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CHTA Secretary and *Hotline* Editor:  
Alan J. Hick B.Sc., C. Eng., FIMMM

The Contract Heat Treatment Association is not responsible for the statements made or opinions expressed by contributors to *Hotline*.



CHTA is affiliated to the Surface Engineering Association

A date for your diary...

# CHTA AGM 9th May 2024



**Members will again be able to update and network at this year's Annual General Meeting, to be staged at SEA's Birmingham headquarters.**

**Discussion is likely to centre on the future of CHTA (see page 3 here). Full details will be circulated in April.**

### GUEST SPEAKER



**Former CHTA Chairman Richard Burslem, the highly-respected most-frequent contributor to *Hotline*, will reflect on our sector, past, present and future.**

## CHTA MEMBER DIRECTORY 2024

Updated listing on pages 4-5

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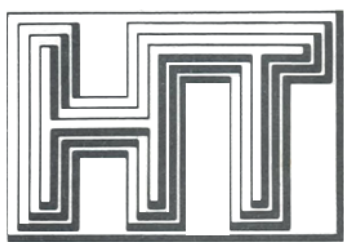
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The Contract Heat  
Treatment Group  
1973-1977



The Contract Heat  
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1977-2024



The Heat Treatment  
Association  
2025-?

# The future of CHTA

An important  
message to all  
CHTA members  
from Chairman  
**Roger Haw**



I hope you are all enjoying a good start to 2024, a year that will be one of great change for CHTA. The ultimate survival of our Association will depend upon our addressing the current trends in our industry sector.

To summarise the present situation:

1. In May we will lose the services of our valued Secretary Alan J Hick who has put off his retirement for a long time and helped us get through the Covid pandemic.
2. Membership is on the decline as more and more members decide to shut up shop. (The number of member sites has reduced from 52, pre-Covid, to 38 now).
3. As I warned at last year's AGM, the current fee structure will produce an income well below that required to continue the Association in its present form.

4. The current state of the finances is such that we could not expect to survive for more than two years if we do not change.

Your Management Committee, pictured below, has considered the problems and will present you with proposals, before the forthcoming AGM, to control the situation.

In doing so, it has been decided that maintenance of the publication of *Hotline*, the Benchmarking function and the Market Movements survey are all retentions which the membership would like to see. In addition to this, our representation to Government, over various items affecting the industry, must be maintained in alliance with SEA.

In order to continue, we have to increase the membership. It is obvious, under current economic circumstances, that no one is going to start a new heat treatment company. However, the membership can be increased by allowing a wider range of enterprises to join the Association.

The Management Committee is proposing that any organisation or individual with an interest in heat treatment should be allowed to join; this would include in-house heat treatment operations, acad-



CHTA  
Secretary  
and Hotline  
Editor  
Alan J Hick  
retires at  
the end of  
May.

emic institutions and suppliers to the industry. In adopting such changes, a renaming will be necessary. It is proposed that the name of the Association becomes "The Heat Treatment Association".

Many alterations for the continuance of the administration (following the Secretary's retirement) are already being addressed and put in place.

The changes in respect of qualification for membership will require significant alterations to CHTA's Articles of Association and, in due course, you'll be asked to vote in a special resolution to validate them.

A lot of work has already been done and I strongly urge you to vote in favour of the changes when presented with the opportunity. In the meantime, if anyone has any queries, please do not hesitate to contact me at [roger@flamehardeners.co.uk](mailto:roger@flamehardeners.co.uk)

## Planning the way ahead: CHTA's Management Committee



Simon Blantern,  
Bodycote Heat  
Treatments



Andy Borg,  
Aalberts Surface  
Technologies Heat



Simon Day,  
ADI Treatments



Paul Handley,  
Heat Treatment  
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Roger Haw,  
Flame Hardeners



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Mike Leach,  
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Nichola Mitchell,  
Heat Treatments  
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Tim Pelari,  
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# Paradise lost?

