

AWISA THE MAGAZINE

FOR THE CABINET, JOINERY, FURNITURE, TIMBER AND PANEL INDUSTRIES



PUBLISHED BY THE AUSTRALIAN WOODWORKING INDUSTRY SUPPLIERS ASSOCIATION LIMITED





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AWISA THE MAGAZINE

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Published by the Australian
Woodworking Industry Suppliers
Association Limited
ABN 44 134 548 253

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suppliers of machinery, materials, fittings,
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advertising enquiries are welcome.

DEAR READER,

There it was again the other day - one of those stupid
statements in the media. "It's a shame that nothing's
manufactured in Australia anymore." Well that writer
certainly never reads this magazine.

Before becoming an exhibition organiser and manager of
AWISA I was employed for 20 years in marketing roles in
large manufacturing companies. Plus my family background
is in manufacturing, so it's in my blood. It therefore gives
me great pleasure to be responsible for a magazine that
presents the positive side of the manufacturing story.

But this edition has surprised even me. Many readers
might have been aware that Australia has a major guitar
manufacturer, but I for one had no idea that violins are
manufactured here. And not craft manufacturing, but using
the most sophisticated of equipment. So don't miss the
story on page 12, plus the stories about successful interior
fit-out and kitchen manufacturing companies.

At times it is hard to shake off a certain eastern states bias in
these pages. But we've done it in this issue with stories about
four members of the very active Cabinet Makers Association
of WA. And returning to the theme of manufacturing we
celebrate the success of Hideaway Bins, the New Zealand
manufacturer that has won a prestigious international
Red Dot award.

And we are not short of business advice in this issue with
Simon Hodgson writing about some of the challenges of
operating a family business, and Rick Lee writing about the
process of selecting sales managers.

Finally I'd like to wish long serving AWISA board member
Trevor Wilson a long and a happy retirement. Trevor worked
for over 40 years in the industry and spent over 20 of those
years on the board of AWISA. On page 18 Trevor looks back
at his time in the industry and comments on the industry's
future.

Geoff Holland

General manager
Australian Woodworking Industry
Suppliers Association Limited

FRONT COVER: Huge ranges of doors and
panels are now available for interiors. Shown
here is Farmers New Generation Oak.
Image courtesy of Lincoln Sentry.

CONTENTS

6. **BOAT:** 2000 years old.
 10. **SOFTWOODS:** Imports climb.
 12. **INSTRUMENTS:** Technology adopted.
 17. **OPENING:** Queensland showroom.
 18. **INTERVIEW:** Trevor Wilson.
 20. **ASSOCIATION:** Build strong industry.
 22. **ECONOMY:** Building hotspots.
 25. **BINS:** International award winner.
 27. **POWER:** Distributor appointed.
 28. **HARDWARE:** Company expansion.
 29. **DESIGN:** Technology partner.
 30. **HANDLING:** Effective area gripper.
 33. **HARDWARE:** Latest lift system.
 34. **ASSOCIATION:** WA featured.
 41. **CABINETRY:** Craftsmanship.
 42. **BUSINESS:** Family business.
 44. **FINANCE:** Simplified.
 46. **HANDLING:** Reducing waste.
 49. **HARDWARE:** Plinth adjustment.
 50. **SALES:** High risk gamble.
 54. **MACHINERY:** Make more money.
 59. **HARDWARE:** For beautiful spaces.
 60. **VACUUM:** In woodworking.
 64. **MACHINERY:** Solid wood processing.
 70. **HARDWARE:** Refocusing trends.
 72. **HARDWARE:** 40 years of service.
- Plus other industry and product news.

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by Rob Ditessa

It's a wooden boat, from about two thousand years ago

THE ANCIENT BOAT, also variously called The Galilee Boat or The Boat from the Time of Jesus, sits today on a cradle designed to let the viewer see the method of its construction, and all the types of wood used in its making and repairs. A dedicated museum exhibition hall houses the boat in a controlled climatic environment that protects it from deterioration. The museum is part of the Yigal Allon Centre, located on the western shores of Israel's Yam Kinneret, known in English as the Sea of Galilee, where two brothers discovered the boat.

Moshe and Yuval Lufan have always been enthusiastic amateur archaeologists. Even today, more than thirty years after the event, their excitement over the discovery is infectious. Yuval says this discovery was their dream, what they were born for. He felt like he was walking on air, and it still feels like that.

"This boat has a certain spirit in it that changes everything around it to good. Moshe and I called it 'the boat of peace'", Yuval declares in an interview in a documentary about the boat produced by Joe Amaral.

It was during a long and severe drought that Kinneret's shore line receded to such an extent that significant depths of the lake were exposed, which the brothers explored. After coming upon some ancient coins, they methodically searched adjacently finding a nail, then another, and then a fine line of wood in the mud. The brothers reported the finding on 24 January, 1986. "It was little more than a curving arc of wood, flush with the surface of the ground, but we immediately realised that this was the uppermost plank of a boat that was buried by the mud," Yuval explained later to Professor

Shelley Wachsmann, the nautical archaeologist called in by the Department of Antiquities to investigate the find and subsequently head up the excavation.

In his book, 'The Sea of Galilee Boat' (Texas A&M University Press), Wachsmann remembers how at the site, eager questioners asked how he could tell if the boat was ancient. It is easy, he replied, because in antiquity, ships were built differently. From before the late 14th century BCE to about the middle of the first century CE, shipwrights built their boats' shells first, opposite to the way it is done today, where the planking is nailed to a skeleton formed by laying the keel, stem, sternpost and frames. He details in his book that in antiquity, after laying the vessel's keel and posts, rather than attaching the frames, the boat builder added the hull's planking directly to the keel and built up the shell, the ship's hull. Only after much of the hull was in place, did the builder insert the frames into the ship's hull, normally not even connecting the frames to the keel.

"But undoubtedly," Wachsmann continues, "the most unusual part of this construction technique was that the hull's strakes or planks were joined to each other not by metal fasteners, but by wood carpentry. The planks were edge-joined by means of pegged mortise-and-tenon joints. The mortises were cut into the narrow top edge of the strake. Then a flat, tight-fitting hardwood tenon was driven up to half its height into each of the mortises. Opposing mortises were cut into the bottom edge of the next strake and the two edges were joined. Following this, holes were drilled into the tenon and the planking on either side of the seam, and treenails (wooden pegs) were hammered in, locking the tenon, and the planks, in place." With this system there is no need for caulking because the water swells the wood and the seams become water-tight.

Wachsmann immediately inspected the structure. Seeing the scars of the locking pegs and the mortises, he remembers exclaiming that this boat was definitely very, very old, and how the realisation struck him that this was the first ancient boat discovered in Yam Kinneret. It was a moment of awe, joy and excitement, suddenly set apart by an abrupt cloudburst and the shimmering of a double rainbow. He took photographs of the group with the rainbow in the background.

Judging by the construction method and with advice from other experts, he was sure the boat was ancient, which later carbon date testing confirmed. Wachsmann details all the

Yigal Allon Centre
on the Sea of Galilee
shore

Image supplied by
The Yigal Allon Center





evidence to conclude that “if we assign to the Kinneret boat a work life of a decade or two between 100 BCE and 67 CE, we would presumably not be far from the mark.” In conversation with AWISA from his home in Texas (USA), he explains that the parts of the boat that survived, survived because they were buried in sediment, in an anoxic environment that basically stops anything that causes wood to decay, or that eats wood.

What happened next was extraordinary. Wachsmann reflects, “What had started as a remarkable archaeological find began turning into a political and religious free-for-all. It was truly amazing what intense emotions those few water-logged planks were able to generate. It was also exceptionally dangerous for the boat.” As soon as word got about the treasure in Kinneret, the brothers found people searching the area at night and they began to monitor the site. Representatives from the local community where the boat was found confronted Wachsmann with demands to exhibit the boat there. Without any factual basis or justification, the international media used the term “the Jesus Boat” to describe the find. Tourism authorities saw a marketing opportunity. Ultra-Orthodox Jews demonstrated against work on the boat because they feared its promotion would tempt Christian proselytizing. And Kinneret’s water level was rising. The authorities ordered excavation work to begin immediately. Normally, it takes years to gain these orders. A makeshift dam of sandbags and earthwork protected the

excavation against the rising waters and the team created scaffolding for the experts and volunteers to remove the mud without putting any pressure on the boat. Then conservationist Orna Cohen masterfully organised for the boat to be covered in special foam and moved to the Yigal Allon Centre where it sat in a chemical bath of heated polyethylene glycol, a wax substance that replaced the water cells in the wood. It dried over the years and the excess was cleaned off. Cohen’s successful conservation work took eleven years to complete.

Ella Werker from the Hebrew University in Jerusalem who carried out a study into the timber used in the boat determined the planking was mostly Cedar of Lebanon (*Cedrus libani*), the frames were mostly Tabor oak (*Quercus ithaburensis*), and that the hull was made from ten other types: Carob (*Ceratonia siliqua*), Aleppo pine (*Pinus halepensis*), Spiny hawthorn (*Crataegus aronia*), Common willow (*Salix acmophylla*), Laurel (*Laurus nobilis*), Redbud Judas tree (*Cercis siliquastrum*), Sycamore fig (*Ficus sycomorus*), Atlantic terebinth (*Pistacia atlantica*), Sidder or Christ’s Thorn Jujube (*Ziziphus spina-christi*), and Oriental plane tree (*Platanus orientalis*).

The ten other types are just bits and pieces, says Wachsmann. “They are apparently repairs. What you see is that they’re trying to suck every bit of life out of this boat before they have to abandon it. I think it’s more of a trade-in, and everything ▶

Boat on display in museum

Image supplied by The Yigal Allon Center

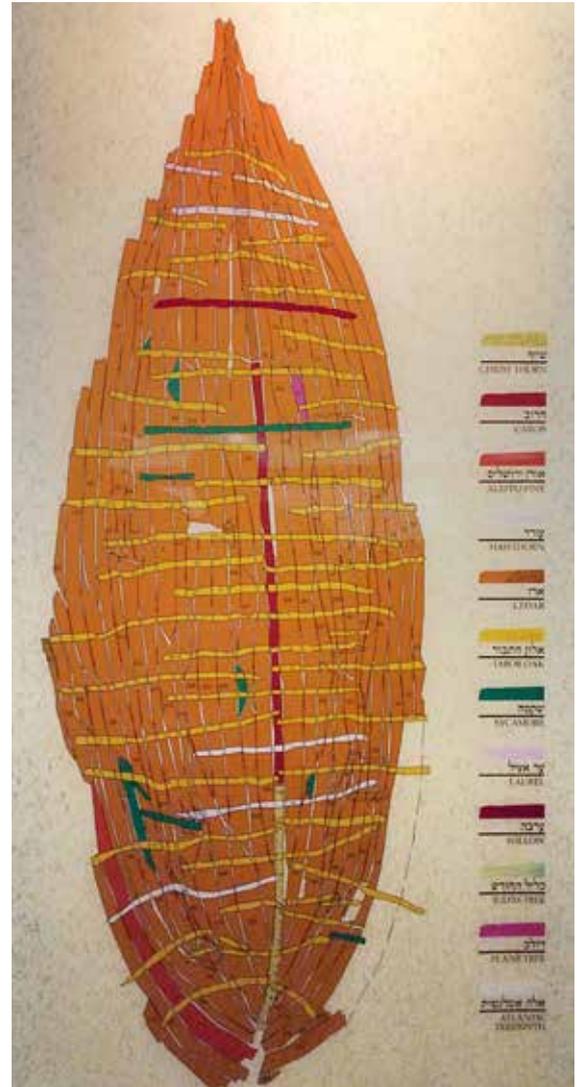
► that can be re-used has been removed. If you lie under the boat, the whole bottom looks like it was patched up. There's a photograph of one of the frames, where the frame has been pulled out. You can see the nails. They removed everything that they could use, probably to use in the next boat this poor guy owned. And yet, whoever owned a boat like this was not at the bottom of the economic food chain, as they could hire workers. This is a generic boat from that period, and they were obviously hurting financially tremendously."

As to the source of the timber, Wachsmann points out that the Lebanese Cedar had to come from Lebanon but all the other eleven types of wood were local. The ancient historian Josephus (37-100 CE) writes of the Kinneret area, "... its nature is wonderful as well as its beauty; its soil so fruitful that all sorts of trees can grow upon it." (Jewish War, Book 3.516, Whiston translation). When the Roman general Vespasian ordered the construction of vessels to battle the Jewish rebels, Josephus says, "These vessels were quickly gotten ready accordingly, because there was great plenty of materials, and a great number of craftsmen also." (above, Book 3.505). On a further note, Wachsmann reads the evidence as suggesting that the carpenters fitted platforms to pairs of boats like the Ancient Boat. This leads him to suggest that possibly "catamaran" is a better translation than the usual "raft" for the Greek word "sxedia" that Josephus uses.

Ironically, the many and poor-quality timbers used in the construction and repair of the boat attests to the skill of the shipwrights. Professor J Richard Steffy, described as "the wood whisperer" by Wachsmann, at first thought poorly of the shipwright's work on the boat but on further study reversed his opinion. He told Wachsmann the boatwright knew exactly what he was doing but he had to use inferior quality materials. Working on the boat making so many repairs, so many mortise-and-tenon joints, must have been a painful experience. To recycle and use the old timber, Steffy theorized that the boatwright may have cut away the mortise-and-tenon joint scars making the planks very narrow, so narrow they could not be put on singly. The builder made up a regular size plank by attaching two or three narrow ones together with mortise-and-tenon joints and then attaching the reconstituted plank to the hull. Wachsmann adds, "some of the repairs were not more than staples, clenched nails that were placed in areas where the pegged mortise-and-tenon joints were starting to go."

Chart of 12 different types of wood on display at museum

Image by Rob Ditessa



4 Bird's-eye view of the boat on the morning of the second day of excavation

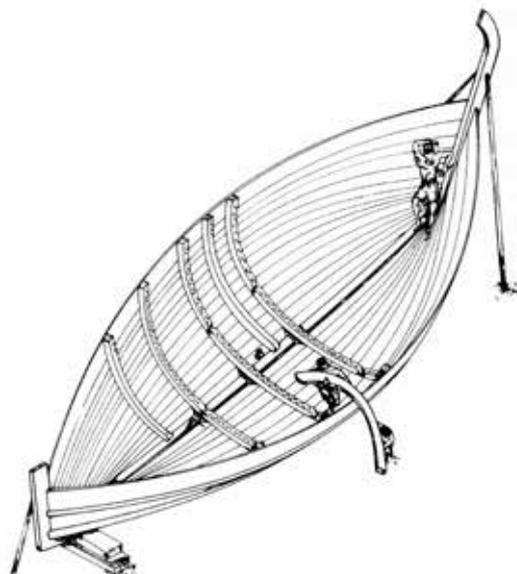
Image courtesy and permission Prof Shelley Wachsmann, from his book 'Sea of Galilee Boat'.

