



Skilled Staff Shortages

Over the last few months PIMA has been approached by two member companies for assistance with regards residency of employees.

In one case the employee was a qualified Injection Moulding technician of 7 years experience (having been employed by the company for more than 4 years), and the other case was of a die setter with 7 years experience (having been employed by the company for more than 6 years).

In both cases the attitude of the Department of Immigration has been that there is an abundance of these skills available in Australia.

PIMA has written letters of support for these companies pointing out that the shortage of qualified staff has had an impact on the industry for a number of years already, and at this stage, believes that this will continue for at least the next three to four years. The resourcing shortage stems in part from the absence of a formal trade qualification for the industry; young job seekers are reluctant to join an industry with no formal trade qualification. As a result, employers turned to ad hoc training programs, where employees were trained 'on the job' by their employers.

For some time, the only recognised training available for the industry was the TAFE Polymer Processing course, levels 1, 2 and 3. However, these courses are voluntary and in most cases attended only by those intending to improve their knowledge and understanding of processes used in the plastic industry, they do not address the skills and training needed by die setters/moulders and not all employers insist on attendance.

In 2003 a recognised apprenticeship was finally made available for the plastics industry in NSW. Now that a formal qualification scheme is available to the industry, representative organisations like PIMA have identified an opportunity to co-ordinate the development of a knowledge and experience base on which the industry can rely and grow. However, the benefits of this strategy and a recognised apprenticeship will not be realised by the industry as a whole for up to four years. Until that time the shortage of experience and qualified die setters/moulders will continue to have a critical impact on the industry.

PIMA is happy to help any member companies experiencing this same difficulty of the Immigration Department wanting to deport their skilled staff. If you need help contact PIMA either by phone or email and we will endeavour to help

New Look PIMA PRESS – Articles Needed

In an effort to publish more editions your PIMA PRESS has taken on a new format. It is our aim to publish (by email only) a shorter, more concise version that will hopefully come out monthly. Please keep in mind that the editor is a VOLUNTEER and would appreciate your contributions, whether they be snippets of information as to what is happening in the Plastics Industry, new product or process information, or anything that you feel would be of interest to the industry as a whole. If you would like to contribute please send copy to pima@pima.asn.au . Please place the word 'newsletter' in the subject box of your email.

Corporate Bullying Costs Companies

Bullies at boardroom and senior management level are costing Australian companies “serious money”, according to a consultant, who has been working in the corporate sector for 20 years.

Ms Cornally says the effect bullies are having on decision making processes is one of Australia’s corporate hurdles. “Bullying is all about power, regardless of age, gender or socio-economic background,” Ms Cornally says. She explains there are two types of bullies – the reactionary bully and the control and power bully.

The reactionary bully is generally a person trying to counter feelings of powerlessness. The bullying is the result of low levels of emotional competence and is often an emotional reaction in dealing with provocative situations.

The control and power bully is a person who gets enjoyment from exercising power and control over other people. The person has a lack of awareness or interest in the effect he/she has on others.

Ms Cornally says bullying is increasing at board and management level mainly because of pressure and stress. “When people are feeling extremely frustrated the anger rises and if they can’t get action or movement, then they start using intimidating tactics to get what they want. It comes out of this feeling of powerlessness. “People are being asked to do more in highly constrained circumstances, which means trying to get their outcome becomes more difficult.”

“How many people have time to reflect, think things through thoroughly, and ask all the questions they need to. And in boards it’s crucial they do that in order to make good decisions.” Ms Cornally says a bullying executive causes problems because co-executives and staff are afraid to tell him/her about operational problems.

“Staff often don’t tell an executive the whole picture because of bullying behaviour”.

That means the executive is making decisions with a blinker on. The consequences can be significant, particularly in this day and age when the real resource in a company is what people think and their creativity. “If they are operating out of fear, they are not going to take any risk, so they are not going to put forward the best ideas”.

Are you bullying someone?

*This article is reprinted from “Occupational Health Bulletin” – January ’05 edition
The editor wishes to thank Peter Mandavy from ASP Plastics Pty Ltd for submitting this article*

Amendment

The Dinner Seminar originally set down for Tuesday 8th February has been moved to Tuesday 1st March as we have two speakers coming from overseas – a flyer with full details will be sent out soon.

Important Diary Dates for 2005

Plastics Pioneers Lunch	Thursday	24/02/05
Dinner Seminar	Tuesday	1/03/05
Dinner Seminar	Tuesday	12/04/05
PIMA Charity Golf Day	Friday	13/05/05
Plastics Pioneers Lunch	Thursday	26/05/05
Dinner Seminar	Tuesday	7/06/05
Dinner Seminar	Tuesday	9/08/05
Plastics Pioneers Lunch	Thursday	25/08/05
Dinner Seminar & AGM	Tuesday	11/10/05
Plastics Pioneers Lunch	Thursday	24/11/05

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 but we need more listings.

Austool

Austool are holding a FREE practical workshop entitled 'Reduce your Lead Time' on Monday 31st January 2005 at 5:00pm.

The topics to be covered are:

Scheduling

Asset Utilization

Quoting in 'real time' – keep the customer happy

Clustering for collaboration

Venue: Austool Technology Centre

2 Austool Place

Ingleburn

For bookings contact

Peter Jupe

Ph: 9605 2633 or

jupep@austool.com.au



Plastics Pioneers

The first Plastics Pioneers lunch for the year will be held at the Rugby Club on Thursday 24th February.

For any information about the 'Pioneers' please contact the President, Mick Leabeater, at ASP Plastics Pty Ltd:

Phone (02) 9623 7677

Email: mick.l@aspplastics.com.au

Society of Plastics Engineers



**SPE: ANZ
Section Inc.**

The Society of Plastics Engineers is holding a seminar entitled 'K Fair: a retrospective' in Melbourne on the 15th February 2005

'Held only once every 3 years, K Fair is the biggest plastic exhibition in the world. Closer to home, Chinaplas is Asia' largest plastic "show". Companies and organizations from all over the world show-case the best the plastics industry has to offer at these events. This seminar offers three valuable perspectives on the Exhibitions – As a business networking experience, as a showcase for new equipment, and as a materials and additives feast'.

For further information:

Lex Edmond Ph: 0438 434 316 or L.Edmond@bigpond.com

Chinaplas 2005

21-24 June 2005

Guangzhou International Convention and Exhibition Centre
Guangzhou - China



PIMA Charity Golf Day & Dinner 2005

Don't forget – it's on again

Friday 13th May

Carnarvon Golf Club – Lidcombe.

Remember to block this day out in your diary.

Sponsorship and entry details will sent out soon.

Ausplas 2005

26-29 September 2005



PIMA

PO BOX 324

Lidcombe

NSW 2141

Ph: (02) 9387 6610

Fax: (02) 9387 6924

Email: :pima@pima.asn.au