



## **Beware: Residency rules tightened**

If you are an employer who sponsors foreign nationals to work in Australia, you should understand tighter rules on permanent residency.

Under current rules, employer-sponsored employees can seek permanent resident visas simply by satisfying the Department of Immigration they are highly skilled.

But from April 2, the department will accept applications only from people who:

- have been employed in Australia on a specified temporary visa for at least two years.
- have had their skills formally assessed by an independent body and have at least three years experience in their nominated position; or
- occupy senior management positions and earning at least \$151,500 annually.

*The editor wishes to thank Peter Mandavy from ASP Plastics Pty Ltd for submitting this article*

## **OH&S – Bosses play key role in safety culture**

A specialist in managing occupational health and safety says safety cultures won't get off the ground unless senior executives play a major role.

Dr Hopkins, Professor of Sociology at the Australian National University, says a safety culture is underpinned by practices, not ideas. "The culture must be built on a genuine commitment from the most senior levels of the organisation to access resources and develop systematic safety procedures.

"That commitment must be matched with action, rather than value statements, that can be unambiguously understood throughout the organisation." Dr Hopkins says it is not possible to simply graft a safety culture onto an existing organisation and the most sophisticated safety system is useless without a supportive culture.

He says major accidents are frequently traced to failures in safety management systems and investigations sometimes show those systems are little more than sets of manuals sitting on metres of shelf space, bearing little relation to what happens in the workplace.

"They are virtual safety management systems, existing in theory but not in practice."

Dr Hopkins, a keynote speaker at the *Safety in Action Conference* in Melbourne in March, says senior managers have an obligation to "visit the front line" regularly and reward safety in the same way they encourage productivity.

He says they should familiarise themselves with procedures that are critical to safety and test them for weaknesses. "Leaders should also meet people involved in near misses or accidents to discuss the lessons learnt and see how they have been integrated into procedures."

Remember! "Safety starts with you" – Peter Mandavy.

*OCCUPATIONAL HEALTH TH & SAFETY. Bulletin Vol 305, Feb 05*

*The editor wishes to thank Peter Mandavy from ASP Plastics Pty Ltd for submitting this article*

## All but the last 300 metres - Kevin & David Wallace back safe from their attempt to climb Aconcagua

Dear All,

PIMA Members Kevin & David Wallace are back from their attempt on Aconcagua. The climb was attempted in order to raise funds for the Sophie Delezio & Molly Wood trust Fund. Kevin has sent us a short report and we look forward to hearing of their climb in more detail.

Dear all,

For those of you who I have not been in contact with in the New Year, David and I made it back from our trip in one piece. We arrived back in Sydney few weeks ago, and are now planning our next adventure! Wow what a trip. I trust you all had a safe and Merry Christmas, and are now looking forward to a good and busy year ahead. We have been up dating the web sight [www.climbingforthekids.com](http://www.climbingforthekids.com) and have added some photos, the video is still being edited.

For those of you who have been generous enough to donate to this wonderful cause, there is a form attached with this newsletter for you to print out. If you have not already done so, could you please fill out this form, along with your kind donation and post it to the Manly Life Saving Club. The address and details are on the form. For those of you who have not already made a commitment – it is never too late.

Although making the summit was the goal, it was not imperative. High altitude climbing poses many variables which if not taken with caution can cause severe consequences. On the summit day I was very sick however David continued on but was forced to turn back approximately 300 metres from the top. So for those of you who committed to the success of the climb, the distance achieved was 6750 meters. However we had a photo of Sophie and Molly used as our inspiration we gave this to 2 Special Forces policemen Greg and JT from Victoria really great blokes and they got the girls to the top. Visit their web page ([www.vicpoleverest.com.au](http://www.vicpoleverest.com.au)). Please think about the two young girls when considering your calculation on how much to donate.

Please take a moment to have a glance at our web site over the next few days, as there will be some great shots of our trip being posted very soon!

All the best for 2005 and again THANK YOU VERY MUCH FOR YOUR SUPPORT. Together we raised over \$27,000.

Kind Regards,  
Kevin Wallace



**Aconcagua** is the highest mountain in the Andes Chain of South America. It is the highest mountain in the Southern hemisphere located in Western Argentina, near the Chilean border. Elevation is 6962 metres

# History of the Plastics Pioneers

## How it all started in NSW

Below is an excerpt from the Minutes of the first meeting of the Plastics Pioneers in NSW. This has been kindly provided by Bob Jeavons from the Victorian Plastics Pioneers. You will notice that in those days the 'Pioneers' had a President **AND** a Committee!!!

### News Item

On Wednesday the 11th November 1987 the inaugural meeting of the Plastic Pioneers in New South Wales took place at The Sydney Club, 9 Rowe Street. Sydney.

As a representative of the Plastic Pioneers, Victoria, Bob Jeavons attended on the invitation of Alec Pennicook. The luncheon was attended by 30 eligible pioneers with 30 apologies and at the request of the Convenor, Bob gave an outline of the Victorian section organization, history and future plans.

At the request of the Chairman, Bob then called for nominations for the election of office bearers and committee. This resulted in the following members being elected:

President:	Alec Pennicook
Committee:	Gordon Waite
	Eric Norrie
	Claude McColough
	Colin Cook

Some well known identities were in attendance including:

Lawrence Harrison:	80 years of age and joined the industry in 1928
Harry Chalk:	Joined Nally Ltd. in 1931
Alec Pennicook:	40 years in industry commencing at Nally

Members enthusiastically agreed that a gathering of this nature was well overdue and that in future regular meetings will be held on a quarterly basis, similar in structure to the Victorian section.

At the close of the official business it was interesting to see that, as happens in Victoria, old friends got together for a yarn to reminisce and to update and were all confident that the attendance at the next meeting will be at least double in numbers.

Congratulations and best wishes for the future of the New South Wales section have been passed on from the Victorian section.

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R.S. Jeavons

Attached is list of pioneers that attended or who will become members by the next meeting.

*(Apologies – this list was not available to us at the time of going to print – ed.)*

## 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](mailto:pima@pima.asn.au). Please place the word 'newsletter' in the subject box of your email.

## 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](http://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.

## 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

## Plastics Pioneers

The first Plastics Pioneers lunch for the year will be held at the Rugby Club on Thursday 24<sup>th</sup> 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](mailto:mick.l@aspplastics.com.au)

## 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 13<sup>th</sup> May  
Carnarvon Golf Club – Lidcombe.  
Remember to block this day out in your diary.  
Sponsorship and entry details are on their way

## Ausplas 2005

26-29 September 2005



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