



THE LINK

Showcasing the successes, innovation and developments in the Fencing, Gate and Wire Industries



PRESIDENT'S REPORT

In our business we talk often about the three main groups of people that drive the business; customers, staff and suppliers.

I thought today I would just focus on suppliers. This seems to be coming up a lot at the moment because of the price fluctuations in metal, timber, components, paint products, and especially in wire. 15 years ago a prospective customer said

something to me that I will never forget; "we really like dealing with the people that we like dealing with". This sentence transcends price, service, or timeframe. Often people want to deal with you simply because of who you are and what you stand for. How you serve them, what product you can give them, the prices you charge are all incredibly important but sometimes it's just about you. Have you ever had a customer ask you to source something that is not really in your realm simply because they know you and trust you?

As prices have escalated over the last 12 months I've been increasingly aware of my suppliers that I can trust to help maintain supply and keep price fluctuations under control as opposed to those suppliers who I feel are taking advantage of the volatile market and what they may deem a long term customer who has little alternative.

I had a run-in with one of our suppliers recently. It started over price but I came to realise very quickly that there are a few places I can get this product so whatever the price is I really can't complain. They have a niche product in a restricted market where there is little choice as to where else I could get it. The price is set by market forces and the supplier and will be what it will be. We have many other suppliers, some that could also use their unique supply relationship to push price increases in the current marketplace, but because our relationship is so sound and built on trust, friendship and time, I would always expect that they are treating my business fairly. The interesting thing was that I realised through the price negotiation that this supplier is working under a different set of morals to me. The ethics in our respective businesses don't align, and subsequently the supplier relationship has become strained. I still need to buy the product as I have customers that require it, however due to the nature of this supplier relationship I will always be looking for an alternative means of supply and my point is that apart from price "I just want to deal with the people that I like to deal with". As an association we are related by one inanimate thing, Wire. It is the wire that links us, however it's the people that keep us involved, and keep us interested.

**please note the supplier referred to is neither a member or sponsor of the AWIA.*

Charles Johnstone



DIRECTOR'S REPORT

As I write this report, I am locked up in isolation after testing positive for COVID. I know I am not alone amongst readers to have caught this virus, and can only be appreciative that, thanks to being triple vaccinated, the effects from it have been mild, though certainly disruptive. Not how I anticipated starting 2022, nonetheless.

Being forever the optimist, it's my nature to look for positives and while some industries, especially travel, events, tourism and hospitality have been devastated by the pandemic, the changes arising in technology, online engagement and new markets are profound, and businesses able to capitalise on these changes will likely grow despite the pandemic. Maintaining energy levels and enthusiasm of staff already battered by the events of the past two years, and, for those living in many parts of Australia, often times working at some level of isolation whilst also teaching their kids, will be critical. Members are encouraged to maintain flexibility, and avoid supply chain disruptions through broadening supply options and building inventories where appropriate.

Although travel between Australian States and Territories, not to mention across international borders, is still somewhat fraught, efforts are being made to bring members together when possible. Face to face meetings, especially those involving crossing borders, remain problematic though, and even, after much fanfare in earlier newsletters, the Vater Trip of a Lifetime has again been postponed until more travel certainty is assured. A mid-year conference for members is currently scheduled for May so please keep an eye out for further details. It is likely to be held in Newcastle following the cancellation of our 2020 conference there last July.

New in this edition of The Link is our section highlighting the women in our industry, and it is intended that it will be a regular feature of The Link in the future. Our platinum sponsor, Vater Hardware, has generously offered to reward participants with a \$500 pamper pack, and members are encouraged to get involved and tell us about the women in your businesses and the valuable role they play in your success. I expect to be inundated so please do not be offended if it takes a while to publish them all.

Happy New Year to you all, and let's hope that 2022 proves to be a year of relative stability.

Richard Newbiggin

(Tel: 1300 942 500 Email: richard@wireassociation.org.au)

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 Titan Hoarding Systems
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 Ullrich Machinery Company
 Vater Hardware Group
 Victorian Temporary Fencing

STANDARDS AUSTRALIA

AS 2423 Coated Steel Wire fencing products for terrestrial, aquatic and general use

Any members wishing to suggest amendments to this Standard are advised to contact Richard Newbigin at 1300 942 500 or richard@wireassociation.org.au.

AS 4687 Temporary Fencing and Hoardings

Following the initial public comment phase, 634 public comments were received. The CE-008 committee held 16 meetings between mid-July and mid-December, sometimes meeting twice weekly to process all the comments received.

The breadth of public comments presented the committee with an opportunity to complete a very thorough review of the work done on all parts of the Standard, but particularly Part 1 General Requirements and Part 4 Temporary Swimming Pool Fencing. In many instances, especially for Part 4, the comments related to misunderstandings of the intent of the Standard, and some editorial amendments were all that was required to address the comments. In other areas, some significant changes were made to the initial public comment drafts, to the extent that it became apparent that a second round of public comment phase for Parts 1, 2 and 4 was required.

The secondary public comment phase drew only a handful of comments, which, with the exception of two issues in Part 1, have now been dealt with. The last two issues relate to the effects of wind actions on temporary hoardings, and, to a lesser extent, temporary fencing. Once these issues are dealt with the project will enter the balloting phase before going on to publication.

Several members have been very proactive on this project either as representatives on the CE-008 committee itself, or through input during the working group and/or public comment phase. The importance of their involvement simply cannot be understated. It has been a pleasure to have worked with them on this project, especially given its protracted nature. The final publication of AS 4687:2022 will without doubt be a cause for some judicious celebration, (within the confines of COVID of course).

