

PAINT AND SURFACE COATINGS

Process Workers - Technicians - Graduates - Salesmen -
Accountants - Clerks - Colour Advisers

THE manufacture, warehousing and sale of paint and surface coatings is a highly technical occupation involving a wide variety of skills and occupations.

COVER PHOTOGRAPH: Special skills are applied in the manufacture of paints. In this photograph a technician is making a chemical analysis in a works laboratory.

CONTINUOUS DEVELOPMENT IN PAINT INDUSTRY

THE paint industry in New Zealand is well developed and matches that of such highly developed countries as the United States of America, the United Kingdom and the leading paint producing countries of the Continent.

There is continuous research into the development of new types of surface coatings which will give greater production, are more decorative or easier to apply.

Over the past five years quite a revolution has occurred with the development and acceptance of water-borne finishes in many surface coating fields.

New Zealand companies have been well to the fore in these product developments for both industrial and decorative use.

Paints compete with a variety of other coating materials and with structural materials requiring no special surface coatings. This has resulted in some losses in paint usage in conventional fields, but these losses have been more than compensated by gains in the industrial field. To meet this competition the industry is continually developing new formulations and new methods of application.

More than 30 establishments are engaged in the manufacture of surface coatings in New Zealand. The major companies, of which 16 are members of the Paint Manufacturers' Association, are primarily engaged in the manufacture of paint and associated products.

The products manufactured, which number hundreds, cover the whole range from specialised industrial and automotive finishes to decorative products used for property maintenance and other protective coatings.

The paint industry is an important service industry to New Zealand manufacturers. It is important, too, as an employer of labour, there being approximately 2,000 employed directly in the manufacture and sale of its output. Industry growth over the years has been at an average rate of 4 percent per annum, with the usual fluctuations associated with movements in the economy of the country. Such growth is not spectacular but, being in excess of the population growth, indicates a rising consumption of paint per head of population.

Process Workers

Work associated with the manufacture of paint is interesting and at times quite exacting. For this reason the industry seeks, as entrants, young people with up to two years' secondary education. During employment thorough training will be received from specialists in the paint manufacturing trade. Thus the young worker will gain experience in this important and indispensable service industry with every batch of paint he assists in processing.

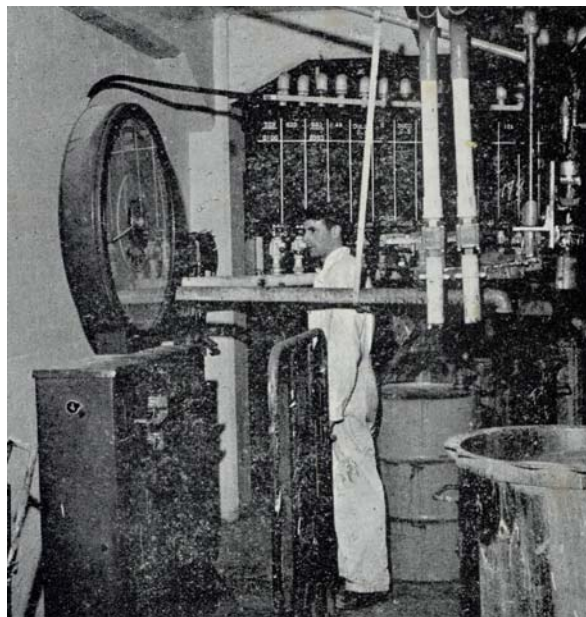
The raw materials, received from many parts of the world, are used in batch production of intermediate products such as varnishes, synthetic resins, solutions and emulsion and, together with the intermediate products, in the production of

the finished paint products themselves.

Many pigments may be required to produce a given colour. They are incorporated into the paint by grinding to a very fine dispersion in oil, resin or emulsion. This partly processed product is then pumped or emptied into large or small mixers where the paint is thoroughly stirred, thinned to viscosity and tinted. At each stage of manufacture, products are under strict laboratory control, being tested to ensure conformity to high quality standards. Considerable care is therefore necessary in the weighing and handling of all raw materials and partly processed goods.

Tinting or shading is a very important operation in the manufacture of paint as every time a batch is produced it must be exactly matched to a colour standard. The manufacture of synthetic resins and other media also requires experienced operatives. Care in the operation of these processes is vital and a need exists in the industry for men to supervise this type of work in the factory. Opportunities to rise to foreman positions also exist in the other sections - the storage and handling of pigments and other raw materials, milling and grinding, mixing, filling and labelling. Sufficient interest and opportunity exists for the bright young operator to make a career in the paint industry.

Technicians



A Technician supervises the make-up of a new batch of paint.

