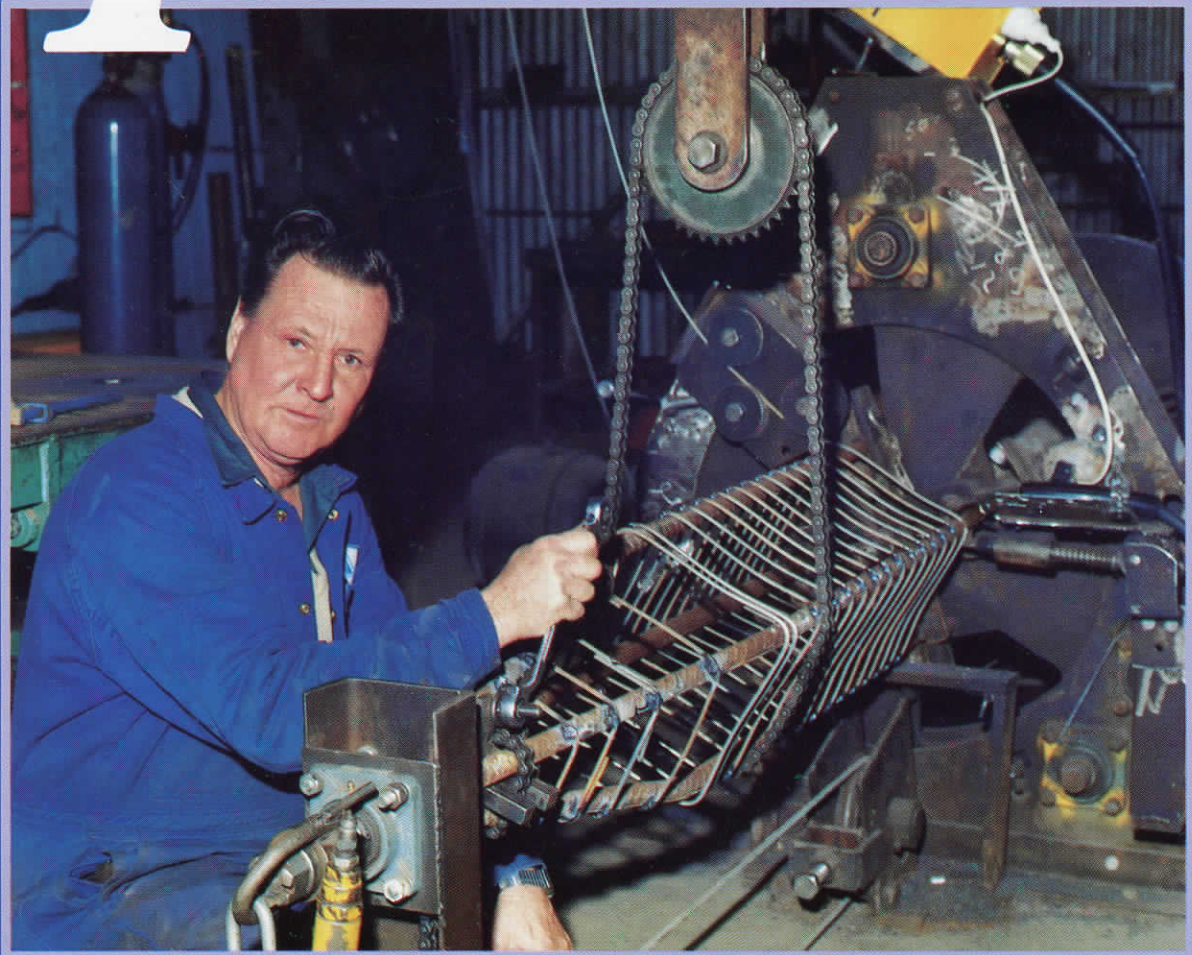


THE
INNOVATORS



INNOVATION AWARDS 1987

RCA

Road Construction Authority

THE INNOVATORS

PEOPLE—OUR GREATEST ASSET

"I can't speak too highly of our staff," said Chairman and Managing Director, Ian Stoney, after the presentation of the inaugural 1987 Innovation Awards in April.

Mr Stoney believes people are the RCA's most valuable, and valued resource.

