are the worst affected with almost 73% often or always feeling there aren't enough hours in a day. "And part-time work is not necessarily the cure-all people believe it to be. Women with children who work long part-time hours [16 to 34 hours per week] had worse worklife outcomes than similar women who worked full-time."

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

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Winners are grinners – PIMA Charity Golf Day 2007

Once again fine weather greeted the 96 players who competed in the 4th PIMA Charity Golf Day at The Carnarvon Golf Club in the heart of Sydney.

The emphasis of the day has always been on promoting fellowship in the Plastics Industry, having a lot of fun and at the same time raising money for worthy charitable organisations. PIMA is proud of having raised over \$ 90,000 from these golf days, with every cent being passed on to these worthy causes.



Winners – Duromer No.2 Team

From left: David Brien, Tien Vu, Brendan Jones (holding the Ken York Memorial Trophy) and Ken Payne, with PIMA President Keith Monaghan behind.

PIMA wishes to thank all those who have sponsored the event over the past 4 years, with special thanks to ASP Plastics and W&S Plastics, both these companies having been Diamond Sponsors for every one of those 4 years.

The success of the day is made up of many necessary elements, from the players (both good and not so good), the sponsors (that's how we raise the money) and the volunteers (who risk life and limb helping out the day).

Congratulations to the winners, Duromer Products No.2 Team with a net score of 53.875, closely followed by the Runners Up, International Moulded Plastics Team with a net score of 55.5 and A Plus Plastics Team in third with 56.875.

The 2008 event will again be on in May, the exact date will be confirmed as soon as possible.

Plastics Pioneers News

The next meeting of the Plastics Pioneers – NSW will be held at The NSW Sports Club on Thursday 30th August 2007.

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.

The Powerhouse Museum asks for assistance from PIMA

PIMA has been approached by the curator of The Powerhouse Museum to help the museum catalogue the various plastic mouldings that they have acquired, largely from the 1950's & 60's (think about it, that's the middle of the last century, doesn't that make you feel your age?). We need volunteers, most probably Plastics Pioneers, who would be able to spare some time to sit down with the museum staff and try to identify and possibly shed some light on the history of those mouldings. It is proposed that they would also interview some of the volunteers and that those interviews would be available on line.

So if you have some spare time and would like to do something far more interesting and rewarding than painting the house or mowing the lawn then please contact Ralph Cable on 02 9387 6610 to register your interest in participating in this project that will highlight the history of our industry.

Who knows, if you twist my arm, PIMA might shout you a nice lunch to reward you for your efforts.

Dinner Seminars

PIMA dinner seminars are informative and a great chance to network with other members of the industry. We are currently putting together next 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.



Moulding Your Career Seminar Series – Supervisors Training Level I

Following on from the successful introduction of the first full day seminar –Introduction to Plastics, PIMA has developed a new topic – Supervisors Training Level I. This course has been specifically designed to inform the new or existing supervisor in the Plastics Industry of the Rules, regulations and outcomes that they are expected to know and comply with.

Topics covered will include:

- The Role of the Supervisor (Managing Time, Production, People as well as The Supervisor's Position).
- Leadership (Leadership Styles, Conflict Resolution, Workplace Personalities).
- Occupational Health & Safety (Legislation, Hazard Identification, Risk Management).
- Equal Employment Opportunity (Workplace Discrimination, Harassment).

This will be a full day seminar and it will be run at TAFE Lidcombe College on Thursday 13th September 2007. The cost is \$250 + GST for PIMA members & \$350 + GST for non-members.

Lunch will be provided and should you require further details or require a booking form please contact Ralph Cable on (02) 9387 6610.

The Introduction to Plastics Level I course is scheduled to be run for the 3rd time on Thursday 8th November 2007. The fees for this course are the same as the Supervisors Course and once again, should you require further details or require a booking form please contact Ralph Cable on (02) 9387 6610.

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.

Trade Qualifications for the Plastics Industry by Recognition of Prior Learning and Existing Skills

For a number of years now, there has been a trade qualification for the Plastics Industry in the areas of injection moulding, blow moulding and extrusion. Certificate 4 in Polymer Technology is a 3 year course that is undertaken by apprentices working in injection moulding, blow moulding or extrusion that enables them, on completion, together with 4 years work experience, to receive their Trade Certificate in Polymer Technology.

The trade course covers the competencies of machine control, die setting, trouble shooting, material knowledge and testing, OH&S, and quality control as well as some other complementary minor competencies.



There are many existing workers employed as technicians, die setters or machine operators who have many of the skills and much of the knowledge that is covered in the trade course. Some may also have a lesser level qualification in polymer studies. These workers do not have to start at the beginning. Under the Existing Worker Traineeship initiative, they can be assessed in the workplace and have their existing skills and knowledge recognised whilst having any gaps filled in with training that is relevant to the employer and delivered on-site.

Existing Worker Trainees are eligible for funding from the Commonwealth Government and therefore in most cases there will not be a cost to either the employer or the employee.

The workplace assessment of skills and knowledge, the recognition of prior learning and the delivery of training is undertaken by Lidcombe TAFE, at the employer's facilities, within a maximum period of 2 years.

Once the Existing Worker Trainee has completed the Certificate 4 in Polymer Technology they can apply for the Polymer Technology Trade Certificate.

PIMA and TAFE NSW are dedicated to ensuring that the Plastics Industry has a trained and experienced workforce for the future. Trades men and women will make up this workforce and by fast tracking workers with existing skills as well as attracting new apprentices, the Plastics Industry will have the employees capable of competing with current challenges as well as future demands.

For further information regarding Existing Worker Traineeships, please contact Stephen Dawkins on 9643 4688 or 0423 099 934.

PIMA AGM 26/09/07

Many of your committee members have served you faithfully for a long time. Some would like a well earned break.

The PIMA Committee is looking for new members, especially from sectors of the industry other than but not necessarily Injection Moulding. If you would like to join the committee please contact Ralph Cable on 0419 603 332 or pima@pima.asn.au.

PIMA

PO BOX 324,
Lidcombe. NSW. 2141
Ph: (02) 9387 6610
Fax: (02) 9387 6924
Email: pima@pima.asn.au