



From the Chairman

July 07, 2017

We have reached the end of another financial year and I am very happy to report that our EMICoL Cooperative (Engineering and Manufacturing Industry Cooperative Limited) continues to reach new milestones in membership and sponsorship growth.



The continued support from Directors, Members and Sponsors, enables us to build on our foundations, encourage and gain assistance from other parties, where we can identify opportunities and bring these back to our member base. The above is very evident from the articles in this newsletter and I thank you for your hard work in bringing this together.

Throughout the next 6 months, EMICoL will be hosting 3 events (2 sundowners and the AGM).

We currently have agreements in place with Avtech Engineering and Lightspeed Communications and Electrical for the hosting of the sundowners and we are currently seeking a venue for our AGM.

You will be notified in due course on dates, times and further venues. Please feel free to bring along any interested parties to the events, so we can support and learn from each other, like we did recently at the event listed below at Pirtek.

June Sundowner 2017 (Held at Pirtek Malaga)





Pirtek Malaga have been an EMICoL member for many years and recently hosted a very successful event at their premises. On the night Jason Hogan, the business owner, welcomed all EMICoL sponsors, members and guest and introduced them to the team of Pirtek specialist.

Educational presentations were provided by the Pirtek team on the service they provide to a diverse range of customers in providing a comprehensive portfolio of solutions on fluid transfer systems. The accredited products and service Pirtek supply to various industries includes proven and tested fire suppression systems, hosing assemblies for oil and gas and continuous support 24 hours a day, 7 days a week .To find out more on all services, simply phone 9209 3444.

I would like to thank the Pirtek team for giving up their time, sharing information and providing their facility along with refreshments. I would also like to thank Kevin Davis, EMICoL Director, for giving a great presentation on operational excellence.

Doug Ennis
Chairman

Membership & Business Development

Membership

We now have 45 members and 4 sponsors and there are more companies still showing interest.

Since our last newsletter, we welcome the following new member, Dotmar.



Thank you to our Sponsors

A big shout out to our sponsors, your support is greatly appreciated.



Member Spotlight on their business



I was pleased to announce at the Pirtek networking function that our sponsor Sushi Digital is providing a complimentary monthly spotlight for one of our members.

The spotlight will be in the form of a e-article that can be used as news or a blog item on the EMICoL site as well as their own websites and social media.

EMICoL will draw out a member once a month on the 15th (or at each Board meeting) and Sushi Digital will schedule an in-person or over-the-phone interview with the company (Sales, Marketing or Director) to conduct the background interview and create the article.

Sushi Digital will be including relevant images and content could be around new and newsworthy items, a general expose on the company and their services, highlights of charity team events or sponsorship, expo appearances etc to give you an idea of what we'd like to cover.

The spotlight will be published on the EMICoL site and social media channels and will be available to the EMICoL member company for inclusion in their newsletters, website, anything they'd like to do with it.

Article copywriting such as this would be valued at \$500 and up and EMICoL members should make the most of this opportunity for greater digital marketing exposure!

In order to be fair to all members our first draw was held at the Pirtek function and Mark William's business, Type Tamer was the first to be drawn.

Congratulations Mark, we hope that your business gains some great benefits, from our new initiative.



I would also like to thank the team at Sushi Digital for their valued sponsorship and ongoing support.

In the last few months Sushi Digital have been working with our members from Hughan Saw Service on a new website which will soon be going live.

I would like to remind Members and sponsors, that we can assist with items they want to advertise through the EMICoL website. Also if any members are burdened with hoax emails or phone calls through the website, please let me know. Just send your email to:

enquiries@emicol.com.au

EMICOL RISCI Workshop Session

On the 30th May a good portion of our members attended our first workshop at Goodwill Engineering. On the day, members were provided with materials and presentations to see how they could improve on collaboration, innovation and measure the extent that their business was ready to grow.

Business advisors were provided to take members through a diagnostic assessment (RISCI), which was confidential to them. Resource Industry Supply Chain Index (RISCI) reviews are an Australian Government initiative to provide a business evaluation. The Commonwealth has provided funding through the Entrepreneurial Infrastructure Programme(EIP).

In summary, the report is provided based on your answers to a series of 92 questions, covering the following sectors:

Area 1: Management Capability measures (safety, quality assurance, environmental sustainability, business sustainability, estimating and tendering, delivery and planning, human relations and industrial management, partnerships, project controls/ management).

Area 2: Market Readiness measures (value proposition, route to market, customer risk, competitor failure).

Based on your answers individual scores for the above and an overall scores for management capability and market readiness are provided for your analysis.

I have provided an example below on some of the report format:



I would like to thank the team at Goodwill Engineering for providing their facility to host the event. I would also like to acknowledge all the great support from Pia Turchinov, Martin Collard, Ken green and Kevin Davis for all of their assistance in bringing the above together.

