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New Year Message

1st January 2009

Special points of interest:

- The Year in Review
- Customer Spotlight
 - REA—National Champs
 - Hughie—Water Mark Product of the Year
- Skill Shortage
- Products and Services

The Year In Review

Welcome to 2009 and the first edition of the **Hi-tech** Tooling Newsletter. We would like to take this opportunity to wish ALL a happy and prosperous 2009 and trust that the festive season has been happy, safe and we look forward to an exciting 2009.

For Hi-tech Tooling, 2008 has been a great year; we have continued to grow in every area and believe we are well positioned for further growth in 2009. Looking back over the year we have achieved a number of mile-stones both internally and externally.

Our Team is now 28 including 5 apprentices. During the year a number of specialists have joined our team, all of whom bring new ideas and significant experience which is continuing to improve the services that we are able to offer and add value for our customers. Some of our new team members include Alan Mooney who comes to us from Master Tool in the UK. Alan has taken responsibility for all aspects of Injection Moulds including design. Further, Alan is assisting a number of our customers with improving their moulding operations in a number of cases this has resulted in significant quality and cycle time improvements. Tony Petschy joined us earlier last year and is looking after the CNC section. Tony comes to us from Sydney after a break from the industry and is building a strong team; his introduction of shop floor programming is helping with both staff development and efficiencies in this area. Adam Supper joined the team as a Mechanical Engineer this has significantly enhanced our engineering and design capabilities. Steve Wilmhrst joined the Toolmaking team as a Toolmaker with more than 20year's experience.

We continue to be committed to training both with our apprentices and providing opportunities for our existing staff to up-skill and career development.

Hi-tech Tooling continues to provide services in our traditional areas of Plastic Injection Moulds and Blow Moulds including new tooling and maintenance. It is pleasing to note that we have increased our sales in both areas with existing long term customers and a number of new customers with whom we look forward to establishing long term relationships, based on a high quality of product and a commitment to support our customer's production needs. Two areas that we have seen significant growth in during 2008 are Engineering, including product and process design, and Precision Engineering. With the increase in resource in our design office we are now more able to assist with product and process design. Two of the products that we are very proud of are

Hughie Sink, Watermark Product of the Year for 2008. This is a product that our design team had a significant input into the design and development.

REA Race Track, designed and built by Hi-tech Tooling for Re-Engineering Australia and now in many High Schools around Australia.

While 2008 was not without its challenges, some of which will be with us well into 2009. We believe that the coming year holds many exciting opportunities to grow and develop our industry. **Hi-tech** Tooling has a great team dedicated to providing quality tooling and support to our existing and future customers.

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Customer Spotlight

Re-Engineering Australia (REA)



Hi-tech Tooling has been involved with REA for more than two years and expect to continue this into the future. In line with our commitment to training and development of our industry, we are pleased to be involved with and support REA's involvement and input into engineering and technologies in Australian High Schools.

"Recognising that one of our greatest resources in this country is our people, REA has a clear objective to initiate educational programmes that encourage and support innovation in design and technology. REA has a particular focus to foster the talents of younger Australians at Universities, TAFE's and High Schools, with a view to increasing interest in modern Engineering, Design and Manufacturing through bridging the gap between the city and the bush, industry and education, via technology based collaborative projects."

Over the last two years Hi-tech Tooling has been a minor sponsor of the 2007 National Finals held at the Noosa State High School and Alan Slee was a member of the judging panel for the 2008 QLD State Finals. Working together with Paul Bray of REA and Hi-tech Tooling, designed, developed and produce the current race track; to date we have

supplied 25 tracks to Australian High Schools, both public and private schools from the Torres Straights to Tasmania.

If you are not aware of REA we would encourage you to make contact with REA or your local High School and become involved. This is one of the most exciting developments related to our industry within our High Schools in recent years. Without going into too much detail, the High Schools that are part of this programme design, analyse, build and race their own scale drag cars on a 25m track. Each High School receives a CAD system (Catia), a wind tunnel, a small CNC Mill and the 25m race track. They form teams of students who design and build the cars and compete at State, National and International levels. Being involved with year 11 and 12 students that have a passion for engineering and the related technologies has been very rewarding.

The students are competent CAD operators who are programming and machining complex shapes and much more. These students will be the stars of our industry in the future and we are looking at this scheme as part of our future recruitment strategy.

We would encourage others to become involved, for more information please contact

Paul Bray at REA or your local High School

Ph: 02 9842 9512

Email: contact@rea.org.au

Web: www.rea.org.au



*The 2008 F1inSchools
National Finals Award
Ceremony, held in the Great
Hall of Parliament House, was
a fantastic night enjoyed by
over 300 people, there to
witness the unveiling of the
new Australian National
Champions*

Congratulations to the winners 2009

National Professional Class Champions:

1. Redline Racing, Trinity Christian School ACT
2. **The Bullets, Noosa District High School QLD**
3. Wizards, Lake Tuggeranong College ACT

Hughie Products

Nearly two years ago, Ian Alexandra of Hughie Products came to **Hi-tech Tooling** with a product concept, the "Hughie Sink". From the outset this was one of those ideas that you see sometimes, such a simple idea and so many uses, why didn't I think of it. Our design team worked with Ian to develop the product and incorporate all the features that are now in the product. When Ian was happy that the product met all the market requirements we prepared a quotation for Tooling. At that point Ian investigated producing both the Sink and the Tooling in China. We worked with Ian to help ensure



that Hughie Products achieved the best possible outcome. After a detailed review of the costs and issues, Ian placed orders with Hi-tech Tooling and C&C Plastics for Tooling and production of the Hughie Sink. When the costs of production were compared as a complete package on the forecast quantities and the market life of the product, Hughie Products are saving 20c per unit and have the convenience and security of dealing with local suppliers.