Introduction of the Innovation Awards is one way of recognising the staff's contribution to the RCA's ever-improving methods of managing and planning Victoria's road network.

The Origins

"To bring in something new; to make changes in anything established." So the Macquarie Dictionary summarises 'Innovation'.

In the broad sense of the term, the word might not seem so earth-shattering; it has no ring of genius or the feel of creative energy.

But the RCA has made 'innovation' the key to building an organisation for the future.

"Here, the innovators are our pace setters, our inspiration, our building blocks of efficiency and excellence.

Innovations can become incorporated into every day practice and not noticed.

"Within the RCA we want not only to 'see' those innovations, but to celebrate them," Mr Stoney says. In this organisation we have many 'good ideas' in motion which have already made our jobs easier, faster, more relevant, more cost efficient.

"The 1987 Innovation Award Winners have shown us how many achievers there are within our ranks, and indeed, how important their contribution is to making us efficient and effective road managers. The intention of the Innovation Award is to encourage new ideas and ways of approaching various tasks. It also recognises major achievements by staff. For these awards, innovations developed over the period 1983 - 1987 were eligible.

"The number and overall quality of entries this year has proven the effectiveness of the awards," Mr Stoney said.

And judging by the response from recipients, the awards are an effective method of boosting morale and pride for individuals and their colleagues.

So important were the awards deemed by Northern Region staff that they packed their five award recipients, families, friends and colleagues into a mini bus for the trip to the presentations at West Gate Training Centre.

Northern Region Manager, John Coles, said the impact of the awards on his staff has been nothing short of great.

"We always thought we were an innovative lot - This has confirmed it," he says.

Mr Coles gives high praise to the innovators of the Innovations Awards themselves.

The awards went through a lengthy and tenuous infancy, growing eventually to their present status as an annual 'event' within the RCA. This process was helped along by the dedication of those who put in



*RCA Chairman and Managing Director, Ian Stoney...
"people are our most valued resource".*

many long hours to get the awards up and running. Following that first bright idea, Paul Coffey, Manager - Consultancy Services, was given the job of investigating the project's feasibility.

After earning management's seal of approval, the awards became a reality with the call for nominations and the appointment of a panel of judges.

This panel consisted of Director - Operations, Reg Patterson; Central Gippsland Roadmaster, Henry Dunstone; Head Office Manager - Office Systems, Garry Frazer; and Corporate Planner, Andrew Houghton, who also served as panel secretary.

The Results

This year's judges poured over the 128 entries for two months.

They often spent many hours 'investigating' the various entries, appraising their contribution to the work place and rating them against other entries. The panel eventually worked its way through the pile of 80 field and depot personnel entries and 48 office based personnel entries.

They settled on a somewhat reduced stack of 16 nominations which they sorted into the following order of merit:

10 Commended Innovations, to receive signed and framed certificates.

3 Highly Commended Innovations, to receive brass and timber plaques.

2 Special Innovation Awards (a special category this year), to receive brass and timber plaques; and

1 Innovation Award, to receive a plaque and a prize.

The two special Innovation Awards were for innovations which were developed before the period 1983 - 1987 but which were of such a high merit that they could not be overlooked for recognition merely on the grounds that their development did not occur in that period.

Neville Hayden, Superintendent of Works - Bridges, Bendigo Precast Yard, the only recipient in the top category on this occasion, also took out the William Calder Innovation Award for the most outstanding Innovation of the period.

The awards were presented by Transport Minister, Mr Jim Kennan, at the RCA West Gate Training Centre on April 14.

WILLIAM CALDER INNOVATION AWARD 1987



Transport Minister, Jim Kennan, congratulates Neville Haydon at the presentation of awards.



Neville Haydon, busy at Bendigo Precast Yard.

NEVILLE HAYDON (Superintendent of Works – Bridges, Bendigo Precast Yard), for the design and manufacture of an automatic ligature spot welding machine for precast reinforced concrete piles.