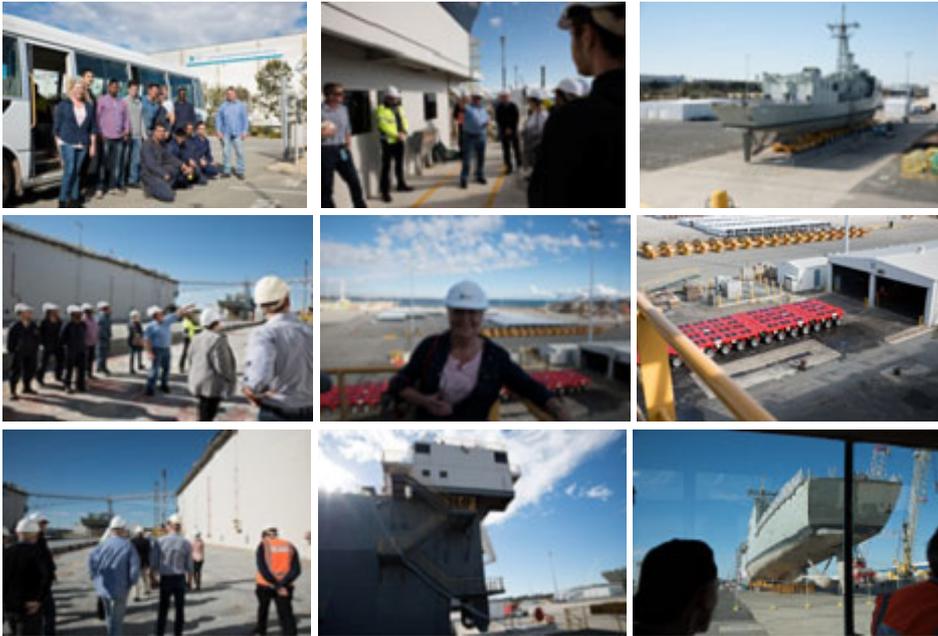
If you would like to know more about the above programme or other federal government funding and support initiatives available to eligible businesses then please contact:

Martin Collard, email: martin.collard@austmine.com.au.

Ken Green, email: ken.green@businessfoundations.com.au

Pia Turcinov, email: pturcinov@deloitte.com.au

Australian Marine Complex Tour



On the 20th June, engineering students from DNA Kingston Training, along with the owner Susan Lawton, lecturer Steve Bayliss and EMICoL members, visited the Australian Marine Complex.

The **Australian Marine Complex (AMC)** is a world-class centre for excellence for manufacturing, fabrication, assembly, maintenance and technology servicing the marine, defence, oil and gas, and resource industry.

Located in Western Australia, 23 kilometres south of Perth, the AMC has been developed to enhance the opportunities created by the clustering of industries and is home to the largest marine industry in Australia.

On the day, all attending were provided with a presentation on the history of the AMC and surrounding area and a guided tour. The team at the AMC provided showed us their world class common user facility which includes the world's most technologically advanced floating dock, self-propelled modular transporters to move vessels or infrastructure around the AMC, a deepwater port, specialist load-out wharf's, extensive lay-down and assembly areas and several state-of-the-art fabrication halls.

Attendees were very impressed to see such an innovative complex display in Western Australia and our sincere thanks is expressed to Jonathan Smith and his team for inviting the EMICoL group and students.

I would further like to thank, Susan Lawton for providing the tour bus and Steve Bayliss for driving.

Members Information

Our members at Allied Metal Recyclers, Avtech Engineering and Pacific Safety wanted to share the following:



Allied Metal Recyclers

(contact Robyn Sawyer for more information on: 0477 769 072 or 9451 6818)

Due to recent expansion, we have re-located to a brand new facility at 13B Stott Road, Welshpool. Allied Metal recyclers is one of the largest privately owned metal recycling companies

in Western Australia. Allied export all ferrous and non-ferrous metals offering premium market prices.



Avtech Engineering - Thriving despite the downturn

Recently owner of Avtech Engineering and EMICoL Director, Steve Delfos shared an article that was published through the AMT magazine on his success story. This article is now on the EMICoL website and is a really good news story.



Steve is pictured above, with one of his recent investments a new Mazak QTC300MY, which is already adding value to his our comprehensive machine list. The above will improve ability to produce more complex parts in one operation.

The machines Stats; Turn Ø340 x 1050mm; Bar Capacity Ø80mm through the spindle. Live Tooling – for Milling, Drilling and Tapping; Y Axis (milling/drilling off centre) 50mm each way.



Pacific Safety Wear

Below is an article sent through by Brian Cross the Managing Director of Pacific Safety Wear. Brian advised that they published this article a while back on drug testing in the workplace.

Brian further advised that more and more companies are changing their policy to show a person must be "Fit for Work" which means not currently under the influence.