AS 5345 High Security Anti-Intruder Fences in Welded Wire Mesh and Open Steel Panels

While the CE-008 committee is still tied up with the revision of AS 4687, work on this new Standard for high security fencing continues to be delayed. Any readers who wish to participate in the working group advising the technical committee should advise Richard Newbigin as soon as possible (richard@wireassociation.org.au or 1300 942 500).

AS/NZS 4944:2009 Temporary Edge Protection

The kick-off meeting for revision of Parts 1, 2 & 3 of this Standard was held at the end of November with the inclusion of two New Zealand representatives on the committee, thus maintaining its status as a joint Australian and New Zealand Standard.

Tasks for committee members were assigned at the kick off meeting, drafting leaders were assigned and amendments to the Standard have commenced. The next committee meeting is scheduled for March 2022.

The AWIA is represented on this committee by Director/Secretary Richard Newbigin and if members have input related to this Standard, please contact Richard directly (richard@wireassociation.org.au or 1300 942 500).

AS 4672.1:2007 Steel prestressing materials, Part 1: General requirements

AS 4672.2:2007 Steel prestressing materials, Part 2: Testing requirements

The materials included in this Standard are steel bars, steel tendons and welded mesh for the reinforcement of concrete, bar chairs in reinforced concrete and prestressing anchorages. Test methods for steel reinforcing and prestressing materials are also included. Materials excluded are stainless steel reinforcement, epoxy coated reinforcing steels and galvanized reinforcing steels.

The AWIA has traditionally provided a representative to the relevant technical committee for this Standard (BD -084). Standards Australia has contacted the Association to request a nominee for the committee to revise both parts referred to above.

If any members would like to nominate for this role, please contact Richard Newbigin at 1300 942 500 or richard@wireassociation.org.au and a copy of the Terms of Reference and further requirements can be provided. Interested members are encouraged to treat this invitation with some urgency.



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NEW MEMBER PROFILES

OXWORKS

Oxworks began in 2001 as a small powder coating operation, focusing on providing a coating service to local fabricators. As the business grew, we recognised an opportunity in the market to produce our own aluminium pool & garden fencing. Over the years, we developed a large and regular trade customer base due to our short lead times and high-quality products.

We have seen opportunities to replicate this success in new product ranges such as glass pool fencing and balustrades, architectural screens and slat systems, entry gates, automation and Colorbond® Steel Fencing, and have invested heavily in plant and equipment to expand capacity.

Now with thousands of established trade customers across the country and established stores throughout Queensland, New South Wales, Victoria, and Western Australia, we see the opportunity to range a full suite of Chainwire products out of our Crestmead (QLD) warehouse with the view to expand this into Victoria within a year.

With high level customer service at the forefront of our business, we look forward to offering new Chainwire customers and our existing trade base this new range in the coming months.



CTA GROUP - FLEX FENCING

CTA Group have entered an exciting new chapter with the acquisition of Flex Fencing.

This acquisition complements CTA's existing suite of finishing services enabling builders to rely on a reputable brand to deliver projects according to specification, ready for sign off.

With 20 years of experience in the commercial construction sector, CTA combine their unique experience and capabilities with the existing Flex Fencing team to form a comprehensive fencing unit.

CTA metalworks specialises in commercial fencing and car park fit outs, having completed a range of large projects for commercial and government clients.

With a manufacturing warehouse in Tullamarine, Melbourne CTA Metalworks have become a go-to for specifiers as we have the capacity to tailor make fences in accordance with a variety of unique, project-specific requirements. With no two projects being the same, our manufacturing facility and sales team have built up a database of suppliers and processes enabling the seamless execution of any project – no matter how complex it may appear.

Our capabilities include chainwire fencing, security fencing, storage enclosures, tubular fencing, gates, screen fencing, timber fencing and hoarding with no limitations on project size.

Larsen Wire Works has also recently joined the AWIA and will be featured in the next edition of The Link.

NEW SPONSOR PROFILE

MARSH ALLIANCE



Marsh Alliance is a leading Australian spring manufacturer, which over the past 68 years has expanded to offer a wide range of allied products. Many of our over 100 employees are long serving team members, some with up to 40 years of service. That deep manufacturing knowledge is backed up by the latest state-of-the-art CNC equipment complementing old school methods. We supply custom made products to a range of industries and thousands of customers each year.

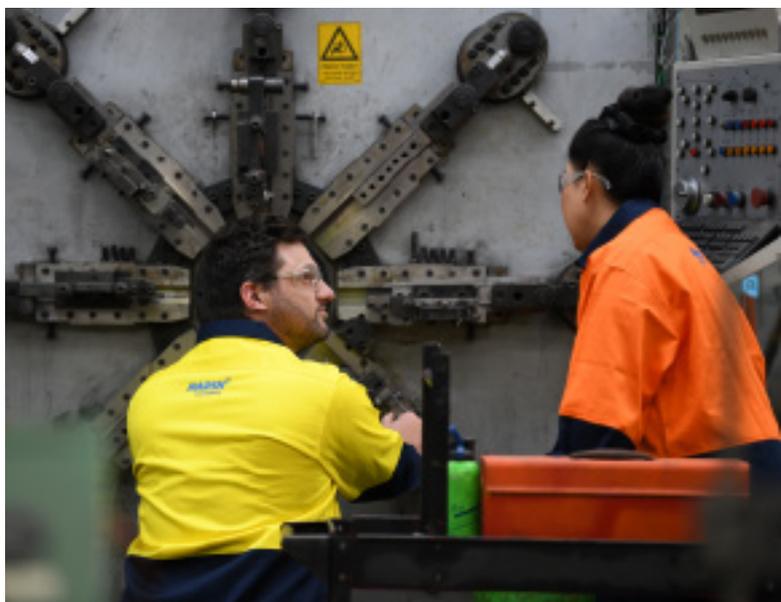
Through strategic business acquisitions, Marsh Alliance has diversified our supply relationships into new industries including automotive, agricultural, medical, and defence. The Marsh business has grown to offer specialised services, which has in turn led to the evolution of 4 key business units, or brands, under the banner of Marsh Alliance:

- Marsh Springs continues to manufacture an array of basic to complex compression, extension and torsion springs to suit all requirements of our customers, and offer small batch to large continuous manufacturing capability options to partner with our customers.
- Marsh Wire Forms division works with customers on clips, brackets and intricate forms and matches required designs with high accuracy.
- Marsh Pressed Parts supplies bespoke stampings, toolmaking, and maintenance services under contract manufacturing for local and international customers.
- Marsh Specialty Coatings is a leader in the application of Magni 565, and offers a range of protective coatings for our clients requirements.