Neville's method enables one man to operate a hydraulically driven machine, to automatically weld the continuous spiral ligature to the four main bars of the reinforcement in less than one hour. The machine is a complicated set of components, "each one worthy of a separate award" says the nomination paper. These components include a drum roller, winch cable, MIG semi-automatic welder, triggering device and ligature pulley. The machine was manufactured mainly from scavenged materials, at a cost of \$5,500. The development of Neville's machine has eliminated the laborious and time consuming task of manually tying pile reinforcement. Its use has

resulted in greater productivity, more economic use of materials and safer working practices.

Neville has received, in addition to a plaque, a prize of his choice – a 2 h.p. air compressor and fittings to add to his already impressive home workshop.

His choice of prize reflects Neville's very nature – he is a fine 'fiddler'; he likes nothing more than mucking about with bits and pieces. He sees it as a challenge, and this machine is only one in a long line of gadgets he has produced for work.

Neville's inventiveness has previously been rewarded by high praise and several letters of recognition from his superiors in the Region. It is the first time, however, in 39 years that his efforts have been recognised by head office.

"It felt good," he says.

Neville says he hopes the trend continues. He has high praise for the

awards and their potential for establishing pride, confidence and encouragement in staff.

Neville, 57, entered his 40th year with the RCA/CRB in July. He began working at the precast yard when it was first established 13 years ago. He now has 13 staff working for him. Of his extensive career with the organisation Neville simply says: "Would I still be here after 39 years, if I didn't think it was a great place to work?"

"I would definitely nominate someone else (for the 1988 awards) who I thought deserved it," he says, with enthusiasm.

A man of few words, but many actions, Neville is now contemplating his retirement – more time for his gadgets, he figures.

SPECIAL INNOVATION AWARDS



Les Stewart (left) and Ted Ricardo, Northern Region, with one of their innovative tools used for premix.

LES STEWART (Maintenance Worker in Charge) and **TED RICARDO** (Roadmaster), both of Northern Region, for the development of patrol plant and techniques for maintenance activities using premix. The techniques developed comprise a total system for patching and spreading premix, which has resulted in superior quality products and substantial productivity improvements.

The premix edge patching plant they developed includes a marking bar attached to the front of the patrol truck, a gravity feed chute which is towed behind the truck, a safety rail fitted to the tipper body, an emulsion spray bar mounted on the rear of the patrol trailer and a broom segment that is carried on the trailer and towed behind when in use.

To apply premix the broom first sweeps the pavement edge and then an emulsion tack coat is placed along the length of the job. After tack coating, the patrol trailer is detached and the premix unit attached. Spreading is carried out at idle speed in first gear, with a constant head of premix being maintained by the chute operator. This is then compacted by a vibrating steel plate wacker, or when available, a pedestrian operated roller.

This method replaces the use of string to line the edge and hand shovelling the premix into place. It reduces risk of back strain and injury. The premix spreader developed by Les & Ted has had a similar marked impact on methods of applying premix for larger jobs. The spreader follows the patrol truck and spreads the premix at a varying thickness to eliminate rutting-adjustment being made by an operator on the towable grader. Premix is then compacted as with edge patching. This method saves time, allows the premix to remain more workable due to its heating capability, and the plant item is cheaper to run than a grader. Les, at 41, has been with the RCA for 22 years. He started as a skilled builder's labourer, and has worked his way to his present position through a series of innovations, enterprises and abilities – two of which have been recognised in the inaugural Innovation Awards.

Ted, who retired on July 29, joined the CRB/RCA in 1949. He saw "action" in those early days as a dozer driver, then sprayer and then moved into construction and patrols, where he stayed for 20 years. He was appointed Roadmaster 12 years ago, and when he retired Ted was in

charge of seven patrols, each with a five-man team. Ted is unlikely to miss work – he says he is not going to stop just because he has retired.

"I have a tractor. I'll probably do some contracting," he said, in the true spirit of an innovator.

Les and Ted were pleased to receive a Special Innovation Award for their premix system. It was good to be recognised, they say, but their greatest reward would have to be the gratitude of the men who are reaping the benefits of this innovation.

Premix was originally spread by hand. It took a lot of "hard yakka", in fact it took three men a full day to cover 300 metres. Now those same three men can do up to 2 km (the record is 3 km) each day – without all that tedious bending, shovelling and spreading.

Originally developed almost six years ago, the machine has been modified and improved. Visitors from interstate and overseas have given it the once over, and thumbs up.