There has been a significant rise in the use of Oral saliva over urine for this purpose.

The attached article talks about the reason behind changing to oral testing.

Workplace drug testing: to wee or not to wee

Most of us would agree that there is no place for illicit drugs in the workplace. However, testing for drug use in the workplace remains a hotly debated topic. Proponents say it reduces risks in the workplace, while opponents say it is an imposition on workers' private lives. Amidst the extremes, there has to be a workable solution.

Two recent landmark court cases helped clarify the place for drug testing in Australian workplaces– the Australian Industrial Relations Commission (AIRC) case of Shell Refining vCFMEU in 2008 andthe Fair Work Australia (FWA)case ofCaltex Australia v AWU in 2009.

Shell Refining v CFMEU

Shell argued that urine testing was more likely to identify patterns of drug use that could lead to impairment or safety risks in the workplace; whereas oral testing wasn't as sensitive and, even when drugs were no longer detectable in workers tested by oral means, they may still have been impaired.

The CFMEU argued that, as long as the usage of drugs didn't hinder worker performance or workplace safety, a worker's private life was their own business. It contended that, while urine testing would identify drug use in workers not in the workplace, the evidence was "moot" and was therefore an unnecessary incursion into workers' private lives.

In presiding over the case, AIRCSenior Deputy President, J. M. Hamberger stated: "It is clear from the evidence that the key difference between oral fluid and urine testing is that the former will detect drug use in the previous few hours, whereas the latter will detect drug use over the previous few days.

"My conclusion is that, while conceivably there might be some very limited effect over a longer period, significant impairment only occurs for a few hours after the ingestion of drugs. Thus while both oral fluid and urine testing will usually pick up anyone who has taken drugs in the previous few hours (and thus may well be impaired), urine testing will also pick up employees who have ingested drugs over the previous few days and are thus highly unlikely to be impaired at the time of the testing. Moreover urine testing will not indicate when the drugs were taken.

"Both parties also recognise that random testing is an intrusion on the privacy of the individual which can only be justified on health and safety grounds. The employer has a legitimate right (and indeed obligation) to try and eliminate the risk that employees might come to work impaired by drugs or alcohol such that they could pose a risk to health or safety. Beyond that the employer has no right to dictate what drugs or alcohol its employees take in their own time. Indeed, it would be unjust and unreasonable to do so.

"My conclusion is that the implementation of a urine-based random drug testing regime in these circumstances would be unjust and unreasonable."

Caltex Australia v AWU

Caltex argued that its duties under the NSW Occupational Health and Safety Act 2000 were "absolute" and random tests would deter employees from working under the influence of drugs in what was a "major hazard facility". It also argued that it has an "absolute obligation to obviate any risk – even one not reasonably foreseeable" – to the health and safety of its employees at the refinery.

The AWU argued against random drug testing, claiming that random tests had a "low likelihood of identifying drug usage but a high likelihood" of disenfranchising workers "to the detriment of OHS standards" and that testing would generate "resentment amongst workers to the detriment of OHS".

FWA gave Caltex the green light to introduce random drug and alcohol testing. FWA Senior Deputy President, Hamberger, found in favour of oral swabbing as a test for recent use of drugs. He remarked that the risk of an accident at the refinery due to an employee being impaired by drugs is greater than one which is merely speculative or unduly remote, adding: "The consequences of an accident at Kurnell [Shell refinery] due to an employee being impaired due to alcohol or drugs could be devastating."

Industry opinion

I spoke with two industry experts to gain some practical insight into this matter.

Draeger Safety's Drug Testing Product Manager, Stefan Hildebrandt, states that, while his company primarily manufactures saliva testing devices, there is justification for both types of testing in industrial workplaces: "Each detection technique has a specific methodology that gives employers valuable information.

"For example, in pre-employment situations, urine testing is best because it affords the employer a window into the lifestyles of prospective employees. Since urine testing detects metabolites, which stay in the body long after the effect of the drug has worn off, it can be useful in identifying and screening out potential risk-takers from your workforce.

"Oral fluid testing detects the parent drug or active ingredient that causes impairment. Once ingested, these ingredients circulate through the body until they're absorbed or discarded. So this technique is best for the detection of current consumption of drugs, being more useful in determining if the subject is impaired at the moment; whereas urine testing will identify if the subject has been taking drugs days or even weeks earlier.

"Urine testing was first used in the mining industry about 15 years ago. Back then, oral fluid drug tests weren't available. They've only just come into wide-spread use in recent years as the technology become available and more dependable. An Australian Standard for oral fluid drug testing was introduced in 2006 and, coupled with the landmark Shell v CFMEU court-case, oral fluid drug testing has now become a mainstream screening process for many organisations.