Marsh Alliance maintains high quality manufacturing through ISO 9001 accredited processes and works closely with customers as a key supply partner delivering their products to market.

Email queries: sales@marshalliance.com.au

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USA REPORT

FENCETECH 2022

FENCETECH is back and this year it is being hosted in the 'Big Easy' itself, New Orleans, USA. Hailed as the fence and metal crafting industry's biggest event of the year, FENCETECH 2022 was attended by AWIA friend Matthew Sivewright, founder and CEO at EverFence, who kindly sent some photos for us to share his experiences. If Bourbon Street was part of the itinerary, then I don't think everyone was taking it easy in the Big Easy!



EverFence Manager Matt Couper with AFA Executive Director Tony Thornton, who is retiring after 45 years! Tony looks forward to greater cooperation between AWIA and the AFA. Matt Couper said he thoroughly enjoyed both Bourbon Street and fencetech



Bergandi CEO Scott Barsotti with Lion Fence General Manager Sasha Stojanov. Scott is looking forward to visiting with his Australian clients again soon.

SOUTH EAST ASIA REPORT



After two years of steel price increases, a general lack of construction demand is now leading to steel price decreases. Unfortunately, freight availability and cost continue to be a major problem with 20 foot containers costing US\$6000-7000 from South East Asia to Aust/NZ, compared to less than US\$1000/container two years ago.

Steel companies in Vietnam (particularly), Indonesia and Malaysia are now exporting billet, wire rod, and bars to China! China is no longer competitive in these products, so most wire companies in South East Asia are now sourcing locally.

With Omicron now starting to spread in this region, construction in the larger ASEAN economies is not likely to increase, though Singapore's construction sector is expanding mainly due to Public Sector projects. As construction will probably be slow, steel demand locally is not likely to rise and steel prices might fall further in 2022, though freight will probably stay high until new vessels come on stream later in the year.

TECHNICAL NEWS

ENHANCING HOT DIP GALVANIZED STRUCTURES WITH PAINT

The painting of hot dip galvanized (HDG) steel, commonly called “duplex coating”, is an orthodox and well-proven practice in outdoor environments, both in Australia and internationally. However, there are examples of early failures due to incorrect specifications and poor practice during application. The Galvanizers Association of Australia’s (GAA) Guide to Paint Systems for Hot Dip Galvanized Steel in Atmospheric Service informs specifiers and applicators about paint systems, surface preparation and application practices that will provide a durable duplex coating in a broad range of service conditions.

The primary reasons for duplex coating are for aesthetics, enhanced durability and/or for wider chemical resistance and there are three main steps to selecting the right paint to apply over any fabricated, hot dip galvanized structure:

1. Identify the environment the structure will be in.
2. Determine the service life required for the structure.
3. Select an appropriate painting system, including surface preparation.

If in any doubt, we always recommend choosing a paint system suited to a more aggressive environment, as thin decorative systems can have detrimental effects if placed in more corrosive environments, accelerating corrosion of the zinc substrate and reducing overall service life below what would be expected from galvanizing alone. For effective duplex coatings the thickness of the paint system must be increased as the environment becomes more corrosive.

Another important issue for painting HDG is the time lapse between galvanizing and painting. The best advice is to paint the HDG as soon as possible; the sooner it’s painted the less likely it is to be contaminated by dust, salts and corrosion products. Conversely, the longer the time lapse and the more severe the conditions of exposure prior to painting, the more difficult and costly the preparation will be. Typical surface preparation ranges from a simple clean and degreasing and a light scuffing with sandpaper for low corrosivity, decorative applications to a sweep (whip) abrasive blasting for higher build paint systems.

For more information on specifying paint systems over HDG, including the effects of microclimates, painting for enhanced chemical resistance, surface preparation details and recommended paint systems for various environments, the GAA’s guide is available for download at their technical publications page or can be viewed on their Design Manual online.



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INSTITUTE OF SPRING TECHNOLOGY

Prestressing of Compression Springs

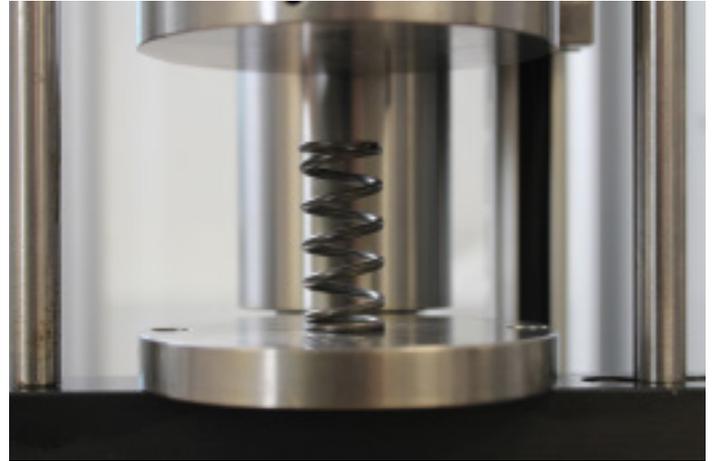
Most people who work with springs will be aware of the concept of prestressing, or at least the idea of a spring becoming shorter the first time it is used. However, the underlying mechanisms of why this occurs and the benefits beyond stabilising the dimensions of the spring are probably less well known. Prestressing occurs when a spring is loaded to a point where the stress in the wire is high enough that it undergoes plastic deformation but in a controlled manner. This plastic deformation causes a change in the spring, which is visible as a reduction in the free length.