Sadly, though, the original machine has been 'scrapped'. Les says he saw the 'production line' version of his much used prototype and he wanted one. Seeing as he and Ted invented it, they got their shiny new version, and celebrated by taking the old one to the tip!



The hammer developed specifically for use at West Gate plunges onto a pile during a test.



Peter Balfe



Jim Holden

PETER BALFE (Manager, Corporate Planning) and

JIM HOLDEN (Research Engineer, Materials and Asphalt Branch), for the instrumented dynamic load testing of bridge piles.

Dynamic pile testing techniques had not previously been used on large-diameter cast-in-place rock-socketed piles. The technique was applied successfully on the West Gate Freeway project and resulted in substantial time and cost saving. This method of testing has since been applied to other projects with different pile types and ground conditions.

Jim Holden joined the RCA in 1966 after completing research at the University of Melbourne for a Ph.D. He says his God-given spark of genius happened on a barge in Tampa Bay, Florida, in the United States. It was late in 1981 and the RCA was facing a costly and difficult problem of

checking the load capacity of doubtful piles already constructed for the West Gate Freeway project. Jim says it would have cost over \$2 million and taken 3 years using existing methods to test the 100 doubtful piles. "I was in the U.S. on a private visit and happened to see this dynamic pile testing technique," Jim says.

He recommended the technique be adapted to test these piles that had been constructed using bentonite on the West Gate project.

Enter Peter Balfe, then in charge of the Geotechnical Group, whose job it was to prove that the technique would work in local conditions, and convince the Authority to adopt the procedure.

"It was an Australian first," Peter says, "and it had never been used on rock-socketed piles which were cast on site – nor on piles as big as those at West Gate.

But Peter is loathe to take all the credit for the analytical work involved.

"Sam Plesiotis (engineer, Geotechnical Group) has won an international award for his work in dynamic pile testing and Julian Siedel (who has since left the RCA) did a lot of work on testing," he says. It is no small feat, saving the Authority close on \$2 million – in fact it took the adaption of a massive 20 tonne hammer to test the West Gate piles.

The RCA went on to do testing using the technique for the Department of Main Roads in New South Wales, and for BHP, among others. Now it is in regular use within the RCA, and elsewhere in Australia.

HIGHLY COMMENDED INNOVATIONS



Bill McDonald has a constant reminder of his innovation.

BILL McDONALD (Manager, Property Certificates, Head Office), and staff for the review of the procedures for issuing property certificates.

This review introduced several innovative equipment uses and procedures, particularly the street data base system and pre-paid stamps, which have substantially improved customer service and lifted productivity.

Reward for effort is always appreciated, Bill says.

"Too often there has been too much attention paid to faults and not enough to effort and good points. My management attitude has changed, especially towards reinforcement of positive productive work, and special attention to individual and emphasis on personal value.

Bill, therefore, strongly supports the introduction of awards which recognise excellence and encourage and motivate people.

They are valuable, he believes, in building a strong organisation with an emphasis on good staff relations.

"There is a need for staff not only to be 'on side' with a common goal, but also to believe and accept change and new ideas. Any good team needs a mix to be able to play in most positions, to know what's going on and yet have their own place in the field," he says.

It is probably this belief in a satisfying, rewarding, involving and goal-oriented work environment that encouraged Bill along with his staff to improve the way things are done around him.

Bill's staff put in extra time and effort to help develop the procedures.

Bill has been with the RCA for 10 years, and moved 12 months ago from assistant to the Sales Officer in Property to his present position as Manager, Property Certificates.

He is married with four children and, surprise ... he is a grandfather!



Jack Davis, a man of action, is "at home at work".

JACK DAVIS (Plant Operator, Metropolitan Region) for the design and manufacture of an edge-cutting attachment for a front end loader. This easily fitted attachment has mechanised grass edge-cutting, considerably increased productivity and reduced costs.

It is a car stub axle and plough disk which, fitted to the bucket of the front end loader, can be worked up or down by the operator for positioning. Edging can be done at speeds of 15 km/h, and two highways — the Nepean and the Princes Highway East — can be edged by one man in around 5-6 days. This work was originally done by a 5-6 man crew working by hand or a 3-man crew spraying poison.