Prof J Richard Steffy with model boat

Image courtesy and permission Prof Shelley Wachsmann, from his book 'Sea of Galilee Boat'.



Professor J. Richard "Dick" Steffy.



Shell-first construction

Image courtesy and permission Prof Shelley Wachsmann, from his book 'Sea of Galilee Boat'.

He continues that while shipwrights attached planking with pegged mortise-and-tenon joints, which is all woodcraft, they attached the frames to the planking with nails from outside the boat into the frames. In this boat, for some of the frames they got to the point of using anything that they could get hold of. The frame was supposed to be smooth with the hull, but in some of the frames they used branches that still had the bark on them.

The boat is 8.2 metres long, 2.3 metres wide, with a depth of 1.2 metres. By Wachsmann's calculations this type of boat could carry 15 people which included a crew of five. It was used primarily as a fishing boat. The design of its size and shape suited the use of the long and heavy seine fishing nets. It also could have been used as a transport for people and goods, or called into service for battle. The boat, in the words of Wachsmann, is "a veritable porthole into the past".

In conversation with AWISA from the Yigal Allon Centre, which he heads, Eran Schwartz explains about the honour it is for his Centre to harbour this important archaeological treasure. The Centre's mission is to maintain the Museum and conduct inclusive leadership programs to imbue a new generation with the values of belonging to something greater than themselves.

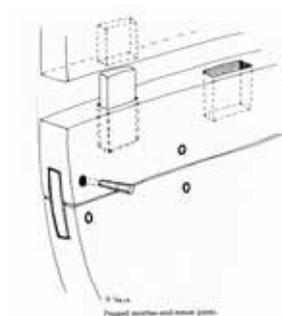
Schwartz expresses the sentiment that the Ancient Boat is an important factor in this because as you learn about its history, you learn about cultures and values, about how the past shapes the future. When you see the boat, do not just look at its past but ask 'what is its message'. In Kinneret, he says, you will discover the lake, the natural landscape, food, and different faiths and ways of living. "There is a lot to learn from the Ancient Boat," he sums up. ■



Skelton-first construction.

Skelton-first construction

Image courtesy and permission Prof Shelley Wachsmann, from his book 'Sea of Galilee Boat'.



Pegged mortise-and-tenon joints

Image courtesy and permission Prof Shelley Wachsmann, from his book 'Sea of Galilee Boat'.

by John Halkett

Sawn softwood timber imports

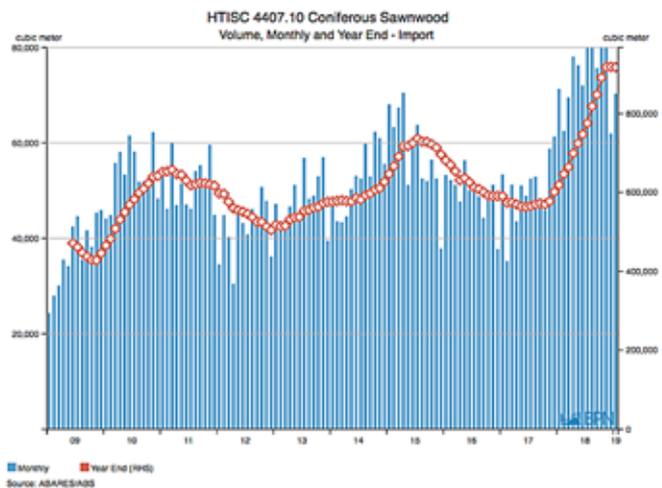
continue to climb

AUSTRALIA'S IMPORTS of sawn softwood lifted to 917,505 m³ over the year-ended January 2019, rising 48.2% on the prior year. Although there is current evidence of a downturn in demand and imports, the record levels of annual imports have been stable over the last few months. On a monthly basis, imports in January 2019 totalled 70,274 m³, down just 1.5% on January 2018. Imports are more stable than the market situation might suggest.

The chart shows that roughly every three years, imports have grown to a new peak, before plateauing and subsequently declining. The current record cycle is observably different to the two previous peaks - imports grew faster and in the last three months (November 2018 to January 2019) and have, on an annualised basis, been very stable.

Industry participants have also pointed to another difference in this latest peak. The growth in imports was largely orderly and rational, filling a supply gap and need. That does not mean, especially in mid 2018, that imports were not impacted by some more opportunistic behaviours, but it does appear that substantial stock inventories in supply in late 2018 are being managed in a more orderly manner than has traditionally been the case. For instance, there does not appear to have been any substantial discounting to clear inventories, or additional and wide-scale spikes in imports.

The first and unavoidable point to note is that imports grew very strongly, as previously described, over the year-ended January 2019. But the really large increase of note is in imports of the dressed radiata product.



Over the year, imports grew a massive 101.2% to 353,964 m³, supplemented by its non-radiata softwood species, which saw imports rise 76.4% to 155,321 m³. Combined, imports of these two grades of essentially similar products totalled 509,285 m³, a rise of 92.9% on the prior year and accounting for 55.7% of total sawn softwood imports.

That substantial lift in imports underscores the shortfall of dressed structural timber in Australia. ■



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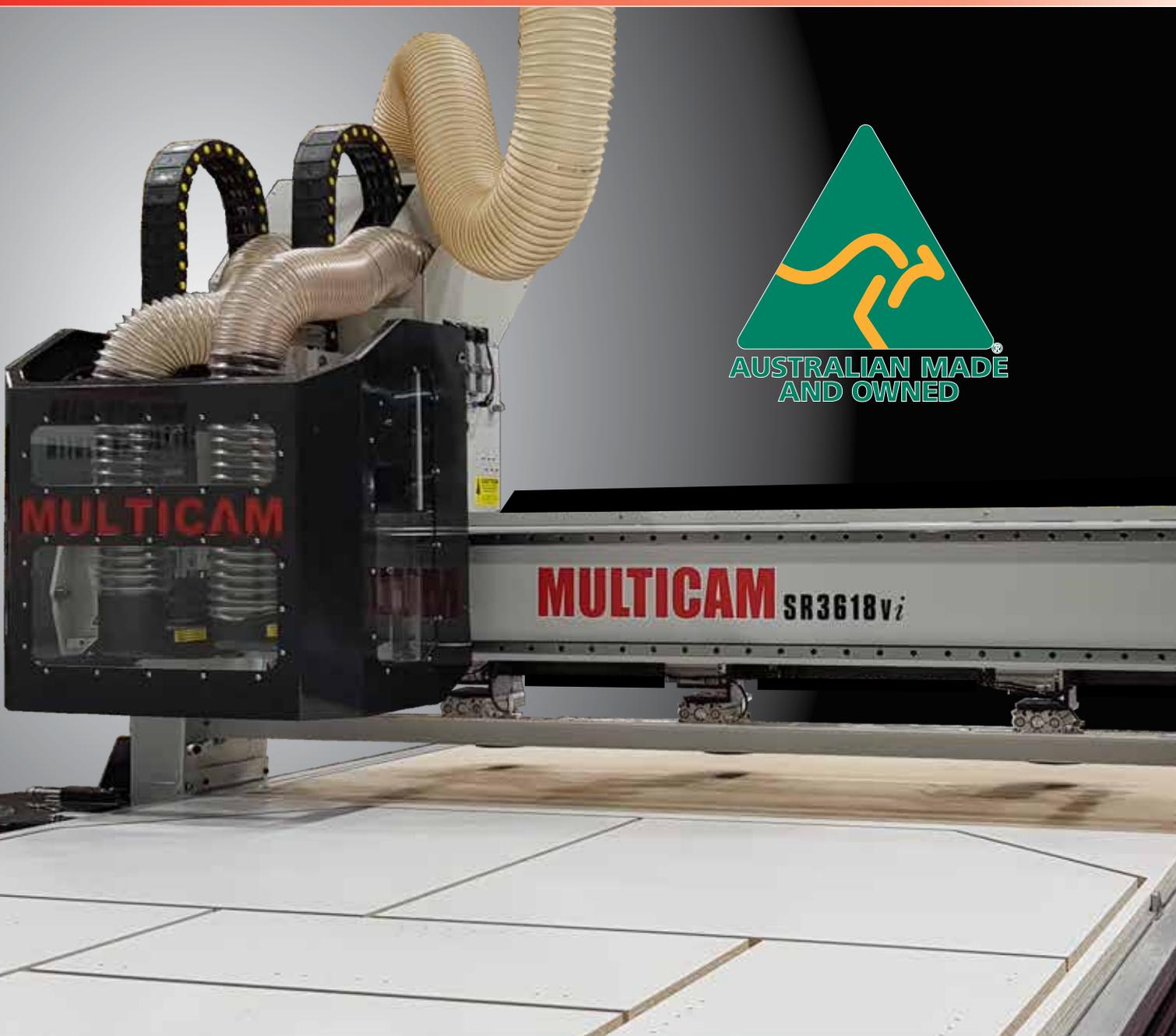
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by Rob Ditessa

Wooden musical instrument makers adopt new technology

BOTH OF THESE leading Australian makers of wood musical instruments give an unexpected answer, that at first thought seems counter-intuitive. And intriguingly, both answer with exactly the same words. Having introduced computerised technology as an integral feature of their design work and craft production, do they find that using this technology undermines in any way their craftsmanship, or diminishes the value of the craftwork in their ultimate artefact product? "Not at all," say Patrick Evans, and Max Glanville.

Success

Patrick is Manager of R&D, Projects, and Product Development at Maton Guitars, in Melbourne. Maton, was established by Bill May in 1946 with one objective in mind, to make a quality guitar that musicians could afford. In the post-war period, good quality guitars were made in the USA and were very expensive by the time they reached Australia. Bill, jazz musician, woodwork teacher, and luthier, resigned from his teaching job, and with the support of his wife, Vera, and his brother, Reg, himself a wood machinist, began producing guitars, in a garage in Thornbury, Melbourne. He says, "A distinctive Maton style emerged and demand has never been higher. We do things our way, which makes our guitars stand apart."

Max is the Production Manager at the family owned and managed The Sydney String Centre. Max, his brother Doug, sister Libby, dad David, and mum Carmel, are all involved in the day-to-day running of the business. Speaking with AWISA at the Centre in Chatswood, Sydney, they tell how in 1991 their parents began the venture in their garage in Castlecrag, Sydney. David was a luthier, and Carmel a musician and teacher. Today the business is a leader in making, restoring, repairing

Maton CNC Team
and Biesse Rover
M5 L-R, Cassy Paull,
Patrick Evans, Andrew
Holmes, Zev Feldman
& Matthew Leigh



and servicing violas, cellos, and especially violins. Libby puts the family's success down to their passion for music. One of their aims is to provide quality and affordable violins for every child because music awakens the mind. Says Doug, "We want to be creative problem solvers, and want to make the world a little bit better with whatever we do. Music is our path."

Teaching machines new tricks

Craftsmanship, Patrick tells AWISA, is the ability to master your tools to make the best instruments you can. "It just so happens that our tools include some CNC machines. Nobody should imagine that using CNC machines removes skill and somehow dumbs-down the process. These machines allow us to shape our components accurately up to the point of hand finishing and fitting, and it's these final details that fine craftsmanship depends on. There is a constant push to produce better, more consistent parts, and timber has a way of surprising you just when you think you've got it figured out. This is true whether you're using hand tools or robotic machinery."



Images supplied by Patrick Evans

His own experience tells the tale. Patrick came to Maton in 1993 as an experienced boutique guitar maker and repairer, with no computer skills to speak of. Since then he has developed CAD skills, static machining skills, and CAM and CNC skills, but what has not changed is the necessity to look at a problem and come up with a means of solving it using the tools at hand. "If you're using hand tools there is no limit to the complexity of surface carving you can achieve. With a CNC machine you are limited by the angle from which the machine can approach a surface, whereas the human hand is completely flexible in that regard. Our new 5-axis machine has brought us much closer to that ideal and is opening up design possibilities I could only previously accomplish by hand. All methods have merit if the guitar is a good guitar at the end of the process. The difference is whether you can complete the guitar in a cost and time frame that meets market expectations. Technology allows us to do that in a country where labour costs are relatively high."

If this technology had been available 300 years ago, violin makers would have used it, Max muses. Sydney String uses technology to cut down the labour hours of repeated steps that require accuracy and consistency, but there will always be some tasks that machinery cannot do. "We are working with natural materials that change from piece to piece and while our machine can perform a task perfectly day-in, day-out, it cannot read the timber, read the grain, feel how flexible and dense the timber is. We are constantly asked by customers if our instruments are handmade, but we prefer to ask the question: is it handmade or is it well made?"

His luthiers continue to exercise all their skills and they have learned new skills as well. "It is a balancing act to know

whether a machine or a luthier can produce something quicker and easier with the same quality. As we have a large model range, the work we do by hand is either increased or reduced depending on the model. The more expensive the instrument, the more work is done by hand. This is due to the timber being used, the varnishing, and design. The relationship between the luthiers and technology is very close. We have developed the machining process to mimic the hand process as closely as possible. In a way the luthiers have been teaching the machine new ways."

Local and better

Patrick says that it never has been easy to manufacture in Australia but the Maton directors, Neville Kitchen and his wife Linda (Bill and Vera's daughter), are committed to staying in Australia and the company's ethos is firmly based on the idea of Australian manufacturing. As they use a lot of Australian timber, it makes sense to manufacture locally. The uptake of CNC technology has allowed the business to plan production flows that deliver quality on schedule.