When a relatively low stress (compared to the tensile strength of the material) is applied to most metals/alloys, they act by obeying Hooke's Law. The deflection experienced by a material (strain) under a load is directly proportional to the stress on it. This is known as the elastic region, and any material stressed in this way will return to its original dimensions after the stress is removed. This relationship holds to a certain stress, known as the yield stress or elastic limit. After this point, the relationship between the stress and strain is not directly proportional.

If we consider a torsional test on a round section of wire, the stress is zero at the centre of the wire where there is no deflection and increases to a maximum at the surface. This is important

because when a compression spring is deflected, it achieves its linear deflection by twisting the wire.

As we gradually increase the deflection, at some point this peak stress on the surface will exceed the elastic limit, and a small section of the material will undergo plastic deformation. If the load is removed, this section of material will not provide the same "pull back" as the rest of the wire which has remained elastic. This means that the wire will not return to the same angle of twist, and therefore the spring to the same free length, that it had previously.



Although more complicated and costly, the benefits in general far outweigh the negatives regarding prestressing. Prestressing not only stabilises the dimensions of the spring, leading to a more predictable product during operation, but also allows the spring to work to higher stresses. Working under higher stresses, springs are more optimised, making them significantly lighter and can save on material costs.

There are also situations where it's simply not possible to design a spring that fits in the space available while staying below the elastic limit. Allowing the dimensions of the surrounding component to remain the same reduces redesign costs, while still having an effective spring.

Read the full article on the Prestressing of Compression Springs: <https://www.ist.org.uk/post/prestressing-of-compression-springs>



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MEMBER UPDATES

MAKING THE MOVE TO STREAMLINED PRODUCTION

For National Springs and Wire Products (NSAWP) NZ Limited, post-Lockdown business adjustments have included moving into brand new premises in Papakura; and the timing has been spot-on with full order books signalling a welcome rebound in business activity in the wake of the COVID-19 Pandemic.

The company had outgrown its previous building in Wiri which made it increasingly challenging for General Manger, Mike Baird to apply much needed production efficiencies. "We needed the space to create a systematic approach to production," Mike says as we tour the bright and spacious new production area. His vision for a facility that maximised the opportunities to streamline the whole production process, has resulted in an environment that's light years ahead of the one they used to operate in.

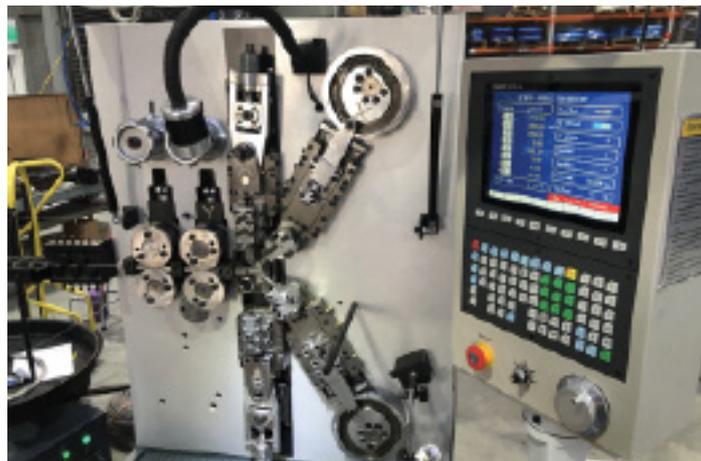
The containers in the yard that were used to store manufacturing materials have gone, replaced by floor to ceiling racking where wires of different gauges are lined up ready for use. Each of the production processes now has a dedicated area, within a circuit that leads through the facility and there is plenty of room around the machines, for set-ups and finished product handling.

While the move happened with military precision over one weekend, there were still gaps in the masterplan awaiting the arrival of new machinery from overseas. This included a larger Tempering Furnace, which is now in place and already having a big impact on production. One of the first customers to benefit from the increase in heat tempering capacity was Apex Valves, with one of their high-volume products going through in a single batch. Looking forward, Mike sees huge potential in meeting the demand from customers who require larger springs in quantity, for garage doors and trampoline springs.

Two new machines are due to land at the Boundary Road factory as this magazine goes to print. These are both Spring Coilers working with wire between 0.15-1.00mm and 1.00-3.00mm, each with their own automatic measuring software. These additions will offer more precise outcomes than the machines they are replacing and represent a continuing investment by NSAWP in superior quality products.

Plans are currently being drawn up to build an office for Mike within the production area and an adjoining meeting room where projects can be discussed away from the clerical functions of the business.

The new facility has also provided an opportunity to reinforce NSAWP's commitment to being a more sustainable operation. All the lighting is LED, and the new fork hoist is electric. There is an electric stock picker as well, enabling clean, quiet and speedy inventory management.



One of two brand new spring coilers

NSAWP also took the opportunity to interrogate its waste recycling regime and thanks to a new initiative is confident of recycling 75% of waste. Using rain water to feed toilets has made a positive contribution too, helping to reduce the company's footprint.

The team at NSAWP are justifiably proud of their new facility and Mike is keen to see their customers calling in for a tour. "Moving from an 800sqm factory to the 1,600sqm we have here seemed a big change on paper, but it's only when you see what can be achieved with that extra space that you really appreciate the transformation we've undergone."