Jack, a man of few words, but lots of action, has been with the Authority for a mammoth 30 years. He is 64, but retains the enthusiasm

for work of a man half his age. "I enjoy what I do. That's the main thing. I like being with young people and seeing what's going on," he says. Possibly living in the Depot in St Kilda — in the centre of all the action, so to speak — has kept Jack young at heart and devoted to his work.

It is this devotion, and being surrounded by his work, literally, which motivated Jack to make life easier and more efficient on the job. He is thrilled that the Authority has chosen to recognise this dedication. "It is very encouraging to think the Authority recognises and rewards employees ideas," Jack says.

"It was quite a surprise for me, after being with the RCA for so long. I was very excited about it. I'm thinking of putting forward other ideas," Jack says.



Ross Smith put this cost effective micro film system into place.

ROSS SMITH (Survey Information Officer) and staff of the Survey Information Centre, for the development of a 35 mm microfilm plan information system.

The reproduction of survey and mapping plan information on microfilm has proved to be very cost effective and has substantially improved customer service.

In 1981, says Ross, the RCA had only carried out some preliminary investigations into the use of microfilm systems.

Ross as Survey Information Officer then co-ordinated the further investigations and following a thorough and detailed analysis a system was proposed which had a much greater impact than was initially envisaged. It had application in a wide range of areas throughout the RCA and was extremely cost efficient, saving the Authority a considerable amount of money over the past few years.

Ross says a lot of people contributed to this work and he felt therefore, that the award had been a great encouragement for the division as a whole.

He supports the Innovation Awards, saying they encourage people to do their best and raise awareness that the Authority is effective and efficient.

He believes that the judging panel, by inspecting innovations in the work place, was recognising achievement in the right place.

"It is a balancing factor, determining the relativity of people's efforts (within the whole Authority) and displaying them. Local office politics are over-ridden," he says.

"There is a wealth of imaginative and creative ideas sitting there waiting to be inspired and encouraged.

"Incentive and recognition are the main factors in encouraging effort," Ross says.

Ross, who is 46, joined the Authority in August 1965. He is married with two daughters .

COMMENDED INNOVATIONS



Les Stewart (left) and Ted Ricardo have found an easier way of painting guideposts — and here it is.

LES STEWART (Maintenance Worker in Charge) and **TED RICARDO** (Roadmaster) and **MAX BLACHFORD** (Formerly Plant Operator, now self-employed), all of Northern Region, for the design and manufacture of a guidepost painting machine.

Guidepost are inserted into the spray box of the machine and painted by four jets (top, bottom and each side). Excess paint returns to the paint container through a pipe in the bottom of the spray box. In the latest "model", a filter strains out timber and dirt particles washed off the posts. The machine is not only quicker, but saves paint.

This machine has eliminated manual painting of new guideposts and substantially increased productivity in this task.

Motivated by a desire to make life easier for themselves, and others, these three men "chewed over" a few options and ideas.

All three knew there was a better way of painting guide posts than by hand. It used to take one man around four hours to do 100 posts.

Indeed there was a better way, and they discovered and developed it. Now one man can paint 120 posts in about 20 minutes, working at a reasonable pace and with no extra effort!



1,2,3 LIFT! It's much easier with this spike kerbing lifting device.



Innovator, Kevin Mintern-Lane.

KEVIN MINTERN-LANE (Overseer – Metropolitan Region), for the design of a precast reinforced concrete kerb lifting tool.

This tool enables heavy precast kerb sections to be easily positioned with accuracy and greater safety.

A rash of bad backs, injured fingers and shoulders were the motivation for Kevin's inventiveness.

Kevin had had enough of watching men injure and strain themselves while lifting and positioning the cumbersome spike-kerbing at various project sites.

"I had always thought there must be a better way," Kevin said. After a while, he gave up waiting for someone else to invent it. His result, from some pieces of scrap metal, a welder and a tin of yellow paint, was a frame which could enable two men to

more easily lift and carry the kerbing slabs without needless bending and pushing.

The frame features a vertical rod which fits in to holes in the kerbing. Raising the handle the device holds the kerbing in place. Two frames are needed for each kerb segment.