Max echoes these sentiments and adds that from the start they wanted to create an authentic brand that customers trust. At first it seemed that mass-producing instruments overseas and branding them in Australia was the way to go, but after over 20 years this was not as cost effective as it might have initially seemed. While the Chinese are very competitive, there have been huge increases in the cost of doing business with Chinese manufacturers. Currency fluctuations have caused instability with margins, especially when combined with increased costs in manufacturing. Lead times have blown



Completed guitar bridges on Biesse Rover C6



Machining guitar neck on Biesse Rover M5

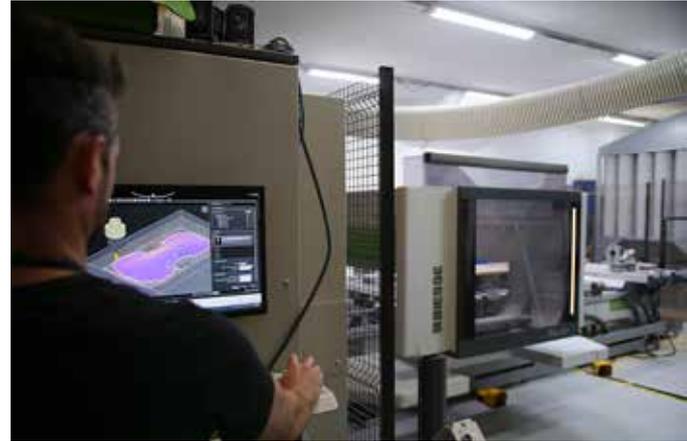


Machining ebony guitar fingerboard on Biesse Rover C6

► out to as much as nine months. This caused an increase in inventory that in turn has led to higher costs associated with warehousing. Despite the increase in inventory, they were still often unable to meet customers' demands. As well, they have struggled to work with suppliers to improve the quality and they have spent a lot of time reworking products in Sydney before selling them.

By making locally, they have reduced lead time to between two and three weeks for most products. "We've already reduced our warehouse space by over 200m² and this space is now used for manufacturing. Our dream is to have almost no inventory except what we need for a two to three week period and that our warehouse will eventually all be turned into manufacturing space.

We aim to 'build-in' quality into our products so that everything we produce is defect-free from the very beginning. We also want to be transparent with our customers about our



story and about how the instruments are made and we hope that by doing this we will create fans who don't just love our brand but become our ambassadors," says Max.

Equipment

Sydney String runs a Biesse Rover A 1632 with HSD 5-axis spindle, pod and rail, automatic 33 positions tool changer using Biesse bSolid CAD/CAM software. After shopping for almost a year, they came to realise they needed a machine that was fast, accurate, intuitive, reliable, safe and most importantly had good before and after-sales service. Max says, "As what we were producing was quite different to the vendor's regular customers, they were interested to see how far they could push their machine to produce our parts.

The most complex part we have to produce is the scroll. This is where the 5-axis comes into play and shines. When I saw our machine in action prototyping our first ever violin scroll, top and back, we knew that we had chosen the right machine and we could get into more detail of what tools to use and how we could improve the machining process. After the smooth installation process and a month of extensive training we were set to go."

Maton operates amongst other equipment a 5-axis Biesse Rover M5, Rhino CAD, Edgecam to create ISO code for the two Rover C machines, Biesse bSolid for the M5, and a smaller CNC, specially made for the neck fitting and soundboard production processes. Patrick explains, "When we started looking for a 5-axis machine we were keen to add to our Biesse collection due to consistency of service, and relationships, but we did look at some other machines as well. We were pretty tightly restricted with space and the M5 turned out to be the best option in terms of footprint, and so we chose it."

Tools

Patrick says that other than the obvious cutting and scraping tools, most specialised tools in his craft come in the form of jigging and fixtures, the means of repeating accurate work or holding pieces in such a way as to make a certain process possible. "We have exactly the same challenges with CNC



Images by Libby Gianville.

equipment. We design and make vacuum clamping fixtures to hold our blanks while being machined, and I consider this as one of the most valuable skills an instrument maker can develop."

Max has designed many new tools for his process to help produce parts more accurately, faster and with a higher finish. "Our Biesse 5-axis CNC machine has an automatic tool changer where we can have up to 33 different tools. Within this we have many custom made tools that are designed specifically for making a violin top, back and scroll. Just as a traditional maker may use 10 plus tools for making a scroll, we use around eight to complete a scroll on our machine. Even after this process we will use more tools by hand depending on the type of model, and finish we are after."

Software

When it comes to the software that drives the equipment, Patrick explains that in the case of Edgecam he had a post developed by the providers specifically for the Rover C machines. It took a few attempts to get it right but it has been running pretty smoothly for over 10 years.

"We are using bSolid with the M5 which has been a pretty steep learning curve for me. Overall I am quite happy with it but I would like to see a much clearer training manual come with the software. It can be very unclear as to where to find the answer to certain questions. In fairness, we are asking a fair bit of the software as our components are quite complex. The phone support has been excellent on this front though," Patrick says.

For Max, it has been a challenge right from the get-go as they are producing complex parts with the 5-axis. "We are constantly pushing the boundaries of the bSolid software and so far there has been nothing it cannot do. All the design of our parts and jigs has been done in-house but some of the complex programs have been developed in partnership with the vendor's software engineers."

Luthier and machine

After showing AWISA through the retail store of Sydney String Centre, and their workshops, Doug reflects, "We're trying to make it so that human beings do what they do best, that is to make decisions about how to manage problems, especially as we're dealing with wood, and wood is very temperamental. It isn't a consistent material. We're preserving for humans the highly skilled work, instead of the repetitive work that requires continuous consistent accuracy and precision, which this machine achieves without fail."

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Image by Rob Ditezza

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The unique AXILO™ adjusting tool acts as an extended arm - you can even reach plinth feet of corner base units.

Great news for Queenslanders



Following continued growth and ever increasing visitor demand, Altendorf has opened a new showroom in Queensland. Situated in the heart of the light industrial suburb of Mansfield, it has quick access via all major transport routes. In addition, the newly built and modern two-storey building is positioned just 15 minutes from the CBD and 20 minutes from the airport, a convenient central location for visitors coming from all areas of Queensland.

The top storey opens up to a large sales and service office. This spacious interior has enough seating for visitors to learn and discuss features of their new machines, as well as fine tuning a tailored solution for their business. A section of this area also serves as a training room for service technicians and sales staff in their ongoing commitment in keeping up with the latest Altendorf technologies.

On the ground floor, visitors directly enter the front entrance area that opens up to the spacious showroom. This area houses not only the latest machines on display, but also brand-new inventory for immediate machine distribution to businesses across the sunshine state.

There are currently two categories of machines sitting in the showroom: panel saws and edgebanders, all connected to power and live. Visitors can make arrangements with their Altendorf representative to walk through the functional elements of the machines in person at any time. Altendorf's Queensland show room has the entire product line ready for demonstration. Machines range from the entry level sized Altendorf saws all the way to flagship machines. For edgebanders, the full complement of Hebrock edgebanders is also on display.



While Altendorf's Queensland presence has been well established since 1995, covering sales as well as extensive service support for its customers, the new showroom represents an exciting step forward for both Altendorf and its customers. The new showroom will help visitors gain knowledge of their new machines in person and provide the right solutions to businesses owners in the most time effective way. To visit the showroom, it is best to book a time with Altendorf for a personalised tour via the contact details below.

ALTENDORF GROUP
Phone 1800 558 258
www.altendorf.com.au

Trevor Wilson - the interview

Industry stalwart Trevor Wilson served on the AWISA board for more than 20 years, from 1997 to year. He recently retired from his position as Chairman of Wilson and Bradley Pty Ltd. Trevor looks back at the industry as it was more than 40 years ago, and gives his views on how the Australian woodworking industry can best thrive in the future.

TREVOR WILSON vividly recalls the global financial crisis – and not just for its impact on his family company. Serving on the board of AWISA at the time, he and his fellow board members made the decision to postpone the 2010 AWISA exhibition because the major European machinery companies couldn't justify the huge expense of a show where customers would be very thin on the ground.

"It was always AWISA's policy that we would stick to our core skills of running an exhibition, but we didn't want the brand to die," Trevor said.

"So we started the AWISA magazine in 2009. It wasn't really intended to make money, but it has become a successful magazine in its own right. In my opinion, it's become the best trade magazine in our industry – and I read most of them."

What also stood out for Trevor during this period was the way the AWISA board pulled together as a group and worked through what was potentially a very threatening situation.

"Obviously the lack of an exhibition affected the viability of the organisation, but we were able to work as a team. The late John Tiddy, who was one of the original board members, would often say that while we walk into a meeting as competitors, we then put on the AWISA hat and do what's best for the industry, not what's best for us as companies or individuals."

"That was part of what got us through the GFC."

While Australia had been through recessions, the GFC brought home to Trevor how vulnerable the industry was. But it also brought home how, if people work together, they can manage their way through.

Mix with and learn from successful people

"I realised how important it was for people who are making their way up in the industry to make it their goal to mix with,

learn from and listen to more successful and more experienced people."

"So certainly bring their young ideas and ways of doing things into play, but pay attention to people who've done well in the past. And I made that my goal when I first joined the board."

Trevor's first board meeting was at the prestigious Kirribilli Yacht Squadron in Sydney. It was presided over by Richard Small and a group of other elder statesmen who had asked Trevor to join the board because they wanted young blood.

"I was pretty impressed with that and thought 'I can cope with this', sitting at Kirribilli Yacht Squadron having lunch!"

"But they were all passionate about their industry, so it was a real highlight to learn from people who had a lot more experience than me."

Trevor's parents, Graham and Lorna Wilson, had started the family business with John Bradley in 1976, with Trevor joining the following year. John sold out to Graham Wilson upon his retirement about 10 years later, and Trevor took over running the business in 2000 after his father's death.

Their original product range was very simple: 25kg boxes of nails, a basic range of hinges and bottom mount drawer runners, glue, shellac polish, decorative cabriole legs for furniture, knobs and handles.

There were four staff and one warehouse in Melbourne.

When Trevor retired, there were nearly 100 employees, five warehouses and the range comprised high-end design products such as Blum electric servo-drive drawers and electric Aventos overhead mechanisms, high-end wire wear and LED lighting.

The product metamorphosis came as the industry shifted from reproduction Queen Anne furniture manufacturing to predominantly kitchen manufacturing.

"Fifteen years ago the cost price of kitchen hardware would have averaged \$200 or less. There would be maybe 20 hinges and four sets of drawer runners. Now there's still roughly 20 hinges, but there might be 50 drawers ranging from \$20 to \$200 each."

Blum accurately predicted industry's direction

Blum, the Austrian family-run business which recently bought Wilson and Bradley, accurately predicted where the industry would head about 15 years ago.

Then, the hardware in the average kitchen weighed about 20 kg and took up the space of a fruit crate. Blum predicted that five years later, the hardware would weight about 80kg and take up half a pallet. Their final prediction was that today's kitchen hardware (drawer components, hinges and mechanisms to open overhead cabinets) would weight 200kg and take up a full pallet.

They were correct, and the cost price of the hardware went from about \$200 to \$10 - \$15,000, despite kitchens becoming smaller as European companies became highly skilled at space utilisation.

"The technology has also changed dramatically from a manufacturing point of view," Trevor said.

"CNC point-to-point boring machines accurately bore and cut panels, and there are sophisticated robotic assembly aids. From our point of view as a distributor, we moved to barcoded computer systems that basically do the entire front end for us. At the back end we put a lot more time and effort and money in developing and maintaining those sophisticated systems."

And the customer has changed markedly, with sophistication and innovation outweighing price as the principal motivator.

This change has been driven by hardware manufacturers such as Blum, who opened their own selection centres and advertised in style magazines to drive consumer interest.

Consumers now go to their kitchen manufacturer with information they've found online, from selection centres, and from friends who have had recent kitchen renovations.

Consequently, what the customer perceives as desirable features differs to what some manufacturers perceive as features.

"The older manufacturers regard fancy bench tops, shiny splashbacks and fancy doors as what people are looking for. It's true to an extent, but I think people are looking for things that actually move and have functions," Trevor says.

"Instead of having to get down on your hands and knees and reach into a cabinet, you press the drawer and it opens automatically. Then press it, and it closes itself. And instead of hitting your head on a cupboard door, there are overhead lift mechanisms that you simply touch to open. "

Meeting future challenges

Trevor sees challenges in the future, particularly from imported complete kitchens, but says Australia will never beat overseas manufacturers on price.

"But if we continue to be innovative in the way we manufacture kitchens, and in the products we use within them, we will be able to compete against cheaper imports."

He likens the purchase of a high quality kitchen to that of a high quality car such as Mercedes or BMW.

"People make an emotional decision to buy a car, not a practical decision. They also buy a kitchen based on emotion, not just price."

"If Australian kitchen manufacturers want to keep ahead of mass-produced imports, they need to become extremely efficient, be better at innovation, and need to understand that customers buy on emotion."

This means taking the lead from industry leaders like Blum, and some of the machinery companies who invest significantly in updating their product range every few years.

"We need to give customers something to become excited and emotional about. This is a really strong message from AWISA: if you want to survive in the industry, you need to become innovative."

Trevor retired as Chairman of Wilson and Bradley after Blum took over his company in April this year. His first priority is the forthcoming November marriage of his daughter who is working as a veterinarian in the USA, which will be followed by a second ceremony in Victoria in January.

Trevor and his wife Catherine have recently built a holiday house at Phillip Island, where he surfs and fishes. They will also spend more time caravanning around Australia's north.

And he will keep an eye out for his son, a carpenter who is currently focusing on house building.

Does his son take advice from Trevor?

"No. He doesn't take my advice at all. He's a bit like I was at his age. The only thing he did take my advice on was to employ an accountant to make sure his records were in line. I'm really pleased to say that with her help and his enthusiasm, he has a very good chance of succeeding in a tough and competitive industry." ■



Building and promoting a stronger Australian cabinet and furniture industry

The above headline forms the new vision statement for the Australian Cabinet and Furniture Association (ACFA). It has been just over six months since the merger took place between the CMDA and FIAA to form the new entity, ACFA. The newly elected Board of Directors have finalised the strategic plan and priorities for the next three years. With any plan, a degree of flexibility has been built-in so as to allow to meet the ever-changing needs of the members.

strategic plan and priorities for the next three years

Promote – our members and our industry

Over the next 12 months will see a full 'Re-Connect Event' program being rolled out across all states and territories throughout Australia. These will be great networking opportunities for all businesses to attend. Along with the Re-Connect events, ACFA member and training services will be rolled out nationally with a focus on building capabilities in the sector. As new technologies emerge, it will be important to ensure that we build the necessary skills and capabilities so as to future proof the industry.

Provide – support services to our members

As a provider of training to the sector, ACFA cannot do it alone, and we will work and collaborate with all private training providers and especially TAFEs around Australia, so as to assist in building future capabilities for the sector. A small step but a giant one in this collaboration model has already been demonstrated with Allied Timber Trades section at Lidcombe TAFE in NSW, partnering with ACFA in the Industry Specialist Mentoring Australian Apprentices (ISMAA, Federal Government funded program), with currently over 40 TAFE

attending apprentices accessing mentoring services provided by ACFA, with the same model adopted by Tonsley TAFE in South Australia. We have written before in these pages about the cost to the economy when apprentices drop out prior to completion. Currently, the retention rate in the ISMAA program stands at 89.72%, well above the program target of 75%. Higher apprentice completion rates will assist in filling the ever-present skill shortage in our sector and replace the aging workforce.