As someone who has been to both places, I can only echo that sentiment – this is a significantly enhanced operation.

"The move to a bigger facility has delivered improved throughput, driven production efficiencies and provided the space to accommodate new technology. All of which benefits our customers."

Mike Baird, General Manager, National Springs and Wire Products
National Springs and Wire Products
Boundary Road , Papakura



National Springs and Wire Products's brand new facility

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THE FEMININE LINK

An interview with **JESS HUNTER**

OPERATIONS MANAGER - Vater Hardware Australia. Melbourne, Victoria.

In support of International Women’s Day (8 March), and the brainchild of AWIA platinum sponsor Vater Hardware Australia, The Feminine Link is a new feature of The Link newsletter showcasing the talented and diverse skills of the female members of our industry, as well as a way to get to know the personal sides of our colleagues and friends.

In this edition we get to know Jess Hunter, Operations Manager at Vater Hardware Australia – thanks for being the first in line Jess! Like many of us, Jess juggles her role as a mother of two boys – David, 9, and Harrison, 5, with her busy career as Operations Manager at Vater Hardware Australia. Jess is engaged to a wonderful man named Tom, David and Harrison’s Father, and is soon to be married.

Jess started with Vater Hardware on the 23rd February 2015 as an Administrative Assistant and holds the current position of Operations Manager - responsible for the day to day running of the Victorian branch. Jess is a Team Player having grown up in a loving family with four siblings. And yes... Jess wears pink steel caps!

To get to know Jess better we’ve asked her to answer a few questions:

STARSIGN: Gemini

NICKNAME: Floss

SPORT: Yes! I play softball

PETS: A gorgeous Australian Kelpie named Josie

FAVOURITE COLOUR: Lime green

FAVOURITE FOOD: Lasagne

FAVOURITE DRINK: French Martini “shaken, not stirred”, of course!

FAVOURITE MOVIE: A good Horror or Thriller

FAVOURITE SONG: “Should Have Known Better” - Unwritten Law

FAVOURITE TV SERIES: The Simpsons

DAY OR NIGHT: Mmmm that’s a hard one... days, I love to get the job done

WISHLIST: A Bearded Dragon

MANTRA TO LIVE BY: “You are responsible for how you feel”

Tell Us YOUR Story!

GETTING TO KNOW THE WOMEN IN OUR INDUSTRY.

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THE FEMININE LINK

Jess Hunter - Vater Hardware Australia, Melbourne - Victoria, Australia.

DRAFT CODE OF PRACTICE FOR BUILDING, CONSTRUCTION AND WORKS

Changes in the draft amendment to the Code

The City of Melbourne Code of Practice for Building, Construction and Works regulates the conduct of all works that affect public space in the municipality. The City has just released a draft amendment which expands on guidance for all aspects of construction activity in the municipality. It sets out requirements to ensure public safety, community amenity and the protection of municipal assets.

The amendment:

- updates all requirements to reflect best practice for works in a capital city
- brings this information together in a single document
- explains everything in plain language.

To raise standards of public safety, the amendment:

- raises the minimum height for the underside gantries over roadways from 4.2 m to 5 m
- raises the minimum height of timber hoardings from 1800 mm to 2400 mm (and 2700 mm at deep excavations)
- introduces the requirement for temporary structures – hoardings, gantries and scaffolds – to be reinspected and re-certified every 6 months
- prohibits affixing barbed wire, razor wire, chicken wire or the like to hoardings
- introduces the requirement for handrails to be installed if temporary fence feet must be installed perpendicular to the fence
- introduces the requirement for soleplates of gantry structures to be boxed in if they will protrude from the column profile and sit more than 5 mm above the pavement surface
- introduces the requirement for scaffold standards to have all components and fittings enclosed to a height of 2100 mm.

It should be noted by members that references to temporary hoardings in this draft amendment also includes temporary fencing.

The City of Melbourne Code of Practice contains multiple references to AS 1170.2 Structural Design Actions Part 2: Wind Actions and also AS 4687 Temporary Fencing & Hoardings. This may eventually be confusing for users of the Code as the revised version of AS 4687 deals with wind actions in a comprehensive fashion, and may lead to conflicts for users trying to comply with the Code.

AWIA NEWCASTLE CONFERENCE Tuesday, 24 May 2022



After the COVID virus disrupted our July 2021 conference, plans are afoot to try again to meet in Newcastle on 24 May 2022. Provided it remains feasible to do so, the conference will go ahead.

InfraBuild have kindly agreed to a tour of the Newcastle wire mill, and we also plan to visit the (relatively) new facility of AWIA member, Olympic Fencing in Rutherford.

Bookings for your personal travel and accommodation will need to be made cautiously, and we recommend that you select hotels with free cancellation wherever possible. For those requiring accommodation, our suggested hotel is Novotel Newcastle Beach located on King Street (the link is here or www.all.accor.com and search for Novotel Newcastle Beach).

Networking remains one of the most important features of membership, so do not miss the networking opportunities provided by attending association events. Come and discuss, with your peers, the issues that are presenting both challenges and opportunities for your industry.

Costs for the day will include meals and drinks (cost to be advised) plus a contribution to transport costs to the wire mill and to Rutherford (expected to be about \$70 per head). We may even have a guest speaker at the dinner for your entertainment!

Please contact Richard Newbiggin (PH: 1300 942 500 email: richard@wireassociation.org.au) to register your interest.

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HR UPDATE

PAYROLL ERRORS SKYROCKETED IN 2020-21

The Fair Work Ombudsman’s annual report, which was released on Wednesday 20 October 2021, reveals that almost \$150 million in lost wages has been recouped for workers in the 2020-2021 financial year, which is 20 per cent more than the FWO’s recovery efforts in 2019-20 and almost five times the amount recovered in 2017-18.