**Dan Herring, of The HERRING GROUP, Inc., USA, reflects on in-house training.**

All my years spent in the heat treatment industry have taught me two invaluable lessons. First, ours is truly an empirical science, a science whose secrets reveal themselves by doing and (in large measure) through trial and error. Second, common sense triumphs when all else fails; there is no substitute for practical experience.

The key question then becomes: how does a person entering the workforce in our industry gain the knowledge necessary to become a world-class heat treater? This is especially relevant today given the performance demands placed on products and the rapidly evolving nature of technology.

In "the good old days" - that is, in "Paradise" - skills were acquired through mentoring over time. More experienced personnel imparted hard-earned wisdom to their apprentices, usually in well-metered doses as situations arose that required a new lesson be taught or insights gained. Nowhere was this more fitting than in the heat treat shop.

But what about today? The pressure on

engineering and manufacturing to produce has fuelled the need for instant answers, achieved through Internet searches and superficial investigations. There is often no time, or tolerance, for failure.

One of my early mentors often lamented that "greed and avarice will be the Achilles heel of young people, too few of you want to work hard - and learning any skill is hard work!"

However, there are many hard-working, young, highly-intelligent and eager-to-learn individuals entering today's workforce. They tend to fall into two categories - those with excellent theoretical skills who lack practical experience and those with practical skills who lack a basic understanding of the interaction between the equipment, process and outcome.

The "secret" to heat treating is the control of process- and equipment-related variability. But the playing field is constantly in flux - as soon as we believe we have the process or equipment under control, something changes: a leak develops, quench media degrade, humidity in the room changes - the list goes on and on.

How, then, do we teach the next generation to meet these challenges? Equally important, how do we teach them to retain them in our industry? Without proper incentive, motivation, and guidance, they will either choose a more rewarding path or seek a more "glamorous" industry.

Teamwork is the key to success in today's heat treat shop. And networking is the key to the acquisition of knowledge. Understand where the true sources of information

lie and seek them out. Talk to people and understand not only what they've learned but how they learned it. Motivate others to share what they know. And share what you know. Tap into the resources available to you, especially from more experienced people, or those recently retired from the industry.

Don't be afraid to try or to fail. If you do, pick yourself up, dust yourself off, take a moment to say, "That hurt," and go out and fail again and again until you succeed.

Finally, think before you act, and act only after having thought through both your actions and their consequences. Constantly ask yourself, "Why is there never enough time to do something right, but always enough time to do it over (and over) again?"

These are your keys to success and a long, rewarding career.

## About the Author

Dan Herring, The Heat Treat Doctor®, is the founder of The HERRING GROUP, Inc. He has been in the industry for over 50 years and has gained vast experience in fields that include materials science, engineering, metallurgy, new product research and many other areas. Dan is the author of six books and over 700 technical articles.

For more information: Contact Dan at [dherring@heat-treat-doctor.com](mailto:dherring@heat-treat-doctor.com).



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## NEWS

# Member news

## SECOND HIP PRESS ORDERED

Bringing forward plans by two years, Wallwork Group have signed for a second hot isostatic press from Quintus Technologies. This follows hot on the heels of opening their £10million Wallwork HIP Centre, with Quintus completing the commissioning of the first HIP in the third quarter of 2023.

"Demand from customers for processing components in our first hot isostatic press has been astonishing. It is prudent to bring forward planned investment for the next HIP, knowing it will take most of 2024 to build and install. We hope to have it up and running by early 2025. Deciding to prepare pits for expansion during the first installation has proved right," explained Group Director, Simeon Collins.

"We expected strong demand from UK castings, 3D printing, powder fabrication, and near-net-shape manufacturers, especially as the UK is currently under-served with hot isostatic pressing capacity. More surprising is the amount of international interest we are seeing, coming from Europe but also as far as India" added Wallwork HIP Centre Business Manager, David Loughlin.

## SEA CONFERENCE

The *Surface Engineering Association Industry Conference* will return to Cheshford Grange, Kenilworth, on Thursday 17th October this year.