Protect – the interests of our members

Advocacy work is a high priority for ACFA, and we will look at harmonising national standards, the disparity of home building contracts across the country and encourage governments both state and federal for funded programs targeted to your industry. Other important areas affecting all members include education and training, energy, workplace relations and work health and safety.

And don't forget to help us celebrate the achievements of the industry and enter into and attend the annual ACFA Industry Awards program, held in September in Sydney this year. The awards program is open to everyone in the sector to enter, and a great opportunity to network with your peers, and be inspired by the great work created by our talented manufacturers and designers. The major prize for the Cabinetmaker of the Year is a to EuroCucina 2020 in Milan, Italy.

There is still much more to do, and if you are not a member of the Australian Cabinet and Furniture Association and you are interested to join, or interested in entering the 2019 Awards program, please visit the website www.acfa.net.au or ring the team on 1300 342 248. ■



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by Angela Lillicrap,
Economist, Housing Industry Association

Australia's residential building hotspots

FOR THE PAST five years the housing market in Australia has been exceptionally strong. Home building boomed across the country, with just a few exceptions, due to record low interest rates, a strong economy and relatively fast population growth. Even as the housing market slows in 2019, the level of building activity remains healthy by historical standards.

Even in a cooling market there remains a number of regions across the country where home building remains strong. Every year, HIA produces the Population & Residential Building Hotspots Report. This is a unique report that identifies Australia's fastest growing suburbs and regional areas - 'Hotspots', and is targeted towards finding employment growth areas for builders and tradies in all states and territories.

In the National Hotspots rankings for 2019, Victoria has taken out 12 of the Top 20 positions. The majority of the growth is in the fringe areas of Melbourne as the city expands although Southbank and Docklands in inner Melbourne are also enjoying strong growth as they evolve to accommodate higher density living.

This growth is not surprising given Victoria's thriving education sector and strong labour market, underpinned by the region's growing professional services sector, particularly in the Greater Melbourne area. The Victorian government is also supporting growth in the area with significant investment in infrastructure such as upgrades to train stations and train lines and new roads connecting areas to the city.

Of the remaining National Top 20 Hotspots, five are located in Queensland and three are in New South Wales, predominantly in areas surrounding the capital cities, Brisbane and Sydney.

The Hotspots in Queensland and New South Wales can be attributed to the states' strong population growth underpinning the demand for new housing. The number of people moving to Queensland from interstate is dominated by retirees downsizing and moving to the Sunshine State. Queensland also has a healthy labour market that is helping

to attract both interstate and overseas migration, while the strong labour market in Sydney is attracting large numbers of overseas migrants to the state.

Rockbank - Mount Cottrell, located west of Melbourne ranked number one in the National Hotspots. This area was previously designated as a green wedge area, but was rezoned in 2010. In 2016, a major residential precinct was approved for the area that includes approximately 8,000 new homes. A pipeline of approvals in the year to January 2019, valued at \$285 million, is already underway.

Last year's number one Hotspot, Mickleham - Yuroke (north of Melbourne's Tullamarine airport), slipped behind Rockbank - Mount Cottrell into second place. Large infrastructure projects in the area are continuing to assist with employment and population growth.

Pimpama in Queensland's Gold Coast dropped into third place this year. Pimpama has enjoyed considerable population growth over the last couple of years - taking out the number one Hotspot in 2017. Building approvals started to decline in the 12 months to January 2019 which suggests the residential building boom in this area is likely to begin to slow down.

Riverstone - Marsden Park (north-west Sydney) came in fourth place in the National rankings. This area is part of the NSW Government's masterplan to become a thriving new community. The masterplan includes investment in infrastructure and 6,200 new homes over the next two decades.

As well as identifying current Hotspots the report also identifies areas which are likely to remain as Hotspots and potential 'new' Hotspots in next year's report. Ultimately, whether or not they make the final report will come down to the area's rate of population growth.

The areas on the National Building Momentum Shortlist are more dispersed geographically and include areas located in Newcastle, Illawarra, Geelong, Ipswich and Perth.

*strong
population growth
underpins
demand*

The number one spot most likely to be a 'new' Hotspot in next year's report is St Leonards - Naremburn in North Sydney. This area is set to boom with the state government encouraging developers to submit applications for the area ahead of rezoning. Several development applications for high-rise apartment blocks have already been submitted and are awaiting approval. A new metro station is also intended to open in the area in 2024.



Angela Lillicrap,
Economist, Housing Industry Association

The number one spot most likely to remain a Hotspot in next year's report is Mermaid Beach - Broadbeach on the Gold Coast. The area has had the three-storey building height limit removed along the highway in the past couple of years in order to encourage improvements to the area. The building height limit on the beach side of the area has still been retained in order to preserve the low density feel in the area which makes it so popular.

Hotspots Report identifies Hotspots in all states and territories across the country. As the residential housing market cools, future Hotspots are more likely to be concentrated around the major capital cities. For the full Hotspots rankings and details on the regional areas of Australia the report can be purchased at www.hia.com.au/Shop/Products. ■

Australia has experienced five years of record levels of home building. The HIA Population and Residential Building



CONCELO WINS AGAIN!

Concelo by Hideaway has been awarded the highly prestigious Red-Dot design award – to find out why the Judges, and homeowners, think Concelo is a winner, visit:

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ACFA



INDUSTRY
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red*dot* award 2019
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Concelo wins international Red Dot Design Award

Concelo by Hideaway has been awarded the prestigious international Red Dot design award. The New Zealand-designed and manufactured Concelo bin was one of more than 5,500 entries submitted from 55 countries for the highly-regarded international design competition based in Essen, Germany. Entries are judged by an international jury panel of 40 experts who only award the sought-after Red Dot seal of quality to products that feature an outstanding design.

Hideaway Bins, is a 100% family owned and operated business run by daughter and father team Jamie and Allen Bertelsen. Jamie says the goal was to design the best bin possible for the home owner. "It took seven years of research, development and testing but the result is a paradigm shift for a kitchen appliance that is used 20 to 30 times a day on average. We believe Concelo will ultimately change the way the industry will look at rubbish management in the kitchen - a bucket in a drawer will no longer be good enough, as homeowners are far more aware of the need to deal with waste in a smart way," she says.

The company's investment in R&D has been a crucial part of their success. "We couldn't have made this fabulous design without the hard work and commitment of our small R&D team. We also used a small focus group of cabinet makers and designers who gave their time to provide feedback on our early designs."

The Red Dot design award reinforces the feedback that cabinetmakers and homeowners have been giving Concelo. The installer-friendly door adjustment and new runner system have received positive trade reaction. The specially-designed synchronised soft close runners are concealed in sleek aluminium profiles to match the look and closing action of premium drawers. The over extension runner design makes it possible for the bin to be mounted at bench height, whilst allowing the back bucket to be removed independent of the front bucket, clearing bench overhangs up to 35mm.

What truly set Concelo apart in the judges' comments was the Active Lid design. Hidden from sight inside the cabinet, the Active Lid controls odours and can be removed simply for cleaning with the push of a button. Along with the Clip 'n'



Clean trays, the lid can be washed in warm soapy water and clipped back into position in seconds, eliminating potential dirt traps in difficult spaces.

Concelo is more than just buckets in a drawer and overcomes the most common issues – including grime and odours - associated with the most-used but least-thought-about kitchen appliance. The award winning Concelo Range is available through distribution partners Hafele, Nover and Galvin Hardware.

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Point Pod announces distribution agreement with Häfele

Point Pod, which seamlessly blends power outlets and USB ports into kitchen bench tops, made its Australian market debut at AWISA 2018. After meeting at the exhibition, Point Pod has now partnered with Häfele.

Point Pod was designed and developed by Brisbane builder, Cameron Singer, who was frustrated by the limited power solutions in the market.

"I developed Point Pod two years ago out of my own frustration of the limited options available," says Mr Singer. "After renovating my own house, I was disappointed with what was available to improve access to power for my island bench. There were products online, but they looked so cheap and flimsy in a kitchen we'd spent a lot of money renovating."

With a simple press, Point Pod's power points and USB sockets emerge for use, but unlike other power options, they blend seamlessly into the bench top.

"I'm excited for Point Pod's next phase, working alongside Häfele. Häfele's commitment to innovation made them the number one choice for our distribution partner," Mr Singer says.

"Our distribution agreement gives us access to a larger chunk of the market, but it also means we can focus on manufacturing and developing further products."

Mr Singer says his customers will now have access to Häfele's huge selection of cabinetmaking solutions. "Häfele is always bringing new innovative products to the market, so their customers are always on the cutting edge of what's available, and we're excited to be part of it."

"Häfele also offers us the opportunity to showcase our product to its global Häfele subsidiaries, which we did at Interzum 2019 in Germany in May."

POINT POD PTY LTD
Phone 07 3040 8280
www.pointpod.com

HÄFELE AUSTRALIA PTY LTD
Phone 1300 659 728
www.hafele.com.au



Eurofit is expanding

Eurofit has been servicing the cabinet and furniture industry with high quality hardware and great customer service for over 15 years now. From humble beginnings in Victoria, they now have sales representatives serving customers across all eastern states, including Queensland, NSW, ACT, Victoria and South Australia.

This growth has led to further expansion, with the recent addition of two new members to the sales team.

Peter McCabe has joined Eurofit with 15 years of industry knowledge and experience and will be servicing the eastern suburbs of Melbourne and the Gippsland region.

Mark Kellett also has 15 years of industry knowledge and experience and will be servicing Brisbane, the Gold Coast and the Sunshine Coast.

Eurofit has also made some big functional changes to its online customer experience through the new user-friendly website at www.eurofit.com.au. Customers can now take full control of their accounts and check prices, place orders and download invoices and statements all at the click of a button - 24/7. Online orders are now processed automatically through the internal system, dramatically increasing efficiency and accuracy. This seamless synchronisation has been made possible by the recent implementation of a new SAP system, which has provided Eurofit with the data processing capacity to support future growth.

Eurofit attributes its steady growth to exceptional customer service, quality products and the dedication of its friendly staff.

EUROFIT
Phone 03 8353 2545.
www.eurofit.com.au



Biesse Group, technological partner of Milan Design Week 2019

The most important date in the calendar for all those addicted to design was in April: Milan Design Week, which every year sets the trends and standards for the furniture and design sector at international level. An entire week during which the Italian capital of design lives and breathes an atmosphere of creativity, becoming the perfect backdrop for a range of events dedicated to decorative and technical solutions for furniture and furnishing accessories.

Biesse Group is the technological partner of two major names in Italian design excellence, sharing with them the values and qualities that are connected to the importance of prioritising Made in Italy products, environmental sustainability and investment in research and technology: Lago and Arpa | Fenix.

Biesse Group is a Premium Partner to Lago, joining Lago Alliance, the group of brands, companies and people who have decided to work with the Veneto-based design company to promote an approach to business that demonstrates respect towards our planet, ourselves and the future. Guided by the principles of environmental sustainability and connected by a strong partnership that unites the world of woodworking and that of furnishings, Biesse Group and Lago pursue a sustainable approach when undertaking prestigious design projects, thanks to a long-running and close relationship that has once again been consolidated at the headquarters of the Veneto-based company, with the installation of a custom-made integrated line.

Biesse Group is also technical Partner of Arpa | Fenix and brought Inside Falegnameria Cavalleroni, at Via Palermo 8, an interactive, immersive material transformation performance



that was held for visitors, with Biesse Group taking part as “technical partner”. Indeed, this technological partnership with Biesse Group was perfectly demonstrated in the artisan workshop, transforming it into a space that is both digital and innovative.

The BREMA EKO 2.1 work centre - the compact, versatile vertical drilling machine created by Biesse’s business division - was on hand, recreating a traditional carpentry workshop complete with typical tools, and metaphorically telling the story of the process of transformation of the material. The Brema Eko 2.1 supports the machining of different thickness and size formats within a reduced footprint which saves 50% of space, in addition to offering zero set-up times and high levels of productivity.

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Easy to maintain and effective area gripper

Schmalz is extending its portfolio of efficient vacuum solutions for fully automatic handling in the woodworking industry with the area gripping system FMHD. This gripper is robust, particularly easy to maintain, and – by virtue of its integrated vacuum reservoir – uses very little energy.

Schmalz has developed the new vacuum gripping system FMHD specifically for the woodworking industry.

Schmalz developed the FMHD for handling of naturally growing workpieces in challenging environments, such as those in the sawmill industry. The gripper can transport cut or planed goods before and after processing as well as glued boards and walls for prefabricated houses. It is connected via

a hose connection to an external vacuum generator, generally an electric vacuum blower or vacuum pump. Internally installed valves keep the installation costs low.

By virtue of its compact dimensions and low weight, this gripper is ideally suited for operation with gantries and industry robots. Furthermore, the FMHD is exceptionally easy to service: A folding quick-change suction plate permits drying the sealing foam separately from the gripper. At the same time, the interior spaces of the gripper are easily accessible for clearing out saw dust or other residues. Time-consuming refitting operations on the gripper are rendered unnecessary. A quick-change adhesive film further permits worn-out sealing foams to be replaced effortlessly and with no cleaning required. The operator may see maintenance and standstill times reduced by up to 70 percent.

Schmalz offers the gripper in standard lengths of 1,040 and 1,250 millimetres. Custom dimensions are available upon request. The workpiece should have a width of at least 50 millimetres to ensure that the gripper can lift it reliably. In the Schmalz portfolio, the FMHD fits in between types FMP and SBX. It is lighter than the SBX and equipped with a tighter suction cell grid but at the same time more robust than the FMP. The FMHD features a favourable price-to-performance ratio and it can be easily integrated into older installations.

As an option, Schmalz can equip the gripper with NFC (near-field communication). This provides significant data from the system to the operator's mobile end device in real time. As a result, process control is facilitated and faults are discovered quickly, before expensive damage is incurred.

SCHMALZ AUSTRALIA
Phone 1800 992 211
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The quick-change suction plate allows sealing foams to be dried or exchanged quickly and without the use of tools, significantly reducing machine standstill times.



Images: J. Schmalz GmbH



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Easy assembly

Choose between two symmetrical lift mechanism types – and two types of assembly.