What this demonstrates is that underpayment of workers is rife across the country, is growing each year, and is occurring in businesses of all shapes and sizes, from large listed corporates like Woolworths, right down to small-to-medium-sized businesses such as cleaning firms and family-run cafes. The contraventions span the full range of mild to serious, and include self-reporting entities as well as those who were found by the FWO to have demonstrated a blatant disregard for the law and their employees’ entitlements.

According to the report, the Fair Work Ombudsman entered 19 Enforceable Undertakings with businesses during the reporting period, which resulted in \$81.7 million of back-pay and \$3.16 million in contrition payments from companies. Of the 19 Enforceable Undertakings, 17 involved self-reporting of non-compliance by large employers.

There were also 76 new instances of litigation on foot, 2,025 Compliance Notices, and 515 Infringement Notices issued in 2020-21, resulting in \$2.8 million in court-ordered penalties, \$16.5 million recovered in unpaid wages and entitlements, and a total of \$513,000 in on-the-spot fines.

Of note is that most of the court-ordered penalties, to a value of \$2 million, involved migrant workers who continue to be particularly vulnerable to exploitation in the workplace due to language divides and fears that their visa status may be exposed if they try to address concerns with their employer. Migrant workers have been a particular focus of the FWO for several consecutive years, and it appears that their exploitation is still occurring despite all the deterrent action and education the FWO has implemented. In releasing these figures, Fair Work Ombudsman Sandra Parker advised: “All employers, especially large corporate entities, must place a much higher priority on investing in payroll and workplace relations systems and expertise to ensure they are paying workers

their lawful entitlements.”

These numbers show that even the big employers can get it wrong, and the consequences to the business can be devastating, whether financially, culturally or reputationally.

The team at FCB have a solution that offers award-winning payroll compliance services if you’re not 100 per cent confident with your payroll processes or award/agreement interpretation.

Article courtesy of FCB Group



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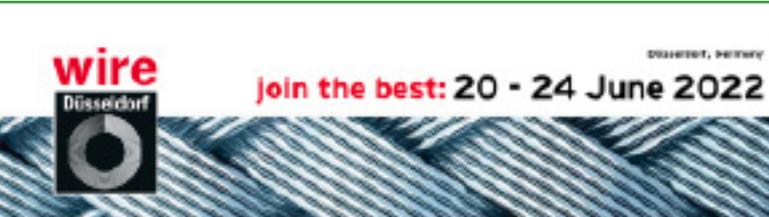
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WIRE AND TUBE 2022 Dusseldorf, Germany

There are a lot of innovations planned for wire and Tube 2022 - from end products in fasteners and springs, an ecoMetals campaign with guided tours, to exhibitors such as AMPCO METAL Deutschland GmbH, ARCELOR MITTAL COMMERCIAL SECTIONS S.A., Georgsmarienhütte GmbH, Klöckner & Co SE and SMS group GmbH, in whose production halls sustainability, energy efficiency and resource conservation have a strong emphasis, to expert meetings with keynote speeches by key players in the industries.

As the worldwide place-to-be for the wire, cable, tube and pipe industries, the exhibitors in June will present not only new machines and plants but also increasingly sustainable solutions for e-mobility, digitalisation and Industry 4.0. Start-ups with their ideas and cooperations in wire, cable, tube and pipe production complement the comprehensive range of products and services in the 13 exhibition halls.

The partial parallelism with METAV, leading international trade fair for metalworking technologies, results in additional synergy effects for visitors to wire and Tube.

Traditionally, wire and Tube are among the most international trade fairs in Messe Düsseldorf's portfolio. More than two thirds of the exhibitors come from abroad - exhibitors from 67 countries came to the 2018 pre-events. Trade visitors from over 130 countries meet at the Düsseldorf Fairgrounds at peak times.

Several Australian companies have already indicated their intention to attend this pre-eminent event, including member companies Larsen Wire Works, Otter Fencing, Bliss & Reels and InfraBuild. All members interested in heading to Dusseldorf this year are encouraged to contact *Richard Newbigin* (PH: 1300 942 500 or email: richard@wireassociation.org.au) for opportunities to meet up there with your compatriots either at the exhibition halls or for after hours social events.

AUSTRALIAN STEEL INSTITUTE ANNUAL CONVENTION

Sunday 9 October - Tuesday 11 October 2022

Australian steel is vital to this country's economy, stability and growth. While the global stage is learning to adapt to an ever-changing landscape, Australia's steel industry has an opportunity to thrive by delivering high-quality products through a robust and effective supply-chain.

As billions of dollars are being invested in both civil infrastructure and domestic homebuilding, the opportunities for the steel sector are immense. From research to design, manufacturing and fabrication, through to installation and construction, the future of Australian steel looks bright. Brighter still when consideration is given to the ever-growing dependence on steel across sectors and the burgeoning of a new era of endless innovative uses to propel Australia towards a new economy.

In an ever-changing global landscape, the Australian steel industry needs to be prepared to adapt to advancing technologies, sustainability, and environmental concerns and a rapidly changing economic outlook.

The Australian Steel Convention brings together key industry leaders and innovators to discuss opportunities, showcase industry successes, and examine what the future can and will look like.