Kevin has been with the RCA for 26 years, since he decided after three months as an apprentice watch maker that there more rewards in bridge construction.

He says the awards have proven to be a tremendous idea.

"They give people an incentive. It should spur people on.

At first he was sceptical. "I thought 'it won't happen'. I was talked into entering. Graham Gilpin told the staff to put our brains into gear – we (Metro Region) were not very well represented in the awards. I got another push from the field engineers. So I entered and that was that.

"Then someone left me a message to contact Andrew Houghton. He told me I had won an award. I had forgotten about it!" Kevin said.

"It was a very pleasant surprise.

"A lot of people in the field will benefit from these awards," he says.

JIM HOLDEN (Research Engineer, Materials and Asphalt Branch) for the development of stable survey marks in expansive soils.

The new designs for various types of survey marks are relatively stable, inexpensive and readily installed using handheld equipment.

For years, says Jim, surveyors have battled with unstable bench marks, which have required constant checking of their levels to ensure accuracy.

"In one particular situation, Peter Lowe (Director - Technical Resources) was concerned about the behaviour of two basaltic clay embankments on the West Gate Freeway between the Yarra and Princes Freeway at Altona. We had been surveying movements in these embankments for 15 years. I looked into it and found some of the bench marks were unstable, being continually jacked out by expansive soils. So I decided to develop a more stable bench mark," Jim says.

His innovative bench mark design enables more accurate long-term monitoring of engineering structures, and produces great benefits in construction control.

Jim is particularly grateful for the support and encouragement of Max Corry and Roger Gamble, and the considerable assistance of many members of the Land Information and Survey Group.

ARUN KUMAR (Now Road Design and Traffic Engineer, Metropolitan Region) and

DAVID DAWES (now Experimental Officer, Wodonga Project) for the development of a method to determine the moisture content of soils using a microwave oven.

This method has enabled results to be available within an hour, leading to significant cost and time savings and increased construction productivity.

The method was refined from an idea initiated by the Main Roads Department in Western Australia.

It has a number of advantages, including considerable cost savings by reducing testing time. Contractors can be given same-day results, avoiding maintenance of test sections while waiting for this information,

which also speeds up construction. There has been a reduction in the need for overtime for the laboratory staff.

Arun has welcomed the award, saying the concept generated and encouraged ideas in the work force.

Arun, who is married with two children, is reluctant to take all the credit for the innovation. Ken Mathers, he says, gave him a great deal of encouragement and help in the project.

David too offers credit to others, saying Robert Adderly helped and encouraged him in the lab and also Tony Georgeallis (a former RCA employee) was involved in gathering and preparing samples.

David came to Australia from England in 1979, arriving in Perth and starting work with the Main Roads Department. At the end of that year he decided to travel, and ended up in Melbourne where he applied for permanent residency. He is well established here now, being married with two children.

David believes the award, being recognition from outside the laboratory, is especially welcome and says it has inspired him to explore new ideas.



The installation of survey marks in expansive soils.



Arun Kumar receives congratulations from Transport Minister, Jim Kennan, at the award presentation.



David Dawes at work, weighing soil samples in the Benalla Lab.

COMMENDED INNOVATIONS



Lex Paton shows the lifting device which won the Warrnambool Workshop Fitters a Commended Innovation.

WARRNAMBOOL WORKSHOP FITTERS (Award accepted by Lex Paton, Superintendent - Plant, Warrnambool Workshop), for the manufacture of a lifting device for attaching a Cockrell Spreader to a patrol truck for aggregate spreading. This device enables one person to quickly raise and attach a spreader to a patrol truck with little effort and without risk of injury. The unit fits into the centre trapdoor opening of a patrol truck tailboard in such a way that it locks in place without any bolts or clamps. On this bracket is mounted a hand operated boat winch that attaches to the spreader by means of a cable and hook. One man can then raise the unit with one hand and guide it on to

mount pins with the other hand with ease.

Under the old method, this task had to be carried out by two or three men. One man can now do the job in the same time.

Lex Paton modestly describes the innovation as a "small lifting device that sits on the tailgate of a truck". Lex, a 22-year employee at the RCA, says he was just a little embarrassed at receiving the award, but at the same time he felt very pleased for the staff at the workshop - it was really a great credit to his mates who helped and supported him.