Depending on the manufacturing process, assembly can be completed with pre-mounted system screws and can be installed on the loose cabinet end before installation. Or, by using the lift mechanism chipboard screw with positioning template, the top panel and front edge of the cabinet sets the correct position and the AVENTOS HK top mechanism can be installed with no pre-drilling.

Thanks to the new assembly position, the drill holes are identical for every application and cabinet height. AVENTOS HK top is symmetrical and both systems can be mounted to either side of the cabinet.

Easy installation and adjustment

The new overhead lift system offers tried and tested front adjustment ease. The lift mechanism can be easily set from the front without having to remove the cover cap.

Assembly steps can be carried out during manufacturing and after final installation, and adjustments can be made easily onsite as required.

New integrated features

Coming as standard, AVENTOS HK top offers integrated opening angle stop, which allows for the distance the front should open to be set exactly as required. The integrated safety mechanism ensures safe installation and prevents the lever arm from folding out unintentionally during cabinet transportation and installation. Regardless of the weight of the front, the new technology evenly distributes the opening forces, and the front will remain open exactly where it is wanted.

Combine with BLUMOTION or TIP-ON

Soft close BLUMOTION comes as standard and ensures the cabinet will always close silently and effortlessly. Or choose TIP-ON, Blum's mechanical opening support system, which only requires a single touch on the front to open.

Perfect in the kitchen and throughout the home

AVENTOS HK top is available in silk white, light and dark grey and blends into nearly any space throughout the home.

AVENTOS HK top will be available from July 2019.

BLUM AUSTRALIA
Phone 1800 179 186
www.blum.com

The Cabinet Makers Association of Western Australia

IN THIS ISSUE AWISA features some of the activities, members and sponsors of the Cabinet Makers Association of Western Australia (CMAWA). The focus of the CMAWA is to uplift the industry in the market place, keep up to date with industry partners and technology, plus provide an excellent service for its members, key stakeholders and to consumers.

CMAWA members work together to uphold industry standards, and to enhance professionalism to ultimately offer optimum levels of service to consumers. With a state-wide reach, the association encourages cabinet makers and industry specialists to conduct business and related affairs with integrity and honesty, and adhere to the laws pertaining to practice in the trade. Together, the association and its members seek to achieve the highest standards of design and craftsmanship in all commercial endeavours.

Key stakeholders each play a critical role in supporting the endeavours of the CMAWA to actively promote the interests of the industry to state and federal governments. These key partners include the Food, Fibre, Timber and Industry Training Council of WA and the Department of Mines, Industry Regulations and Safety.

The association is overseen by an active eight member committee under the presidency of Frank Trichilo of Crown Cabinets and Design. Some of the milestones achieved under the current committee are: a new constitution which aligns to the Associations Act and New Model Rules; an increase in member benefits to support business productivity; higher levels of marketing and promotion to increase business potentials; being more proactive to encourage participation at member networking events; and providing on-going support for consumers with an enhanced CMAWA Cabinetry Inspection service.

12 companies are current major sponsors of the association: Proform Products Pty Ltd, Silverline Cabinets, Premium Stone, The Apprentice and Traineeship Company, The Kitchen Door Company, Gibson Benness Industries, Lincoln Sentry, eKitchens, Worldwide Timber Traders, DMS Spray Solutions, Planit Cutting Edge Solutions, and Cabmaster Software.

AWISA features Proform Products, Silverline Cabinets, Worldwide Timber Traders and DMS Spray Solutions in these pages. ■

Perfect sense at Proform Products



Egger's PerfectSense gloss and matt in U999 black

Proform Products in Malaga WA was formed in 1991 and has grown steadily to become a leading and trusted supplier and manufacturer of quality components for domestic and commercial markets.

Owner Mark Anderson has always held a strong belief in reinvesting in the business, and when automation began to prove itself as a practical solution for improving the productivity and profitability of small to mid-sized cabinet makers, he wasted no time in jumping on board. Over the years he has invested in state-of-the-art postformers, CNC processing centres and beam saws plus the latest in software. In addition to its in-house manufactured products, Proform is also an agent for various lines including products such as PerfectSense from Austrian wood-based panel products manufacturer, Egger.

Egger's PerfectSense is a competitively priced product that ensures a premium look and feel. It combines the tried and tested Egger MDF quality with a sustainable finish. PerfectSense lacquered boards come in matt or gloss and are available in four on-trend decors. The new synchronised pore finish allows the flexibility to book-match where the grain of the wood lines up across two or more pieces.

PerfectSense matt is available in a range of neutral colours, and the special no-fingerprint finish prevents smudges and smears appearing on even the most tactile of areas, such as handle-less doors. PerfectSense gloss has a unique UV coating added that is both hardwearing and protective to ensure that the product shines longer.

PROFORM PRODUCTS PTY LTD
Phone 08 9209 6200
www.proform.com.au

The background of the advertisement features a close-up, high-angle view of a silver metal drawer from a Häfele Scala system. The drawer is pulled out, revealing several sets of racing wheels with black tires and silver rims. In the upper right corner, a portion of a black racing car chassis is visible, featuring the 'G*GRASS' logo in white and red. The overall aesthetic is industrial and high-tech.

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*Please visit www.hafele.com.au to view the Terms and conditions

G*GRASS®



Innovation at the heart of Worldwide Timber Traders



A trusted Western Australian business with over 50 years of experience, Worldwide Timber Traders 10 acre premises provides a home for industry-leading machinery, including one of the largest veneer presses in the Southern Hemisphere. It contains the technology to press veneer, laminate and other surfaces onto large, oversized boards, up to 3.6m in length.

Worldwide has built a strong alliance of manufacturing specialists and timber experts including an in-house architectural specification team, allowing the company to collaborate with its clients throughout the lifecycle of their projects, from design concept to fabrication and delivery.

It's exciting to see such a complete collection of local, imported and Worldwide's own custom product ranges, allowing the company to take on both residential and iconic commercial projects, including those with a focus on sustainable design.

Always looking to create exciting project solutions, Worldwide is currently playing a role to invigorate the Polyrey high pressure laminate and Compact panel collections and continue to work closely with other trusted, quality brands including NAV, EGR, Austral, Matilda, CleanTouch, Zenit, Briggs and more. Evolving from a green hardwood sawmiller supplying wholesale timber, Worldwide Timber Traders has now become one of WA's largest distributors and/or manufacturers of timber, plywood, veneer, cladding, decking, MDF, laminates, acoustic panels, structural timber and more.

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* Figures based on our reference client New Age Cabinet Design in Perth

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Spray painting and French polishing

specialists

DMS Spray Solutions is a family owned and operated business based in Perth, with a dedicated team of experienced French polishers and cabinet makers who understand the industry and requirements of customers.

DMS is recognised for its strong work ethic, and strive in supplying the right solution of French polishing needs to a large range of clients, including large entities as well as the general public, catering for any size job.

The company also supplies a variety of panel profiles, custom made for any new installations, providing the customer with the convenience of a complete service.

DMS is proud to introduce a new product that has been tested for over a year now, called paintable laser edging. The paintable laser edging is bonded to the edges of flat panels and is designed to be painted onto directly, without priming first, saving time and also reducing the cost of the job. This process is ideal for projects such as units or apartments where larger quantities are typically involved.

For commercial clients DMS offers commercial 2-pac coating application services for builders, office and retail shop fit-outs, general office and amenities, for projects of both a major and minor scale. DMS also supplies and paints a variety of panel profiles to give a complete end-to-end service.

The company's team of experts will strive to deliver the desired results within given time frames with integrity and without compromising on quality.

For domestic clients who live in Perth and are currently renovating or building and looking for 2-pac coatings for cupboard and cabinet doors or panels, which won't break the bank, then DMS is the right place. Working directly with clients, rather than through a middle man, ensures that the re-surfacing project is completed with minimal fuss, yet quality finishes, at affordable prices.

The types of work DMS Spray Solutions can undertake include kitchen, bathroom and laundry re-surfacing and also new installations, furniture restoration, and if the services of a cabinet maker are required DMS can do that too.

For new applications a variety of custom made panel profiles are offered, providing the convenience of a complete service. Also offered are furniture restoration services including 2-pac coatings for French polishing needs.

DMS SPRAY SOLUTIONS
Phone 0430 148 322
www.spraysolutions.com.au





Pinky's Eco Retreat at Rottnest Island

Silverline Cabinets recently completed the cabinetry works for the new Pinky's Eco Retreat at Rottnest Island. The project, by Bilco Construction, was to create a glamping style tent resort with all the modern features of a home. Silverline Cabinets was contracted to create and install cabinetry for the tents, offices and bars.

Silverline manufactured and installed 84 tent kitchenettes, 16 robe units, beach club reception counter, pool bar shelving, linen store and service shed fit-out, service shed kitchenette, 3 beach club office desks, manager's office and manager's kitchen and robes.

Silverline had a three month timeline to complete all works. All cabinetry not only had to be measured, cut and constructed, but also had to be wrapped, packed and delivered to a barge in Fremantle to be transported to Rottnest. This required numerous deliveries and trips over the course of the project.

Being a relatively small company, there was concern that Silverline wouldn't be able to complete all of the work in the required timeframe. It was essential to transport all cabinetry to site in Rottnest safely and protectively wrapped, ready for unloading, unpacking and installation. The final delivery and installation of Silverline's work took place 5 days before the deadline, and all work was successfully completed on time and on budget, ready for the opening of the resort.



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Josef Wochner,
Head of Josef Wochner



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European trends and Australian craftsmanship unite

Inspired by the latest European trends and available in either traditional Shaker or more modern Slab styles, Farmers' New Generation Oak range sets a striking direction for cabinetry with the added benefit of easily being incorporated into a diverse range of settings.

By combining a textured façade with sleek minimalist lines, these innovative interpretations will appeal to those with an eye for classic craftsmanship and an appreciation of future-focused design. Incorporating different textures that highlight the flow of the natural wood grains, Farmers' Shaker and Slab styles effortlessly team flair and functionality to any space.

Whether it's the sophistication needed in a fine dining restaurant or effortlessly accommodating the demands of a bustling retail precinct, Farmers' New Generation Oak is proven at handling such rigours with style.

The options with Shaker and Slab are limitless, from cupboard doors and drawer fronts to end panels and open shelving that confidently transform an area into an exciting space.

Farmers' Shaker style Oak doors feature an enduring crown cut oak recess panel, while the Slab style Oak doors feature contemporary clean cut panels. Both the Shaker and Slab styles are available in Natural, Weathered or Rougher Cut

textures and can be finished in a natural timber look or from the thousands of Dulux colour options available.

The Natural Oak range can also be done using Farmer's Signature Series system, allowing it to be coated with a subtle patina to express the natural wood grain.

Farmers is proudly available exclusively through Lincoln Sentry. For more information or to place an order telephone Lincoln Sentry (6:30am – 6:30pm AEST) or e-mail online@lincolnsentry.com.au.

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The challenges of a family business

AROUND AUSTRALIA, the majority of businesses in the kitchen and bathroom industry are family businesses. In fact, the more I travel and meet people in this sector, the more I see second- and third-generation owners, managing businesses their parents (and sometimes grandparents) started. Seeing “youngsters” come through and develop is an enjoyable part of this industry and I truly wish there were a lot more of them. Compared to our European cousins, our cottage industry is somewhat at opposite ends of the corporate structure and this means we face significantly different challenges.

I feel it's important to not only look at the challenges that face owners in family business today, but also to suggest some methods by which they can survive and prosper in our ever-changing market.

Many years ago I came across a well-known Mexican saying - “Padre noble, hijo rico, nieto pobre”. It translates as “Father founder, son rich, grandson poor”. In other words, the founder works and builds a business from scratch; the son takes it over and enjoys the wealth but is poorly prepared to manage and make it expand; and the grandson inherits a dead business, incurred debts, and an empty bank account.

Every organisation faces a unique set of challenges, and family businesses are no different. But, problems that exist in corporate business environments are often exaggerated in a family business model. And, if the family business is ill equipped to deal with the various stages of growth, challenges tend to magnify into the second or subsequent generations.

So let's then look at some of the challenges a family business tends to face:-

1. Informality - a deficiency of clear strategies and business norms for family members.
2. Narrow outlook - lack of diverse, external opinions and input on how to operate the business.
3. Lack of talent - hiring family members who are not qualified or lack the skills and abilities for the organization; and an inability to fire them when it is clear they are not working out.
4. No written strategy - no documented plan or long-term strategy including compensation arrangements for family members. Dividends, salaries, benefits and compensation for non-participating family members are not clearly defined or justified.

5. Employment function - roles and responsibilities are not clearly defined.
6. Control of operations - difficult to control other members of the family. Lack of participation in the day-to-day work and supervision required.
7. Emotions - family problems will affect the business. Divorce, separations, health or financial problems also create difficult emotional situations for family members.
8. Succession planning - no plan for handing over to the next generation, leading to conflict and division. No clear plan on how to sell, close or walk away from the business and this includes long-term planning to cover the compensation of older family members when they leave the company.
9. Training - no specific training program/s for when family members are integrated into the company and/or a lack of specific information that relates to the goals, expectations and obligations of the position.
10. Communication problems - often provoked by role confusion, emotions (envy, fear, and anger), political divisions or other familial relationship problems.
11. Business valuation - no knowledge of the worth of the business, and the factors that make it valuable or decrease its value.
12. Vision - conflicting visions within the family members for the business and differing long- and short-term goals.

So let's take a few of these points raised above that always create the most commentary and not only see why, but also offer some suggestions to solve the issues.

Succession planning

In any business venture, the importance of succession planning (often called an exit strategy) cannot be understated. As early as possible in the setting up of the business venture, members of the family should discuss and agree on (and document) the way the business will move from the current owners to the next generation. This creates certainty in the minds of all involved and ensures the focus is on the business itself.

If there is no succession planning process, how will the company develop and nurture its human resources? How will you ensure a continuing sequence of qualified people to move

up and take over when the current generation of managers and key people retire or move on? How will you be able to plan for the future of the company without some assurance that the key posts will be filled with family members able to carry on and excel? Succession planning is much more important than the time to which many companies devote would indicate.



Employment Function

When recruiting, selecting and hiring, naturally you always pick the most competent and suitable person you can find. However, there are many instances in a family business where pressure is felt from those in the family who feel they “deserve a job” (whether they be a shareholder or not).