The event offers the opportunity to network with fellow industrialists and learn from their experiences. It aims to bring together major players in the entire surface engineering industry. It is a must-not-miss event for anyone who has a vested

interest in this important sector.

CHTA members wishing to present a talk should contact Michaela Mais at [michaela.mais@sea.org.uk](mailto:michaela.mais@sea.org.uk). More information about the event can be found at:

[www.sea.org.uk/surface-engineering-association-industry-conference-2024-details](http://www.sea.org.uk/surface-engineering-association-industry-conference-2024-details).

## WALLWORK IN SCOTLAND

Wallwork Group is expanding representation in Scotland with the appointment of



Ashleigh Thomson to lead Scottish business development. The company's comprehensive range of heat treatment services is her initial focus.

Ashleigh gained significant industry experience in previous roles at AJT Engineering Ltd of East Kilbride where she became General Manager of its British Heat Treatments division.





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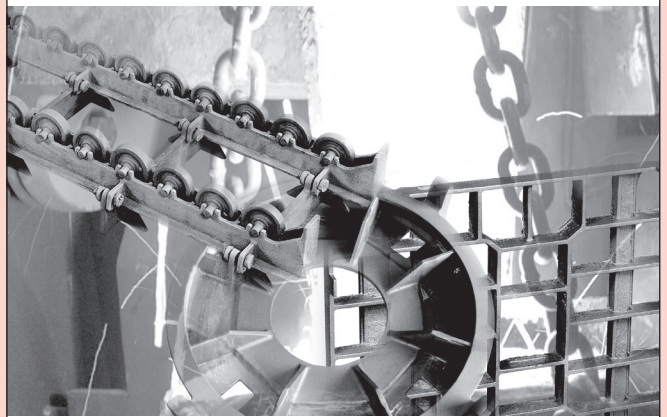


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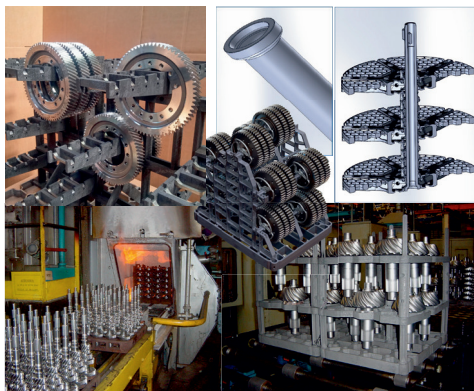
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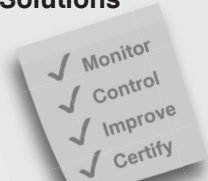
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# Diary

March 18-19 2024  
INTRODUCTION TO PYROMETRY  
Sheffield, England [PRI Training \(pri-training.com\)](http://PRI Training (pri-training.com))

March 25-26 2024  
ADVANCED PYROMETRY  
Birmingham, England [PRI Training \(pri-training.com\)](http://PRI Training (pri-training.com))

March 27-29 2024  
12TH INTERNATIONAL METALLURGY, FOUNDRY,  
FORGING AND HEAT TREATMENT INDUSTRY  
EQUIPMENT EXHIBITION  
Busan, South Korea  
[www.thermotec.co.kr/English/introduction.html](http://www.thermotec.co.kr/English/introduction.html)

April 9-11 2024  
HEAT TREAT MEXICO 2024  
Queretaro, Mexico  
[www.asminternational.org/heat-treat-mexico-2024/](http://www.asminternational.org/heat-treat-mexico-2024/)

April 16-17 2024  
8TH CENTRAL EUROPEAN HEAT TREATMENT FORUM  
& EXPO  
Wrocław, Poland  
Organised by the Global Heat Treatment Network.  
[www.heat-treatment-forum.pl/homepage/](http://www.heat-treatment-forum.pl/homepage/)

April 16-18 2024  
ENGINEERING SUPPLY CHAIN SHOW 2024  
Birmingham, England  
<https://engineeringsupplychain.co.uk/>