Technicians are employed in the paint industry on quality control or assisting graduates on development of service work. In this field, the industry prefers young people with University Entrance, who included Physics and / or Chemistry and Mathematics in their school subjects. To ensure advancement in the industry the laboratory technician is encouraged to take the New Zealand Certificate of Science

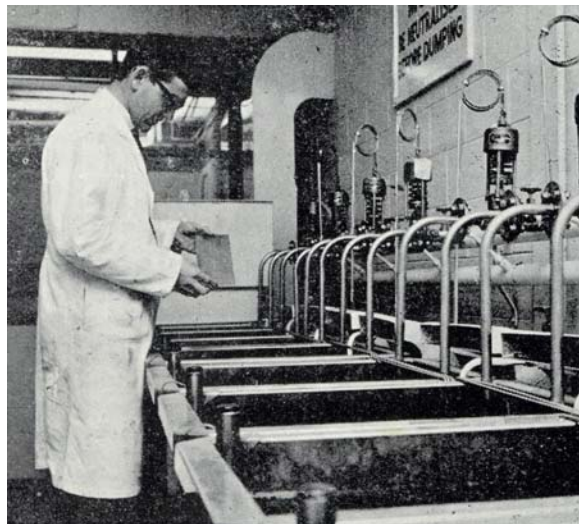
course and may be given time off to undertake such studies. These studies give him further education and training in Chemistry, Physics and Physical Chemistry. Paint is largely a study in physical chemistry, and without this technical background a technician cannot fully understand the need for the properties required in the products he is assisting to develop.

The technician will in all probability be initially engaged on the routine testing of paint products, checking physical properties such as viscosity, weight per gallon, drying time, fineness of grind, gloss level and colour. From this he gains a good appreciation of what paint is, the numerous types and their uses. Experience may then be given in the development laboratories where he may be required to work on the more complex activities associated with formulation or customer service.

In the larger laboratories responsibility for this work may rest with an experienced graduate with technicians working under direction and guidance. Where specialisation exists the technician may progress through the work associated with the servicing of various industry groups.

For the experienced operator the way could open up to executive positions in works management or technical sales. Technicians, who show aptitude on the scientific side, may be given the opportunity to study part-time for a degree to enable them to undertake more important work in this field.

Graduates



THE GRADUATE CHEMIST has a vital place in the paint manufacturing industry. In the photograph a chemist is experimenting with the phosphating of metal to prevent corrosion.

Opportunities for science and chemical engineering graduates are many. Entrants holding Master or Bachelor degrees, who have majored in chemistry, physics or mathematics, are earnestly and continuously sought. The technology of paint formulation is becoming more complex with the introduction of new paint media.

The development of new products has been quite exciting over the past few years.

Graduates are required in the fields of product development, customer service, quality control, works management and technical sales.

The development work, on which graduates are engaged, includes the evaluation of new raw materials, e.g., new resin types, new pigments of improved durability and light fastness, the developing of new types of paint to meet customer requirements and the preparation of samples for Government tender, etc. There is tremendous scope for research into developments taking place in the decorative and industrial fields.

Maintenance of colour standards and uniformity of colour production is a very important aspect of the work. Accuracy is of an extremely high order, being less than a quarter of the tolerance that a normal person can observe in difference between two colours.

Graduates are needed also for marketing services, project planning, finance, clerical methods study and computer operation - functions from which future top executives may be drawn.

Salesmen

Young men who desire a career in marketing in all its aspects - advertising, sales promotion and selling - could find few industries more stimulating than the paint industry.

The salesman is a most important person in this highly competitive industry, not only because it is his job to sell the product but also because he is closely in touch with its use in industry and he may be required to provide service within the customer's factory.

Sales representatives must therefore be well informed on the use of company products. They must be able to discuss problems in a practical manner and demonstrate correct methods of application. They must know their products sufficiently well to specify the most suitable painting system for the job concerned. To assist salesmen to perform their full function, technical back-up is provided through the service laboratories.

They may be required to discuss paint with resellers, painting contractors, architects, civil engineers, Government Department heads - in fact, anyone who is responsible for the protection of wooden, steel, concrete or any other type of structure.

Young men embarking on a sales career in the paint industry could be required to spend some time gaining product experience in the technical department, followed by a further period of training in the sales order office before being placed "on the road".

Armed with this training, endowed with the desire to serve customers, and possessing the ability to work hard, the prospective salesman faces a rewarding future.

Clerical and Administration

An efficient administrative section is necessary to keep any organisation operating smoothly. Opportunities for young men exist in the fields of stock control, purchasing, statistics, accounts and receiving orders, and for young women as machinists, clerks, typists and colour consultants. In the offices there are planned programmes for young people to gain experience and become efficient in all facets of every department's functions.

Women play their part in the colour aspects of this industry. Exciting opportunities exist for experienced colour consultants and for young women who have an aptitude for this type of work and wish to be trained in this field.