To book your place at this event go to: <https://leveragemgmt.eventsair.com/asi2022/registration/Site/Register>

For details about the program go to: https://www.steel.org.au/ASI/media/Australian-Steel-Institute/PDFs/ASI-2022-Provisional-Program_Public_Oct.pdf



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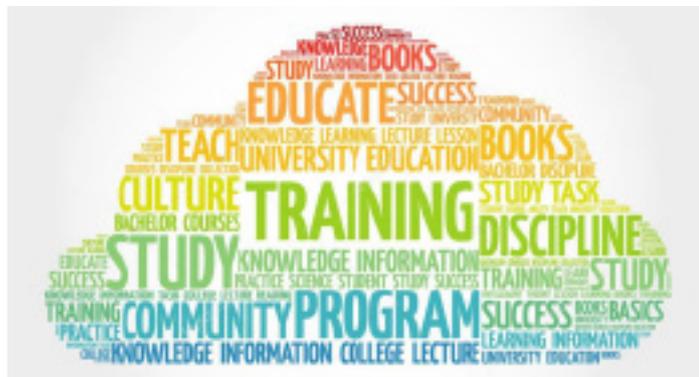
- 30th to 31st March, 9:30 am – 4 pm
- 29th to 30th June, 9:30 am - 4 pm
- 2nd to 3rd November, 9:30 am - 4 pm

Practical Spring Design is for anyone looking to expand their knowledge of compression, extension and torsion springs, including an extensive section on spring materials and failure. It is a high-impact, two day, online course with a mix of design theory, design using our software (SCP) and interactive discussion.

Tutors: Dr Richard Dignall & Dr Conor McCaughey

For more information or to book any of these courses, please visit www.ist.org.uk/training. If you have any questions, please email sophie@ist.org.uk.

Please note all times shown are in UK time, GMT. If you wish to attend but cannot make these times, please email sophie@ist.org.uk to register your interest.



AWIA TRAINING AWARD

The Training Award is still available this year. The final application date is June 30, 2022.

All member companies may submit applications to reward one or more of their staff whom they believe are deserving of recognition for their hard work or inventiveness in the wire industry.

The aim of this award is to keep good people in the wire business by providing them with the means to add to their knowledge of the industry. It's all about education and support for your employees to improve their worth to your business and to the industry as a whole.

So, if you have someone within your ranks whom you would like to recognise for their achievements or dedication, please put their names forward, and we shall guide you through the application process. The Training Award Criteria is available in the News section of the AWIA website.

Please remember that the Award is available to all staff - internal, external and factory floor, and is a cash grant of \$2,500.

Please contact:

richard@wireassociation.org.au

AUSTRALIAN ECONOMIC UPDATE

Australia's economic activity bounced back strongly in the Dec-21 quarter as consumption and investment recovered following the easing of the pandemic restrictions

- National GDP rebounded by 3.4% q/q in seasonally adjusted terms as NSW, VIC & ACT emerged from COVID-19 lockdowns
- Unemployment rate at its lowest level in over a decade
- Weaker consumer sentiment has been affected by elevated pressures on finances due to Omicron-related disruptions to activity & earnings, rising cost of living & prospect of rising interest rates
- Business conditions and confidence have strengthened in February with the easing of the Omicron wave, strong labour demand and improvements in trading and profitability
- Total number of dwellings approved in CY21 was 228,055, the highest calendar year approvals since CY16
- Both States & Federal Governments have provided stimulus for engineering projects to help recover from the 2020 COVID-19 recession. Publicly funded commencements have risen strongly in the last 9 months to Dec-21, supported by a sharp pick up in road commencements
- Labour & building materials shortages are weighing on construction activities. Cost pressures are becoming more acute & this will potentially delay the realisation of some investment in 2022 & challenge the viability of some projects in the medium term
- Rural exports have continued to increase over recent months due to favourable growing and pasture conditions, as well as strong global demand for grains and meat
- Forecast GDP to increase by 5.0% for FY22 (previous forecast was 4.0%)

Future expectations for Australia would include:

- Underlying labour market conditions remain strong
- New dwelling demand will continue to be supported by very low mortgage rates, continued price growth is supporting upgraders & downsizers to move into new dwellings and investor demand has continued to grow with rising rents
- However, there are some emerging lead indicators that could soften the residential construction outlook such as tapering of property price growth in particular markets, credit availability has started to tighten and rising fixed mortgage rates
- Despite limited fiscal stimulus for non-residential building, there is still a sizeable pre-existing pipeline of major projects. Private investment is forecast to improve with the ramp-up of international travel, continued low borrowing costs and lower excess capacity for key investment classes
- Strong pipeline of publicly funded infrastructure projects with a significant level of work yet to be done for road projects. There is a number of mega railway projects planned to commence in the next few years even though the rail pipeline is already very high

Article courtesy of Mei Leong, Head of Market Analytics, InfraBuild



InfraBuild

Building futures through sustainable steel



PRODUCT UPDATES

STOP DIGGING!

Stop Digging is a Swedish company that designed and developed the ground screw: a modern and cost-effective ground anchor for both large and small construction projects. Their business ethos is not only to provide a high quality product, but to deliver and install it to the highest professional standard, saving you work, time and money. They install ground screws for a wide range of projects the length and breadth of New Zealand and Australia, all year round and in all weathers.

Tailored solutions for every occasion

Whether it is for a small task at home or a large business project, Stop Digging's ground screws can work for you. We have a wide range of experience in delivering many different projects for both private and public clients. This includes schemes ranging from small projects such as building wooden decks, fences or pergolas,

but also for larger permanent structures including timber or steel frame houses, offices, transportable units and cabins, shipping containers, agricultural / commercial sheds and greenhouses.

Stop Digging's ground screws are also ideal for temporary structures as they can easily be unscrewed and reused without damaging the ground, for example for fences at sporting events and festivals or for barriers and work sheds on construction sites.

We offer several different models and sizes such as the adapter, pipe, post and beam screw, all designed to tackle tricky terrain and soils. Our customers have used ground screws for lockups, storage rooms, bicycle sheds, recycling stations, sound dampening panels and traffic signs. The question isn't when you can use a ground screw, but when you can you not?