If this person is given a job, what role should they play? It's generally accepted that individuals in all industries perform the best at what they like doing best. Determining where various family members fit within the business is often a matter of discussion between shareholders and key people within the business. However, if no agreement can be reached, one option is to create a performance-based salary package, where either a small or large portion of the designated income is calculated against key performance indicators (KPI's). This normally has the effect of either creating a true role for a family member that allows them to perform at their best (and therefore produce well for the company), or the individual concerned realises there is no place for them within the company. It must be said that owners in a situation like this have to be strong and resolute from the outset if this is the chosen course of action.

Written strategy

In today's world, a family business must document their aims, goals, strategies and personal requirements. This can be done via something similar to a business plan, and it must be done each year and reviewed during the year, as many times as you feel comfortable doing so. This provides a written document that can be referred back to in order to ensure the business path and progress is maintained, rather than relying on a faded or distorted memory.

Putting together a business plan allows you to consider many aspects of your business future and helps you to have ready answers when needed. It provides the owners with a road map that includes your vision statement, how you want to expand or improve, analysis of your opposition, and the market. Do not fall into the trap of writing a business plan in the week before you need to approach the bank for funds. It is an important document that should be available 24/7 from the moment you start the business.

If you've ever heard the saying “the best way to start a business is to plan how to end it” you'll know how daunting that sounds. However, the best time to consider how the business will end is when you are thinking about how to set it up. Having this as part of a written document within a family business provides many benefits. Once shared, most individuals within the business will be actively working on how to prevent “the end”. Sharing and discussing how the business might end often leads to positive decisions, and a feeling of those within, that the owner(s) cares.

The challenge for our industry, predominantly made up of family businesses, is to courageously accept and understand the traps that can befall a business when there are family relationships outside the workplace. Doing something proactive about it today will not only assist the business in the short to medium term, but it will also help future generations and provide them with a strong business base with which to grow their own future. ■

Machinery financing simplified



Altendorf has just introduced an effortless way for Australian businesses to fund their growth. Simply known as Altendorf Finance, it offers a range of no fuss flexible finance options for both new and used panel saws and edgebanders from Altendorf Group.

Why spend time saving up for an Altendorf machine when it can be purchased now? Altendorf finance lets businesses acquire the right machinery and start taking on more work and grow today. This new solution greatly streamlines the processes normally involved in the coordination of finance and machinery suppliers by the business owner.

"Our goal is to let business do what they do best, and let us worry about the rest," says Vit Kafka, Managing Director of Altendorf Asia Pacific. "Here at Altendorf, we're always about the customer. Our new financing options allows us to help the growth of up and coming businesses as well as established businesses running multi-factory operations."

Altendorf Finance is available on all machines from the Altendorf Group. This includes the company's range of Hebrock edgebanders as well as its famous range of Altendorf panel saws. The importance of the perfect cut and the perfect edge in building the foundations of a competitive advantage cannot be underestimated. To find out how to start building with quality today, without losing time and going through the hassle of organising finance, contact Altendorf Asia Pacific today.

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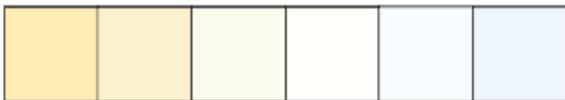


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Flexstore helps Cabinet Systems drastically reduce waste

When it came time to relocate to a new factory, Ben Fatchen of Cabinet Systems decided to use the opportunity to reassess the company's production and manufacturing processes. Needing to increase both production and efficiency, Ben worked with SCM Group Australia to come up with a solution that would address the problems they were experiencing with small batch processing and waste costs.

"At first we were considering adding another nesting machine to the factory, however the more we heard about Flexstore, the more we realised it was an option really worth considering," said Ben. "The idea of a second nesting machine soon became obsolete."

Optimised to handle different sized panels, the Flexstore storage handling system can be integrated with almost any machine to help improve productivity and reduce the costs associated with materials handling.

"Once we realised Flexstore would allow a CNC to run continuously, it was an easy choice to make," said Ben. "Combining our new Flexstore system with a new SCM Morbidelli Universal CNC quickly gave us significant savings on both time and handling costs."

In the Cabinet Systems factory, the Flexstore storage system has been set up to communicate seamlessly with the Morbidelli Universal so that the following day's work can be prepared overnight, helping to reduce downtime. Multiple sheet sizes of the same material can also be prepared, meaning no interruption to workflow throughout the day.

"We've also incorporated an SCM Cyflex drilling machine to perform our secondary processes," said Ben. "This has allowed us to value add to our flatpack options and helps to take some of the pressure off the nesting process."

Being able to handle multiple sheet sizes of the same material has solved Cabinet System's initial small batch processing problems. "The waste from small batch cuts was huge and needed a lot of handling, so it was a very expensive process for us," said Ben. "Flexstore allows us to change sheet sizes on the fly so we can handle just in time orders easily. This has drastically reduced our waste, we're saving around 15-20 square metres of material each week. When you combine this with the labour costs involved in handling the waste, it's a substantial saving."

"We took a big leap of faith in entrusting SCM Group Australia with such a large part of our business. For a company of our size, this has been a major investment," said Ben. "We've had a lot of positive interaction with SCM Group Australia both throughout the sales process and after installation. Everyone made a major contribution in making sure it would work for us, and that's a huge testament to the way SCM Group Australia conducts their business."

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Häfele's Axilo™ wins a Red Dot Product Design Award



Hot off the press: Axilo™ plinth adjustment system has been awarded the coveted Red Dot Award: Product Design 2019. This confirms what users already know; that the Häfele Axilo™ plinth adjustment system is a great product. This adds to the growing list of awards being won for improved safety, ergonomics and ease of use. No more lying on the floor, struggling to reach the plinth feet with a screwdriver. Now the installer can reach it simply and easily with the Axilo™ plinth adjusting system.

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High risk gamble



IT'S ONE of the greatest dilemmas a sales organisation can face: should we promote our top salespeople to sales management roles, or is it a high risk gamble?

There are many reasons for considering the move; reward being the most common. It might simply be that the company wants to recognise a top gun's excellent performance; they're already earning top dollar for their sales, so how else do you reward them other than promotion? It could also be, and this is most common, that the sales performer is pushing for that move because they believe they've earned it. They want to be rewarded and the company fears losing them to a competitor if they don't give them what they want. But all sides should be clear on one thing; a move from sales

representative to sales manager is not a promotion, it's a job change. It often comes with a pay-cut, long inflexible hours, and if past studies are to be believed, it is rarely successful. The two positions require two different skill sets and, in my opinion, most importantly, two very different personalities. Top sales performers are driven by personal success. They require ego and are motivated by money and accolades, and they are essentially a little selfish. In my experience, they want to do it on their own, take the glory and bask in it. They don't like being too tightly controlled, and get away with stuff others don't because they achieve excellent results. Great sales managers, on the other hand, need self-discipline and work in a very controlled environment. Everything is big picture stuff, working to plans and strategic objectives. There's no place in sales management for leaving things to chance. Sales managers are accountable and need to hold others to account. They gain satisfaction from the success of the team and they gain that success by taking control. Their

personalities show a strong desire to work for the greater good, even at their own expense.

There are obvious dangers in taking a top salesperson out of the field and into management, not least of which is the loss of their sales income. It's crucial to take stock and see who in the team is going to make up the shortfall. And there's no going back on this decision once it is made. If your best rep does not flourish as a sales manager, it's almost impossible to bring them back to their old role as this is seen as a demotion due to failure. In all likelihood, that top salesperson will leave, and possibly end up at a competitor. You not only lose a sales manager, but your top sales performer.

the right attributes to fit the role

So what are the alternatives without going outside the organisation? It's no use taking average salespeople and making them managers. For a start they would be unable to command the respect of the top performers, and they would offer precious little in coaching and passing on knowledge. How can you help someone close a sale if you can't close yourself? Peers who were also friends, suddenly have to answer to their new manager, causing rifts, and there's often a measure of jealousy. The new manager can even find their efforts undermined by those who hope they don't succeed.

When looking for a sales manager, internally or externally, it's essential to focus on the right attributes to fit the role. A carefully prepared job description and a profile of the right candidate will help avoid mistakes. Make sure it includes the company's strategic objectives.

Leadership: Sales managers have to deal with a range of personalities and skill levels. They must understand what makes



Rick Lee has over 40 years experience in the woodworking industry. He now works as a writer and consultant and can be contacted at Right Track Business Consulting on 0412 237 456 or at rick.lee@righttrackbusiness.com.au.



individual team members tick, what makes them successful and how their performance can be improved. Great managers care about the individuals under their care, and do everything they can to bring the best out in them. Not everyone is, or can be, a top performer. When observing top salespeople with a view to changing their role, ask the questions: do they share knowledge with their peers, always ready to help? Are they empathetic towards teammates, or are they in and out the office as quickly as possible, disinterested in how others are getting on, as long as they reach their own targets?

Accountability: The best sales managers have their finger on the pulse, they know exactly where their sales stand at any one moment because they constantly monitor results against targets. They know they are accountable for results and are able to hold salespeople to account for their personal performance. They encourage achievement by constantly reinforcing targets and goals, marking and celebrating progress along the way. Look for candidates that love to measure performance and enjoy analysis. If your top sales performers show a lack of interest in paperwork and reporting, it's a sure sign that they won't enjoy analysing and monitoring others.

Coaching: The success of a sales manager often relies on their understanding of the coaching role. There's more to coaching than teaching someone how to sell a product through features, benefits etc. The real coaching comes from close observation and analysis. Running through sales calls and negotiations, both successful and unsuccessful, and helping the salesperson understand why a sale was won or lost helps improve future sales performance. Does your top performer know why they are successful, and do they understand that there is more than one way to achieve successful sales results? There is no one size fits all when it comes to getting results and they must recognise and adapt to various techniques and skill levels.

Of course there can be advantages to taking a top gun salesperson and making them manager and there have been fantastic success stories. But the overwhelming evidence is that it fails more times than not. The best advice I can give is to take time to assess the situation before rushing in to a quick decision to promote your very best as a reward for their achievement. Complete a job profile and if you still think your top gun could be the answer, sit together and do some straight talking so that they understand the risks involved. ■



Giant kauri log dated to 40,500 years old to help unravel magnetic mysteries

A MASSIVE swamp kauri log unearthed at Ngawha Springs near Kaikohe, Northland, New Zealand is around 40,500 years old and could shed new light on a mysterious global event that may have dramatically influenced the Earth's climate. The find has sparked excitement among scientists hoping to gain a better understanding of the ancient climate.

The log, which is 16 metres long and weighs 60 tonnes, was found during excavation for a new geothermal power station at Ngawha Springs, Northland.

The tree was found preserved in clay nine metres underground during site works for the new power station. Sections about 1.5 metre long had to be cut off either end so it could be moved. The stump alone weighed 28 tonnes.

Alan Hogg, director of the Waikato Radiocarbon Dating Laboratory at Waikato University, dated the tree to 40,500 years plus or minus 400 years. He said that made it of great interest to scientists studying the Laschamp Event, a "magnetic



reversal" in which the Earth's north and south magnetic poles switched places. It was not known exactly when the reversal occurred, but it was thought to have been about 41,000 years ago.

"Until now no tree had ever been found anywhere covering this later period of the reversal," said Dr Hogg. "So this tree is critical, we've never found one of this age before. We're very excited."

Going by its size the tree was likely to have been 1500-2000 years old when it died suggested Dr Hogg. ■

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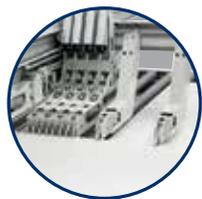
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Make more money, get holidays

Mark (half) joked when he said he had a simple goal when he made the switch to HOMAG: "Get holidays and increase profit margins." Yes, the ultimate dream. Company directors Rocco, Mark and James have built a cracking good business with Maneto, and with the right tools any manufacturer is probably going to be able to make this dream come true.

So how does HOMAG fit into this dream? HOMAG helped them take it to the next level.

Nestled in an industrial estate in the western suburbs of Sydney, sits high-end commercial joiners Maneto. Established in 1997 by the original Director Rocco Pellegrino and later joined by James Daly and Mark Wilson, they produce some of the most amazing interior fit outs. Most recently the company has completed the installation for the grand foyer of The Star Casino Sydney.

Making the switch to HOMAG.

Mark is the 'machinery and technology guy' and manages the manufacturing side of the business, and he spoke about Maneto and working with HOMAG.

"I had always used competitor machines and in the interim years used cheaper options to get the job done. Our turnover was the same with small increases for 4 years with one nester, a pod and rail and a beam saw." said Mark

"The flat bed was typically used to manage the perforated acoustic wall panels which take a long time to produce. When that machine went down for a day or half a day it was chaos."

"We wanted to get more refined, we had a forklift driver and a labourer all day just making packs. I worked our old system hard...we were flogging it all day trying to keep up."

"To get to the next level and the next dollar we knew we had to do something."

When an adjoining factory space became available for purchase, the team saw a great opportunity to expand.

"One machine supplier suggested we get into storage systems and that was what started it all, so we had a look at all the different systems on the market."

"Originally we wanted to store more material and have a better idea of what we had in stock, improve efficiency and reduce damage to the machines."

Shopping around the market, Mark said that when it came to price it was a relatively level playing field.

"The cost was pretty close at the end of the day. You can't compare apples with apples because they aren't the same machine"

This meant that the decision would come down to other factors and additional benefits.

"Serviceability.... We knew we wanted access to better service. Our friends in the industry have all got HOMAG, so it wasn't hard to ask them the hard questions to see what it was like to be customers of HOMAG."





"We also had to travel a long way to check out other examples of storage system setups whereas the HOMAG guys said 'whereabouts in Sydney did you wanna go?' so we knew they had the most experience."

"HOMAG have a large amount of skilled service techs that have an in depth knowledge of all their machines and how they worked together. Whereas we noticed that the competitor's techs didn't have a full knowledge of their whole working range of machines and often only specialised in the one machine."

In 2017 Maneto purchased a STORETEQ S-200 that feeds two CENTATEQ N-500 automated nesting cells and a SAWTEQ B-300 beam saw. Adjacent to this integrated manufacturing cell sits a DRILLTEQ V-200 vertical drilling CNC. It's a neat system and Mark is blown away. "We can't even keep up with the setup, it's phenomenal."

Challenges of change

Integrating the more advanced HOMAG system required some big changes, so naturally there would be some challenges. Mark opted for the head-on approach and changed everything in one hit.