Accountants

For the qualified or partly qualified accountant and for those who are desirous of following this profession the paint industry offers a rewarding future. Dealing with manufacture and distribution down to the retail store, as it does, the whole field of cost and management accounting may be covered. Cost analysis and control, budgeting, pricing and statistical analysis has been developed to a high degree by the leading members of the industry with the latest methods and machines, including data processing equipment, in everyday use.

Working Conditions

Working conditions in the paint industry are good. It is an efficient industry as regards its material handling methods and process machinery.

Most of the member companies operate superannuation schemes which provide security by way of pensions or substantial allowances on retirement.

Provision may be made for staff members to have time off on full pay to attend technical colleges and universities, and some companies pay the fees for subjects passed.

Salaries offered by the paint industry compare more than favourably with other major New Zealand undertakings.

Staff development programmes ensure that young workers receive a broad training within the industry to fit them for greater responsibilities in the future.

COMPANIES WILL WELCOME INQUIRIES

Young people interested in the paint and surface coating industry may obtain further information and detail of opportunities currently offering, from the member companies of the New Zealand Paint Manufacturers' Association listed below:

AUCKLAND

Balm Paints (NZ) Ltd.,
Ellerslie-Panmure Highway,
Mt. Wellington,
P.O. Box 1009, Telephone 577-159.

Berger Paints (NZ) Ltd.,
Jellicoe Road,
Panmure.
P.O. Box 14130, Telephone 578-069.

British Imperial Paints Ltd.,
106 Carlton Gore Road,
Newmarket.
P.O. Box 9295, Telephone 33-316.

British Paints (NZ) Ltd.,
507 Rosebank Road,
Avondale.
P.O. Box 19020, Telephone 887-064.

Consolidated Chemicals Ltd.,
Cartwright Road, Glen Eden.
P.O. Box 15104, Telephone GLE-5159.

A. G. Healing Paint Group,
695 Rosebank Road, Avondale.
P.O. Box 19127, Telephone 889-076.

International Paints of N.Z. Ltd.,
Walls Road, Penrose.
P.O. Box 12020, Telephone 594-692.

Lusteroid Pty. (NZ) Ltd.,
Monohan Road, Mt. Wellington.
P.O. Box 22122, Telephone 578-059.

Pinchin Johnson & Co. (NZ) Ltd.,
Carbine Road, Mt. Wellington.
P.O. Box 14178, Telephone 576-028.

Revertex Industries (NZ) Ltd.,
Industry Road, Penrose.
P.O. Box 12077, Telephone 598-248.

Samson Paints Ltd.,
Patiki Road, Avondale.
P.O. Box 19179, Telephone 886-239.

TAURANGA

Industrial Paint Manufacturing Co. Ltd.,
P.O. Box 285, Telephone 88-034.

NAPIER

N.Z. Paint & Varnish Co. Ltd.,
P.O. Box 313, Telephone 8838.

UPPER HUTT

Brolite N.Z. Ltd.,
P.O. Box 40123, Telephone UP-89-109.

LOWER HUTT

Balm Paints (NZ) Ltd.,
Hutt Park Road.
P.O. Box 30366, Telephone 699-199.

Stipplecote Products Ltd.,
Gough Street, Seaview.
P.O. Box 36006, Telephone 697-114.

WELLINGTON

Balm Paints (NZ) Ltd.,
I.C.I. Building, Molesworth Street.
P.O. Box 3646, Telephone 70-609.

Berger Paints (NZ) Ltd.,
Torrens Terrace.
P.O. Box 6309, Telephone 50-579.

British Paints (NZ) Ltd.,
Hutt Road.
P.O. Box 3535, Telephone 40-890.

International Paints of N.Z. Ltd.,
Weka Street, Miramar.
P.O. Box 14071, Telephone 17-003.

G. H. Jackson & Co. Ltd.,
Ngauranga.
P.O. Box 1772, Telephone 553-677.

Pinchin Johnson & Co. (NZ) Ltd.,
1-19 Stone Street, Miramar.
P.O. Box 14064, Telephone 17-056

NELSON

Nelson Paint Co. Ltd.,
P.O. Box 177, Telephone 3486

CHRISTCHURCH

Balm Paints (NZ) Ltd.,
Moorhouse Avenue.
P.O. Box 119, Telephone 64-359.

British Paints (NZ) Ltd.,
Peterborough Street.
P.O. Box 2292, Telephone 30-503.

Pinchin Johnson & Co. (NZ) Ltd.,
54-56 Princess Street.
P.O. Box 1105, Telephone 69-906.

International Paints of N.Z. Ltd.,
327A Tuam Street.
P.O. Box 1423, Telephone 66-391.

DUNEDIN

Balm Paints (NZ) Ltd.,
Leith Street.
P.O. Box 732, Telephone 79-670.

British Paints (NZ) Ltd.,
Mason Street.
P.O. Box 354, Telephone 75-963.

Pinchin Johnson & Co. (NZ) Ltd.,
146 Frederick Street.
P.O. Box 985, Telephone 77-080.