"A big factor in the uptake of oral fluid drug testing was its acceptance by the unions. They recognised its focus on impairment rather than detection of drug-use – that is, it's not judgmental of workers' lifestyles outside of work hours. It's also much easier to conduct than urine testing and far less invasive.

"This is significant, because the integrity of the entire testing process must be maintained. Specifically, the process of obtaining the sample must be observed – not a problem with oral fluid specimens, but can be a problem with obtaining urine specimens, as it invades the privacy of workers.

"One of the more challenging issues with oral fluid drug testing in the past was the subjective nature of the assessment. Early devices required the testing officer to assess the test strip to determine its reading. This is especially critical with borderline readings, where the officer is under pressure to make a call in front of employees. Recent technologies have produced electronic readers that assess samples far more accurately and relieve the officer of having to make that judgment call."

Stephen Kelly, Managing Director of PathTech, states that his company's oral drug testing instruments are intended to be used as screening devices only and are primarily oriented as 'fit-for-work' assessment at the time of test – they help determine if a worker is impaired and therefore poses a safety risk to the workplace.

PathTech oral drug testers are used by Police departments around Australia in drug screening procedures, should a police officer suspect a driver is impaired by drugs. If the driver returns a non-negative result, they are taken into the police bus for further tests. The same procedure is applied in the workplace.

"Each organisation should set out its own drug policy to qualify what procedures are to be adhered to," says Kelly. "In doing so however, it's important to get the facts straight. We've often had workers and even some unions tell us that oral drug testing is an invasion of their privacy. Maybe they got it confused with urine testing; but once we've explained the oral testing process to them, they're generally quite comfortable with it. My advice to employers is to communicate their drug policies and procedures to their workers and the unions, outlining the reasons behind them and the benefits to all in their workplace.

"There can be significant challenges when organisations first introduce drug policies. Management must consult with workers and unions to reach consensus. There are many ways to make this work. Some companies use oral testing to screen workers, followed by another oral test or urine test if a non-negative result occurs in the screening. Some stick to pre-employment urine testing as a gauge of 'risky' lifestyles. If there's suspicion a worker is impaired by drug use in the workplace, they are escorted to a medical centre for screening. Where organisations have a policy of zero-tolerance to drug use, many will use urine testing to get a wider indication of risk-taking.

"A significant advantage of oral testing is its immediacy – the test is conducted in front of the officer and a result obtained within minutes. PathTech oral testers only require a quick swipe of the tongue, not a full swab of the mouth, so the process is very quick and unintrusive. It also makes it very difficult to fudge results. Because of the complexity of custodianship of urine samples, there may be attempts to fudge these results. There are many web sites that offer tricks, creams, liquids or advice on how to 'beat a drug test', most of which are cheap cons that dupe the gullible. But drug testing officers have seen it all before, and they've already put in place procedures to prevent substitution, tampering and diversions, so don't even try to beat it.

"Oral testing can also enable companies to be proactive in keeping their workplaces safe, by placing saliva test units in the safety or supplies shop for workers who used drugs, say over the weekend, to self-test as they check-in for work. If their test-result is non-negative, they check-out, take the tester with them and don't work on that day, perhaps registering it as a sick day. That way, the company doesn't have to take punitive action and the workplace is not put at risk by someone impaired."

EMICoL Summary

Thanks to all members for sharing their information with us, If you have information to share for our next newsletter, then please let me know.

Each month we see more and more collaboration and participation within the EMICoL cooperative and with each proactive step, we establish further relationships with other partners, which in turn offers value for money membership as we become a more established entity.

Recently we have established ourselves with the Henderson Alliance, this is a group of companies working in the defence sector seeking more work and assistance through government for local SME's.

For some time now we have been working with the City of Belmont and local Governments of

Canning, Kalamunda and Swan for the purpose of gaining an awareness of the roles that the respective local Governments need to play in promoting freight and logistics in their region. Their vision is that they will become a 'best practice' freight and logistics precinct addressing the region's predominant role in meeting Western Australia's growing freight needs for the benefit of local ratepayers, industry and the State overall.

The above are now seeking the services of a suitably skilled and experienced consultancy to:

- research and report on the scale and impact of the Freight and Logistics industry within the region; and
- identify the key considerations for Local Government in our efforts to support and enhance the industry within the region.

If you know of any consultants who would like to apply for the above role, I can pass on the information from the City of Belmont.

The EMICoL Board are hoping that outcomes will also lead to development of a further cluster group to work with us, to establish greater benefits for WA.

If you know of any companies that you believe would be of value to EMICoL, then please let me know and I will initiate contact. We are continually looking for excellent members in new fields and sponsors who may want to come on board under our gold, silver or bronze category.

If I can assist you with anything that is within my remit then please do not hesitate to contact me on:

Mobile: 0479 117 060

Email: enquiries@emicol.com.au

John Morris

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