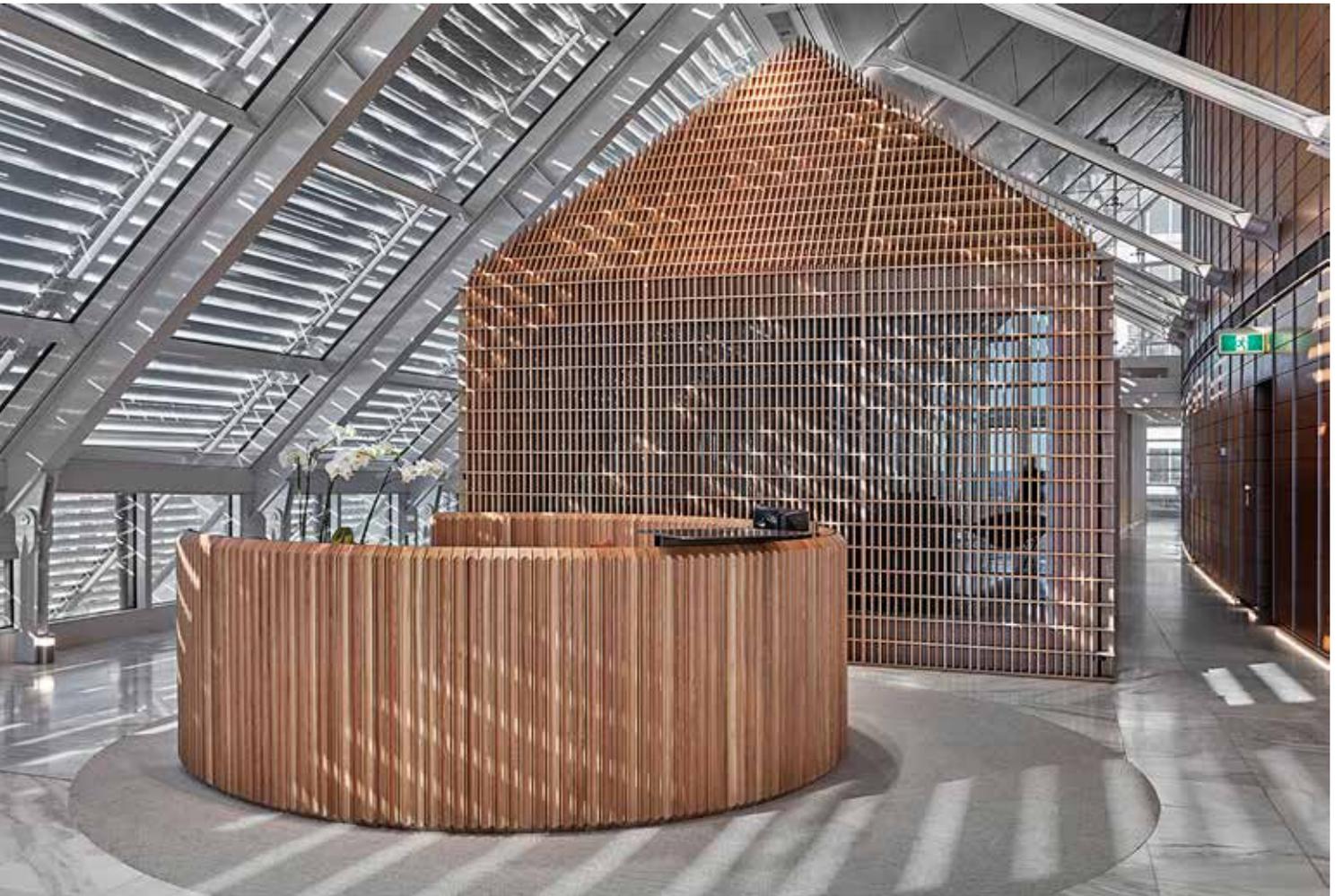
"We also had a whole factory of guys who had no experience using HOMAG machines."

"We struggle for skilled labour in Australia, and some of our guys aren't machinists and I have had to train them to do the job. Since then, I have added two guys who are HOMAG savvy."

The results....

"We can't keep up with the system. Our CAD drawers, our project managers... they all can't keep up. It's super-fast and super-efficient."

We are pumping out more work at a faster rate, without employing any extra staff



► Mark said the speed and efficiency of the HOMAG system has caused problems for the rest of the factory.

"I built an offcut rack over there" Mark waved his finger toward the direction of the saw, "thinking that was going to last me a day or two at best."

"I thought I would struggle with such a small space. I have never filled it. We get to a point where I think I am finally going to fill the rack. But the next thing you know the next job has come down and uses it all and it's empty again. We also manage large offcuts inside the cell as well, so this is a big space saver (not to mention no more heavy lifting!)"

"It has caused problems for the guys on the bench because there are never any offcuts for a jig or and end that they'd stuffed up. I literally have to create offcuts"

"I can't believe how many jobs I have done just utilising my offcuts, it's insane."

"It is way easier to manage stock, my goals are much simpler and it is easier to plan the delivery schedule. I can foresee further in advance because I can do it better here with this system. I know I can push jobs quicker into manufacturing than I did previously and can push them harder and most importantly schedule everything accurately."

Verdict: Make more money and go on holidays

"I went away overseas for two and a half weeks and I had a full 3 week schedule laid out before. After a few days back I am only now just getting into new scheduling. No hiccups or surprises."

"Last time I went away for two weeks, I got heaps of calls... the guys were stressing out and making phone calls to me every day. I didn't get a single phone call this whole holiday."

"I have cameras in the shop, I can login remotely and see what is going on from wherever I am in the world."

"This investment will allow us to up our turnover, with this new setup we have seen returns instantly. We are pumping out more work at a faster rate and we expect that we are going to add an extra 20% on last year, without employing any extra staff."

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Sliding doors can free up space in a room, as well as create interesting and useful divisions between different areas in the home. The key to a successful sliding door is smooth, stable and reliable functionality. That's where Hettich's sliding door hardware excels.

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Keeping the focus on the design

Not only is the Silent System concealed; with the low profile option users can realise 4 mm narrow gaps and hide the hardware inside the door. A sleek and elegant look.

Need to accommodate bigger doors?

The sturdy TopLine Grant box track sliding door systems provide real solutions for installations that require the movement of panels, space dividers and large doors up to 147 kg maximum.

Hettich technology has what it takes to meet stringent architectural demands. Hettich offers a wide range of residential and commercial grade sliding and folding door hardware systems designed to meet the specifications of architects and engineers around the world. Grant sliding and folding door hardware is manufactured to the highest standards, using high quality material under rigid quality control conditions.

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Vacuum in Woodworking - Part 4

We would like to complete our short “Vacuum in Woodworking” series with this article. This time, we will focus on centralising the vacuum supply for an entire plant. A central vacuum supply can always be wise if several machines are clamping with vacuum. In this process, the individual vacuum pumps directly connected to the machining equipment are removed. A network of pipes is then used to connect the equipment to a vacuum system that can be located outside the production area in a separate room.

Whether a central vacuum system is reasonable for a woodworking plant depends on different factors:

- The number of vacuum pumps used
- Operating times of machining equipment and vacuum pumps
- Spatial situation

The benefits of a centralised vacuum supply when compared to decentralised vacuum generation with vacuum pumps located in the direct vicinity of the machining equipment are:

- Highest degree of energy efficiency
- Highest level of reliability
- No machine downtime during maintenance
- Effective use of waste heat

Some practical considerations

When acquiring machining equipment, usually one or – in the case of two machining tables – two vacuum pumps are delivered, for example. The performance of these vacuum pumps is designed for the maximum requirements and usually has additional reserve capacity. Depending on the material used, work pieces and processing times, this type of vacuum pump can be oversized. For example, if a plant has several machines with a total of 15 vacuum pumps working in three-shift operation 24 hours a day, the energy consumption for the plant’s vacuum supply alone is not insignificant.

Here is an example:

15 vacuum pumps, each with 5.5 kW, consume 1,980 kilowatt hours (kWh) in 24-hour operation. At an electricity price of 0.10 EUR/kWh, the resulting daily energy costs are close to EUR 200. At 220 working days per year, the annual electricity costs amount to EUR 43,560. The actual clamping times

during which vacuum is really needed only makes up a fraction of the operating time. In turn, this means that, in practice, vacuum pumps are often in operation but not being used. For vacuum pumps requiring intense maintenance – for example, dry-running rotary vane vacuum pumps – this shortens the maintenance interval for exchanging the vanes, which in turn increases the operating costs. These costs are avoidable with a vacuum pump that is not always being used.

Central vacuum supply

If a central vacuum supply is used, no individual vacuum pumps are needed at the machining centres. The machining centres are connected to a central vacuum system using a network of pipes. When designing this type of vacuum system, it becomes apparent that it is possible to manage with significantly fewer vacuum pumps. In many cases the number of vacuum pumps can be cut in half as compared to decentralised vacuum generation.

Energy efficiency

A central vacuum supply can work much more energy-efficiently than the individual vacuum pumps directly at the machining equipment can, simply due to less vacuum pumps. The control system for this type of vacuum system automatically activates only the number of vacuum pumps required to maintain the pumping speed or vacuum level that is currently needed. This means the performance of the vacuum system adjusts to meet the actual demand. In addition, the vacuum pumps are operated alternately, so they are all operated for approximately the same amount of time. The network of pipes from the vacuum system to the machining equipment can serve as a vacuum buffer, which means that it is constantly evacuated. The advantage here is that the vacuum required for clamping is available immediately when the valve on the clamping equipment opens. Practical experience shows that even when there is generally a smaller number of vacuum pumps in this type of centralized vacuum system, not all are constantly in operation, which facilitates additional energy savings.

As a rule, Mink claw vacuum pumps are built into these vacuum systems. They can be equipped with frequency-controlled motors that allow even more finely coordinated adjustments to the performance, which once again leads to energy savings.



Image: ©Busch Dienste GmbH

Reliability

A central vacuum supply ensures the highest degree of reliability. If a vacuum pump should fail, this does not affect the machining process at all as the remaining vacuum pumps deliver more output accordingly. Larger leaks can also be bridged in this way.

Maintenance

Mink claw vacuum pumps work nearly maintenance-free. Changing the gear oil can be done during operating time. The technician does not need to access the production rooms to do it. He can shut one vacuum pump off directly at the vacuum system and change the gear oil without compromising the performance of the vacuum system.

Making use of waste heat

Concentrating all vacuum generators in one room makes it easy to make use of the waste heat from the vacuum pumps. This can be done by simply feeding the exhaust air into a heating or warm water system or also by converting the heat energy with a heat exchanger. In this case, finding the most effective solution also depends on the individual conditions on site.

Central vacuum system for supplying a large woodworking plant with vacuum.

Summary

Centralisation of the vacuum supply requires several basic considerations. The savings in energy costs or general operating costs, which can be drastic in some cases, should be weighed along with the investment costs. The costs for the actual central vacuum system can be reduced by integrating any already existing Mink claw vacuum pumps. The site and construction conditions are pivotal cost factors with regard to the pipeline network. Also important here is that a technically optimal and economically efficient solution can only be realised with the help of a designated vacuum expert. Busch Vacuum Pumps and Systems has decades of experience in installing central vacuum systems worldwide and can provide many references in this field.

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Designers are generating a big resurgence in bold, classic handle profiles. When catering for a range of end-users and multiple generations is part of the cabinet design brief, Solu's Boldline offers a sturdy and functional profile, with a generous handle grip that maintains a streamlined, integrated look.

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Showcasing leading solid wood processing credentials

Weinig's recent InTech 2019 provided the opportunity for the company to open its doors and unveil its new showroom with over 1000 square metres of specialised and innovative equipment, including machinery models never seen in Australia.

InTech showcased a wide range of solid wood processing machines, all with the latest Weinig technological advances. The event also featured live demonstrations, and the ability to chat to product experts and connect with key industry partners.

Managing director Neil Forbes said that as Australasia's major solid wood processing machinery and technology provider, Weinig's InTech 2019 was an opportunity to demonstrate the company's comprehensive machinery range and support capability.

"InTech reaffirms our preeminent position as the solid wood processing experts. A mix of live demonstrations and practical information has shaped the thinking behind the design and agenda for InTech 2019."

Ranging from entry-level machines to larger, integrated industrial machining centres, InTech 2019 was squarely targeted towards broad, solid wood processing from stand-

alone processing, such as windows and doors and wooden furniture, right through to larger industrial high production wood processing, including sawmill and other large, integrated value-adding processing operations.

In addition to confirming Weinig's status as a world leader in solid wood processing and its long standing reputation for German design, manufacturing and engineering excellence, Weinig Australia's inaugural InTech 2019 also signalled Weinig's shift to a new level in Australasia.

Mr Forbes said InTech 2019 proved to be an outstanding opportunity for existing and prospective clients to come and talk to Germany-based technicians and see machines in full operational mode.

"InTech is a pleasing success, we had a terrific response with people attending from every state. Plus we had fantastic support from our Weinig technical and specialist machinery colleagues from Germany."

"So we have been able to talk to father and son window manufacturers operating stand-alone machines, to some of Australians largest wood processing companies increasingly moving in the direction of fully integrated automated wood processing systems," said Mr Forbes.

"Yes we are able to provide the machinery, technology and support for both these ends of solid wood processing industry."

Hanover-based product unit jointing technology specialist Dirk Bartens stressed the enormous benefits that optimising machinery was capable of bringing to solid wood processing. In particulate he pointed to Weinig's finger jointing machinery, capable of speeds of up to 180 metres a minute and able to make significant improvements to recovery, grade quality and value.

"Generally it is fair to say the log sizes and quality are continuing to decline and timber grade quality reducing, so finger jointing is a solution to removing visual and strength defects and utilising material that would otherwise finish up in the waste bin – improving recovery and adding value," he said.

With finger jointing increasingly a feature of solid wood processing InTech 2019 showcased the never seen in Australia before, ProfiJoint finger jointer with PUR glue application for external timber products.

InTech showcased a large range of solid wood processing machines, all with the latest Weinig technological advancements operating live.



Among the other Weing machinery and operating systems on display and functioning was the renowned Powermat 1500, HSK - 018 that has the capacity to produce a structured/textured finish, together with the never displayed in Australia before, the perfect measuring tool for exact dimensioned profile regardless of complexity, the OptiControl Digital, linked to Powermat 1500.

Also present was the Powermat 700 - 018, an entry level planer/moulder, and the entry level, robust BKS - bandsaw, plus the entry level multi rip saw, featuring the patented Quick Fix locking device, the Unirip, and the never exhibited in Australia before, multi rip saw the VarioRip 310M.