April 17-19 2024  
4TH MEDITERRANEAN CONFERENCE ON HEAT  
TREATMENT AND SURFACE ENGINEERING  
Lecce, Italy  
In conjunction with the 5th International Conference on  
Thermal Process Modelling and Simulation.  
[www.aimnet.it/eng/manifestazione.php?id=788&idc=4](http://www.aimnet.it/eng/manifestazione.php?id=788&idc=4)

April 22 2024  
HEAT TREATING: NADCAP AUDIT CRITERIA REVIEW  
Southampton, England [PRI Training \(pri-training.com\)](http://PRI Training (pri-training.com))

April 25 2024  
CHTA PUBLICITY SUBCOMMITTEE\*  
Birmingham, England

April 25-26 2024  
2ND BOSPHERUS INTERNATIONAL HEAT  
TREATMENT SYMPOSIUM  
Istanbul, Turkey [www.bhtsheat.com/en](http://www.bhtsheat.com/en)

May 9 2024  
CHTA MANAGEMENT COMMITTEE / AGM\*  
Birmingham, England

May 11-13 2024  
24TH CHINA (GUANGZHOU) INTERNATIONAL HEAT  
TREATMENT & INDUSTRIAL FURNACE EXHIBITION  
Guangzhou, China [www.heat-treatment-expo.com](http://www.heat-treatment-expo.com)

May 21-23 2024  
EUROPEAN MODERN FURNACE BRAZING SCHOOL  
Pontardawe, Wales  
[www.wallcolmonoy.com/products-capabilities/brazing-alloys/brazing-school/](http://www.wallcolmonoy.com/products-capabilities/brazing-alloys/brazing-school/)

June 5-6 2024  
SUBCON  
Birmingham, England [www.subconshow.co.uk](http://www.subconshow.co.uk)

June 5-7 2024  
EUROPEAN CONFERENCE ON HEAT TREATMENT  
AND SURFACE ENGINEERING / A3TS 50TH  
CONGRESS  
Toulouse, France  
<https://en.a3ts.org/evenements/echt-2024-and-a3ts-50th-congress>

July 25 2024  
CHTA PUBLICITY SUBCOMMITTEE\*  
Birmingham, England

August 6-8 2024  
GEAR HEAT TREATMENT OPERATOR/OPERATIONS  
Cleveland, Ohio, USA  
[www.agma.org/education/advanced-courses/2024-gear-heat-treatment-operator-operations/](http://www.agma.org/education/advanced-courses/2024-gear-heat-treatment-operator-operations/)

\*Members wishing issues to be raised at CHTA meetings should notify CHTA's Secretary, well beforehand, at [mail@chta.co.uk](mailto:mail@chta.co.uk).