The Hughie Sink is now available from Bunnings nationwide.



We are pleased to be involved with Hughie Products and look forward to their next innovative product.

Contact: www.hughie.com.au

Congratulations to
Hughie Products
WaterMark
Product of the
year 2008

Skill Shortage

Like many organizations in our industry, one of the critical limiting factors to the development of **Hi-tech Tooling** is the availability of skilled Engineering staff in the Trades, Design and other technical areas, further the training available at the higher levels of engineering. This is not a new issue and is a direct result of more than 10 years of neglect by all stake-

holders, Industry and Government at all levels. There is no

quick fix to the issues in

this area, but we seem to have taken the first step, we now recognize that we have a problem. Very basically there are only three options for an organization like Hi-tech Tooling: poach, import or grow our own trades and technical staff. The first two options come with many downsides as we have always been committed to the development of our trades and engineering skills. As part of this commitment we now have 5 apprentices and early this year will take on another

School Based Apprentice.

Hi-tech Tooling has always actively supported training and some of the Queensland State Government initiatives with the development and promotion of training for our industry and will continue this involvement. Some of the State Government initiatives that Hi-tech Tooling is involved with and would encourage others to become involved with:

- Gateway Schools
- Create it Make it Live it
- MSG Engineering Industry Consultative Group



Hi-tech Tooling Apprentices

We also regularly host school visits to our work shop and attend High School career evenings at a number of local High Schools.

Being involved with these activities has a number of benefits. In a small way we are promoting our industry within the education system, this is dispelling some of the misconceptions about a trade as a career and encouraging students to consider careers in the Tooling and Manufacturing industries. From a Hi-tech Tooling perspective we are attracting very good apprentices who will be our Tradespeople in

the medium term.

There are two other initiatives that are worthy of mention. Firstly the Certificate 4 qualification in Tooling that Partec is currently preparing will provide higher levels of training in the Tooling area for Design and Advanced Technologies. This is in the early stages of development as a qualification for our industry. If you would like input into the content and delivery please contact Roger Cater at Partec. Secondly the Queensland Apprentice of the Year competition being developed by QTN will be at three levels, Junior - open to first year apprentices in the engineering trades, school based apprentices and senior High School Students. The intermediate level - open to apprentices from any engineering trade up to 4th year and the senior level for 4th year apprentice Toolmakers. This will be a great competition and is being well supported by MSQ, TAFE and our industry suppliers who have provided some great prizes. For more information please contact Alan Slee via the QTN Web site: www.qtn.com.au.

Hi-tech Tooling providing Design, Tooling and Manufacturing services for 22 years

Since **Hi-tech**'s establishment in 1986, we have rapidly expanded to our current workforce in excess of twenty five employees, including highly skilled design engineers, programmers and tradespeople. We are equally committed to training apprentices to be our tradespeople of the future. **Hi-tech** Tooling was the first toolmaking company in Australia to be awarded Quality Assurance Certification in November 1992.



Hi-tech Tooling is also a long time member of Tooling Australia, with our General Manager serving on the initial National Council and a founding member of The Queensland Tooling Network.

Based in Brisbane, **Hi-tech** Tooling provides a range of manufacturing services to our clients, most of whom we have built long standing relationships based on high levels of service, quality products and a commitment to meeting their requirements. We pride ourselves on maintaining a practical, hands-on approach to daily business and an open and honest relationship with all of our clients. Our services are provided on a national basis, with more than 50% of all sales coming from NSW, VIC and WA. These sales outside QLD are in all areas of operation, with design, new tooling, tooling maintenance, components and breakdown services into all states.

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Over many years **Hi-tech** Tooling has developed a significant resource and level of expertise in a wide range of manufacturing disciplines, as well as the human resources **Hi-tech** Tooling has a well equipped Design office, Toolroom and Precision Engineering workshop equipped with some of the most advanced equipment available, including CAD and CAM, CNC milling, turning, grinding and EDM.

Hi-tech Tooling provides services in three main areas

Design

- New Product: design and development from concept through trialing, testing and analysis, into production from prototyping individual components, low cost prototype moulds and full production tooling.
- Process and Tooling: through detailed knowledge and experience in a wide range of manufacturing industries we are able to develop, design, build and equally as important maintain a wide range of processes and process tooling.

Tooling

Plastic Injection, Blow Moulds, IBM, Vacuum, Jigs and Fixtures, Press and Form Tools, our traditional areas of operation, including building to meet specific product and volume requirements and preventative and break down maintenance.

Manufacturing

Precision machined components from prototype to volume production and Contract Manufacturing in a range of areas.

We aim to provide a complete solution to your product and production requirements, either with our own internal resources or with the assistance of our well established network of quality sub-contractors and suppliers. We look forward to assisting with your product , production and tooling requirements. Please do not hesitate to make contact. We will be able to assist or at the very least direct you to the best available suppliers.

Toolmaking Excellence