To learn more visit www.stop-digging.com.au



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Welcome to the Australasian Wire Industry Association

Supporting long term development and prosperity throughout the wire industry

AWIA MEMBERSHIP – GROW YOURSELF AND YOUR BUSINESS

It's fair to say the last couple of years haven't been the best for many of us. As we look ahead to what we are hoping will be a more stable future for our businesses and careers, the smart operators will look at their costs and decide – am I spending on the most important things to ensure success?

We're here to make the case for the humble industry association - and not just any industry association, your industry association, the Australasian Wire Industry Association (AWIA) – and why a modest annual membership fee might just be the smartest investment for you and your business you can make.

First off, let's list the many benefits of AWIA membership:

- **One voice for many** – When government decisions threaten to reduce your ability to do business then we speak for you. This includes input to the maintenance and revision of Australian, and joint Australian and New Zealand, Standards.
- **Education** – Regular newsletters, free technical data and standards access.
- **Support** – Got a technical problem? Call the AWIA and we will put you in touch with the people that can help.
- **Opportunities to meet new customers** - Two Conferences each year with key business enhancement seminars and selected technical presentations, national and regional meetings with industry peers.

- **Promote your professionalism** – Membership entitles you to use of the AWIA and other applicable association logos for your signage and stationery.

In addition to these very tangible benefits, the new and updated AWIA website contains member contacts, products and services information plus hyperlinks to member e-mail addresses and websites.

AWIA membership also means access to our affiliated Associations including American Fencing Association (AFA), Australian Certification Authority for Reinforcing Steel Ltd (ACRS), Institute of Spring Technology (IST), Spring Manufacturers Institute (SMI) and Wire Association International (WAI). As well as membership to our other Associations as applicable - AFIA, RSMA, TFAA at no extra cost.

Above all else, AWIA membership is really about growth—growth for yourself and growth for your business.

Contact AWIA Director Richard Newbiggin for a one-on-one conversation on 1300 942 500 or email: richard@wireassociation.org.au

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- IIL Australia
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- National Springs & Wire Products NZ
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- Smart Weld NZ Ltd
- South Fence Machinery
- Spring Specialists Ltd
- Stainless Steel Wire and Mesh
- Superior Industries NZ
- Thermakraft Australia Pty Ltd
- Ullrich Machinery Company
- Wiredex Wire Products
- Wire Displays NZ
- Wiretainers Pty Ltd



2022

May 10 - 12
DesignBuild Expo
 Melbourne Convention & Exhibition Centre,
 Melbourne, VIC
www.designbuildexpo.com.au/

May 24
AWIA Mid Year Conference
 TBA, Newcastle, NSW
www.wireassociation.org.au

May 24 - 26
Hire22
 Adelaide Convention Centre, Adelaide, SA
www.hriaconvention.com.au

May 25 - 26
Workplace Health & Safety Show
 Melbourne Convention & Exhibition Centre,
 Melbourne, VIC
www.whsshow.com.au/programintro

June 7 - 8
WAI Wire Expo 2022
 Hyatt Regency Hotel, Dallas TX USA
www.wire-india.com

7 - 10 June 2022
wire India 2021 Australian Manufacturing Week (new dates & location)
 Sydney International Convention Centre,
 Sydney NSW
www.amtil.com.au/austech/

June 20 - 24
wire Düsseldorf 2022
 Düsseldorf Exhibition Centre, Düsseldorf,
 Germany
www.wire-tradefair.com

September 20 - 21
Workplace Health & Safety Show
 Sydney Showground, Sydney Park,
 Sydney NSW
www.whsshow.com.au/2022-sydney

September 26 - 29
wire China 2022
 Shanghai New International Expo Centre,
 Shanghai, China
www.wirechina.net

With the impact of the COVID-19 virus on allowable public gatherings, and the severe disruption this has caused to air and other forms of travel, please use these dates as a guide only. It is expected that some of these events may be cancelled or deferred to later dates.

September 27
AWIA Annual General Meeting
 Zoom meeting
www.wireassociation.org.au

October 5 - 7
wire Southeast Asia 2022
 Bangkok International Trade & Exhibition Centre BITEC, Bangkok, Thailand
www.wire-southeastasia.com

October 9 - 11
ASI Annual Steel Convention
 Four Seasons Hotel, Sydney NSW
<https://www.steel.org.au/events-awards/australian-steel-convention/>

October 12 - 14
SpringWorld
 Donald E. Stephens Convention Center,
 Rosemount IL USA
www.casmi-springworld.org/page/SWHome

October 25 - 27
wire South America 2022
 Hall 1 of Sao Paulo Expo, Sao Paulo, Brazil
www.wire-south-america.com

November 23 - 25
wire India (New Dates)
 Bombay Exhibition Centre, Mumbai, India
www.wire-india.com

November 25
AWIA Christmas Function
 TBA, Melbourne VIC
www.wireassociation.org.au

2023

September 12 - 14
SMI Metal Engineering eXpo 2023
 South Point Hotel & Casino, Las Vegas NV
 USA
www.metalingengineeringexpo.org

DISCLAIMER

The information contained in "The Link" newsletter has been prepared in good faith and is intended for general information only. Information on products and industry practices are not to be construed as Association recommendations. The views or opinions expressed in the newsletter articles are not necessarily those held by the AWIA.

Letters to the Editor
 If you have suggestions for future articles or want to voice your opinion on important issues facing the sector, please feel free to drop the AWIA a line.
 Email editor@wireassociation.org.au

Director/Secretary
Richard Newbigin
 1300 942 500
richard@wireassociation.org.au
www.wireassociation.org.au

Editor & Advertising Enquiries:

Alex Doran
 Australasian Wire Industry Association
editor@wireassociation.org.au

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