# Market Movements

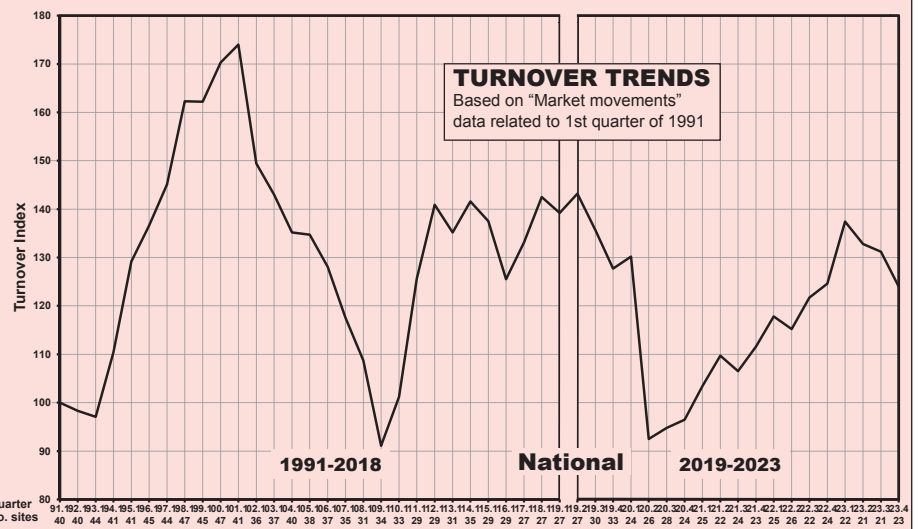
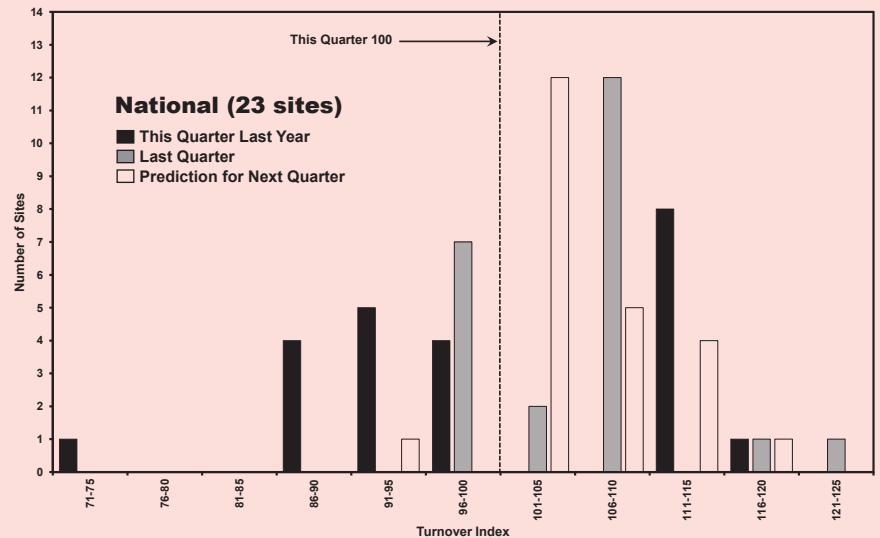
## ANALYSIS OF QUESTIONNAIRE REPLIES RELATING TO 23 CHTA MEMBER SITES

"THIS QUARTER" =

**1 OCTOBER -  
31 DECEMBER 2023**

= **TURNOVER INDEX 100**

OVERALL ANALYSIS (23 SITES)	Mean index
This quarter last year	100.0
Last quarter	105.8
Predicted next quarter	106.8



August 8 2024  
CHTA MANAGEMENT COMMITTEE\*  
Birmingham, England

September 4-6 2024  
15TH HEAT TREAT SHOW – 2024  
Mumbai, India  
India's largest exhibition/conference on heat treatment.  
[www.htsindiaexpo.com/](http://www.htsindiaexpo.com/)

September 11-12 2024  
UK METALS EXPO  
Birmingham, England  
This NEC exhibition/conference is billed as "the only event that brings together the entire metals supply chain".  
<https://ukmetalsexpo.com>

September 17-19 2024  
HEAT TREATMENT 2024  
Moscow, Russia  
[www.htexporus.com/heat-treatment.html](http://www.htexporus.com/heat-treatment.html)

September 25 2024  
SPAIN HEAT TREATMENT CONGRESS  
Bilbao, Spain  
<http://metalspain.com/heat-treatment.htm>

September 25-28 2024  
THERMPROCESS CHINA 2024  
Shanghai, China [www.thermprocess.de/de/Overview](http://www.thermprocess.de/de/Overview)

October 1-3 2024  
29TH IFHTSE CONGRESS  
Cleveland, Ohio, USA  
[www.asminternational.org/ifhtse-congress/](http://www.asminternational.org/ifhtse-congress/)

October 8-10 2024  
80TH HÄRTEREIKONGRESS  
Cologne, Germany  
Heat treatment congress and exhibition: [www.hk-si.de/](http://www.hk-si.de/)

October 14-16 2024  
FURNACES NORTH AMERICA 2024  
Columbus, Ohio, USA  
[www.furnacesnorthamerica.com/](http://www.furnacesnorthamerica.com/)

**Please send comment and  
news items for June's  
Hotline 176 to: [mail@chta.co.uk](mailto:mail@chta.co.uk)  
Deadline: May 10th**