The latest profile and face grinder, the well known, reliable, accurate R960 - Comfort; along with the R1000 - full CNC profile grinding and moulder master were also on show for the first time in Australia, plus the perfect all rounder for automatic straight knife and face grinding, including finger joint tooling, the R980 - straight and face grinder.

The 5-axis head profiler for complicated profiles the Pro Master - 5-axis was operating at InTech as was the well renowned cross saw with in feed mechanisation and sorting for perfect component cutting from wall frames to furniture, the S90 - cross transfer in-feed and ten metre sorting machine.

Mr Forbes confirmed that Weing was seen as the innovation hub of solid wood processing. "The technology and machines of the Weing Group regularly set new bench marks and have done so for over 100 years. This meticulously acquired know-how - along with the latest ideas of our developers and engineers - was on show at our InTech 2019 event."

InTech 2019 also featured German-themed catering with bratwurst, bread rolls, pretzels, German beer and more.

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Dirk Bartens Hanover-based product unit jointing technology specialist ... Weing's finger jointing machinery, capable of speeds of up to 180 metres a minute and able to make significant improvement to recovery, grade quality and value.



Catching up with Neil Forbes (centre) are Marco Macri and Justin Marci from Metric Joinery in Sydney.





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by Lee Gabbett
SCM Group Australia Pty Ltd



Choosing the right nesting machine

If you're looking to improve your cabinetmaking business - then it's safe to say you're thinking of nesting technology. A nesting CNC machine will give you a big leap forward in production capacity and machining accuracy. There are a range of nesting machines available, from varying bed sizes, price ranges, capacities and quality. Make sure you consider the following to get the right machine for your business.

Cost

Depending on the machine, you'll be looking anywhere between AUD \$65,000 to AUD \$150,000 for an 'entry level' spec machine - quite a significant outlay. Traditionally, when a company needed to increase production, a new employee came on board. But, if you break down the finance payments on a nesting machine you'll see that over time, the payments are very similar to paying a salary, sometimes even less - and as one nesting machine owner puts it 'machines don't get Mondayitis'.

Size

There is a wide range of nesting machine options available on the market. The most basic variations are the size of the machine bed. Your production requirements, your workshop flow and your material handling capacities

will dictate which one is right for you. Analyse your workshop, analyse what you need and stick to your requirements.

New versus used

If you're considering purchasing a used machine, there are two critical areas you need to look at. Firstly, the condition of the machine. Has it been well maintained and cleaned? Does it have a maintenance record? Secondly, what technology drives it? Is it a current Windows supported system? If the PC dies, are you able to purchase a new one with the right (old) version of Windows? With the purchase of a new nesting machine you can be assured you are getting the latest in technology.

Warranty and servicing

During your research, find out how many technicians the company has - not only in your area, but around the country. What happens when you need a spare part and they don't have it in stock? If a company has covered the details such as preparing a comprehensive parts manual, you can be confident in their supply.

At a minimum you should budget for one major service per year from your supplier. Many suppliers run a scheduled service program for their clients. Ask questions to see what and how your prospective supplier does this. If your supplier doesn't have a service program - be concerned.

You're now armed and ready with the info you need to ensure you spend your money wisely, and get a nesting machine that does everything you want. ■



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The finer details of Stefani KD

With a proven history of versatile and quality machining, the SCM Stefani KD is the ideal edgebander for manufacturers looking for a machine that can effortlessly produce a high volume of panels for both small and large batch production. Delivering the standard features expected from an SCM machine, it's the finer details of the machine that set the Stefani KD apart from other edgebanders.

Automation

Stefani KD offers the automation needed for processing a high volume of panels that come off the edgebander completely finished, without the need for manual fine tuning - regardless of the edge strip being applied. With 13 NC positioning devices available, every unit requiring adjustment to compensate for edge tape thickness, variation or protective films can be set up, guaranteeing a perfect finish.

This high level of automation also allows for the positioning of both 1mm and 2mm radius tooling - meaning there is no compromise on the quality of the radius being applied.

Gluing system

The Stefani KD comes standard with an SGP glue application system, with NC adjustment of the quantity of glue as it is applied to the panel. The 21.5" colour touchscreen gives the user complete control over gluing, as well as programming for other specific jobs.

The SGP gluing system's plasma coating is also perfect for use with PUR glues. For those who require an edgebander that uses PUR glues for high volume edging, a version of the Stefani KD with a dedicated PU box pre-melting system is available. The SCM Stefani KD has the potential to reinvent edgebanding processes.

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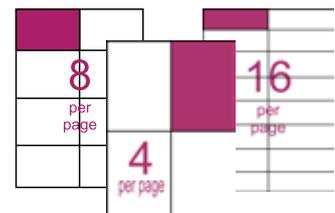
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From now until 31 December 2019 customers will have the chance to enter the draw to win grandstand tickets at the Austrian Grand Prix for themselves and a friend. Häfele has this great prize on offer exclusively for Nova Pro Scala drawers when 100 sets are purchased.

Häfele knows that this prize is pretty good, but to make it even more worthwhile the prize includes return business class airfares, a week's accommodation and all transfers. The winners will even get an exclusive tour of the Grass factory in Austria.



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Titus refocuses trends in kitchen design

Interzum Cologne was the latest trade show to demonstrate the Titus range of innovative hardware products. Aimed at supporting manufacturers with solutions that are in line with contemporary trends, Titus is conscious of changing consumer needs.

Contemporary kitchens reflect the architectural trend of merging kitchen, dining and living rooms into open-plan living spaces, focusing on seamless transitions and colour matched applications to create consistency in design and functionality. Free-standing cabinets, open shelf units and spacious storage solutions are becoming more popular as the style shifts to minimalist, streamlined aesthetics. Cabinet hardware is rarely visible yet it is essential to the realisation of a kitchen designer's vision.

Titus T-type, an efficient hinge for tall cabinets

Now more than ever, the foundation of a functional kitchen is clever storage. Tall cupboards are ideal solutions for

integrated space management. With its intuitive 3Way snap-on hinge-to-plate mounting in three directions, mounting doors has never been quicker or easier, particularly for doors requiring three or more hinges. The Titus T-type hinge significantly reduces the time needed to assemble a kitchen, offering an efficient, economical application with guaranteed life-time performance.

Consistent performance for a life-time of quality furniture

Customers are getting more informed and increasingly demanding in the level of quality they expect. Gaps or misalignments, no matter how minimal, are simply not an option. With this in mind, Titus manufactures cabinet hardware and fittings solutions ensuring precise alignment of cabinet doors.

Titus T-type hinge encompasses all the prerequisites for the highest of quality standards. It ensures reliable door closing even in cases of accidental misalignment and utilises an



intuitive adjustment procedure. Superior door stability without sagging is achieved thanks to the increased hinge arm width, increased hinge plate width and longer clipping distance. Another important advantage of the T-type hinge is the integrated Titus damper. The Titus proprietary damping technology assures above-average consistency of performance over the entire furniture lifespan, with no rebound effect.

"Titus solutions are designed to make the furniture assembly experience simple and stress-free while at the same time providing reliable and consistent life-long performance. Our solutions improve the competitiveness and differentiation demand of our customers. These are the core requirements for the future," said Holger Geesmann, CCO Titus Europe.

Does the kitchen emit harmful toxins?

Most kitchen cabinets and countertops are made with materials that emit toxic chemicals like formaldehyde and other volatile compounds. The new innovative OptiMatt PET board from Titus Tekform is not only non-toxic, safe and 100% recyclable, it's also extremely durable. Featuring a soft-look, sleek surface that won't chip, crack or delaminate and a scratch and fingerprint-resistant finish, OptiMatt is an affordable non-toxic solution for a green and health-conscious space.

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Founded on the principles of quality design and excellent customer service, Wilson & Bradley's ambition is to provide its customers with a diverse selection of kitchen and cabinetry hardware, backed with the best service.

With customers coming from all areas of industry including kitchen and commercial furniture manufacturers, to the retail market, the company has been sourcing, distributing and supplying a wide range of kitchen and cabinetry hardware across Australia for more than 40 years.

The state-of-the-art showrooms located in Melbourne, Brisbane, Sydney, Adelaide and Perth, are a great place to come and visit as a source of inspiration and to find out more information on the products in an interactive lifestyle space. Divided into a range of stunning areas including kitchen, wardrobe, bathroom and laundry, the showrooms showcase a range of products from leading local and international brands including Blum, SIGE, Wesco, Furnipart, L&S, OPIKE and Volpato.

Open from 8:30am – 4pm, Monday to Friday, visitors can simply call in to look around. Those who prefer a personalised, guided tour through the finer details of the product range, can book online through the Wilson & Bradley website for a free 30, 60 or 90-minute appointment with a dedicated showroom consultant.

Wilson & Bradley know that time is precious, which is why the company supports its customers with an industry leading website that allows the customer to view and purchase products easily, create favourites lists, download flyers and brochures, pay invoices and watch instructional videos.

Further enhancing the customer experience, Wilson & Bradley's highly trained, dedicated business development managers work across Australia delivering a breadth of product knowledge and a level of service few competitors can match.

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AWISA The Association



AWISA was formed in 1986 by the principal suppliers to the Australian woodworking industry. The main aims of the association are to present industry exhibitions, publish industry magazines, co-operate with other organisations, and to uphold the highest ethical standards and encourage members to do the same.

Membership applications are welcome from Australian based companies, and from overseas companies with Australian agents or distributors that are also members of AWISA. Membership of AWISA includes suppliers of woodworking machinery, cabinet and furniture hardware, panel products and surface materials, portable tools, computer software, materials handling equipment, dust extraction equipment, components, and general plant and safety equipment.

AWISA The Exhibition



The exhibition has been held regularly since 1988, and attracts furniture manufacturers, cabinet makers, kitchen manufacturers, joiners, shop and office fitters, and other wood, timber and panel processing industries. Architects and interior designers also attend.

The next AWISA exhibition will take place in Sydney from 1-4 July 2020 at ICC Sydney, Darling Harbour, Sydney. For more information visit www.awisa.com or phone Geoff Holland on 0412 361 580.

AWISA The Magazine



AWISA's magazine is published quarterly and is distributed free to a database of over 13,000 end users in the industry. AWISA's editorial policy is to produce quality editorial about business and technical issues that affect the woodworking industry, and to provide members with a means of disseminating information about their products. The association welcomes input from both members and end users about subjects that should be written about in the magazine.

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ADVERTISERS INDEX

ALL ABOUT LABELS	68
ALTENDORF GROUP	76
ACFA	24, 58
BIESSE GROUP AUSTRALIA	39
BLUM AUSTRALIA PTY LTD	2, 3
BUSCH AUSTRALIA PTY LTD	49
CAD+T AUSTRALASIA	36
CDK STONE	44
CNCROUTERBITS	67
CODELOCKS	26
EUROFIT	4
GRASS AUSTRALIA NZ	66
HAFELE AUSTRALIA	11, 35
HETTICH AUSTRALIA	63
HIDEAWAY BINS	23
HOMAG	21, 40, 73
LEITZ TOOLING SYSTEMS	71
LEUCO AUSTRALIA	62
LINCOLN SENTRY	26
LUNA MACHINERY	69
MICHAEL WEINIG AUSTRALIA	32
MULTICAM SYSTEMS	11
PLANIT	52
SCHMALZ	67
SCM GROUP AUSTRALIA	53
SOLU	47
THE WOOD TECH GROUP	48
TITUS TEKFORM	45
WILSON & BRADLEY PTY LTD	75
WOODTRON PTY LTD	31

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AWISA – The Magazine is distributed free to a list made up of companies that attended the last three AWISA exhibitions, plus the client databases of some major AWISA members. To be added to the distribution list send an email to info@awisa.com. (AWISA Ltd may at some time in the future charge a subscription for personally addressed magazines)



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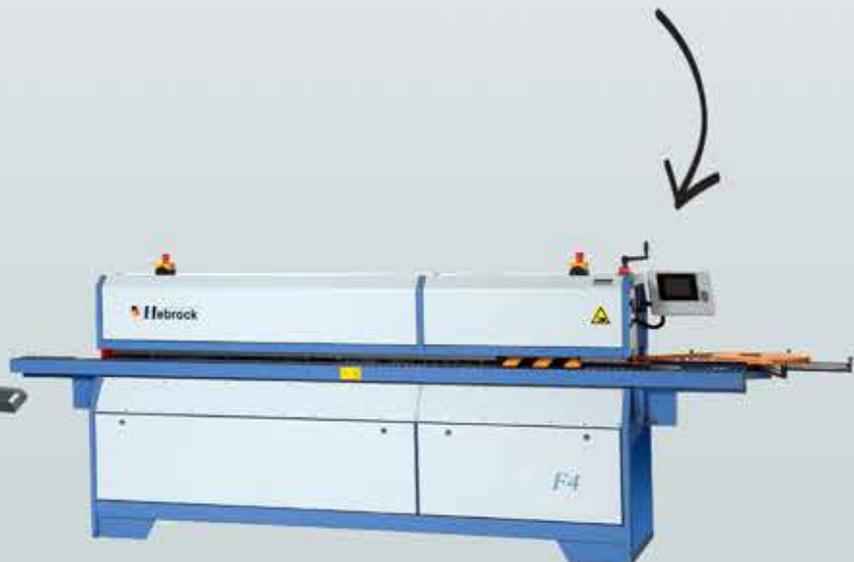
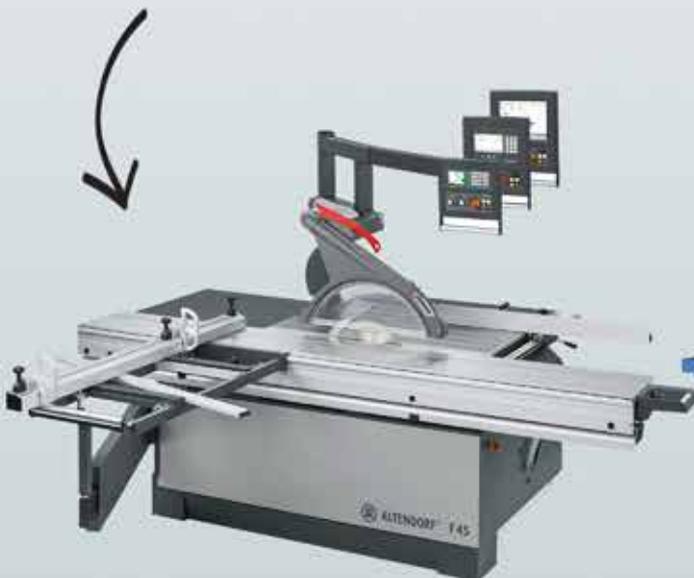
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