Lex says the awards encourage people to think about what they are doing and look for better ways and new ideas.



Andrew Wall developed a computer program to "save time".

ANDREW WALL (Engineer, now at Central Highlands Region), for the development of a computed program for letter spacing on sign designs. This program has removed the need for the manual calculation of letter spacing and has led to greater accuracy and productivity in the design of non-standard signs. This development was undertaken largely outside the normal work environment. Andrew says he wrote the program

simply to save time. Achieving his objective, he did not expect widespread recognition, but was delighted when told of the award. "It's very helpful for people if they get recognition for the effort they put into their work," he says. Andrew also says he would be keen to nominate any person who has been creative and innovative. Married and living in Ballarat, Andrew has been with the RCA for five years.



Kevin Cooper demonstrates the drag boom which won a Commended Innovation for himself and John Byrden.

JOHN BYRDEN (Engineer, North Eastern Region) and **KEVIN COOPER** (Overseer, North Eastern Region), for the installation of a drag boom on a multi-wheel roller for bitumen surfacing treatment (BST) works. Fitting a drag broom to a multi-wheel roller enables brooming to be carried out while the roller is back rolling, providing an even spread of aggregate over the job. The combination unit represents a cost saving compared to the previous use of two separate plant items. John and Kevin actually developed an idea which came from Kevin's assistant Keith Lipscombe. Kevin, who is 46 and an RCA employee for 29 years, is quick to point out that many bright ideas are

sparked by "on the job" conversations, and often the people who develop these concepts are not the originator. But still, he says, the awards make provision for team recognition and he would like this encouraged. "These awards are very worthwhile and encourage individuals and groups to look at ways they can improve their machinery and look at better safety mechanisms on the job. Unfortunately John Byrden could not be contacted to comment - he is presently interstate on four months leave.



Denis Siroky (left) and Gabor Gerendasi were just two of those at the Design Section, Plant Branch, who contributed to development of the towing mechanism.



Alex Dracoulas accepted the Commended Innovation on behalf of the Field Maintenance Section.

DESIGN SECTION, PLANT BRANCH (Accepted by Denis Siroky, Engineer, Design Section) for the design and commissioning of positive adjustable height controls on the A frame towing bar for trailed plant items.

This mechanism accurately controls the positioning of the A frame of towed items and enables safer, one man hook-up operation to the prime mover.

Denis, who moved from Czechoslovakia to Australia in 1976 is married with four children.

He says people work much harder and more cohesively if their efforts can be recognised and rewarded.

For this reason, he sees the Innovation Awards as an essential motivator at the RCA.

They support the team effort, he says, particularly in this instance and would be of assistance to anyone looking for promotion.

"They are very encouraging for people in the field," he says.

Denis particularly recognises the efforts of Supervising Drafting Officer Gabor Gerendasi in development of the device. Gabor, 30 years an RCA employee, says this is the first time he has seen recognition for staff effort and creativity.

He offered a subtle suggestion that in England inventions are often named after their creator.

FIELD MAINTENANCE SECTION (Accepted by Alex Dracoulas, Engineering Assistant, Field Maintenance Section), for the calibration of the Autograde cross slope system using a liquid crystal display (LCD) digital autoranging multimeter.

The multimeter enables fitters to carry out regular adjustments to the Autograde profiler, minimising plant stand down frequency and times.

Field Maintenance Engineer with the section, Brett Wilson, says that in Plant Branch, people with specific skills come together naturally with the purpose of solving problems.

This is just one of those many instances where an idea has been developed into a successful innovation, he adds.

Alex put the system together, Brett says, with enormous support, many suggestions and help from the entire section.

Alex, at 32, has developed significant technical expertise in his work, including the areas of electrical and mobile hydraulics.

Alex says he is delighted about the award and is quick to return praise, saying Brett Wilson and the entire electrical section at Glen Waverley had been 'right in there' with their support.

He is happy to see the certificate adorn the wall at the office as a reminder of their achievements, but only wishes he had a certificate to keep at home for posterity.

COMMENDED INNOVATIONS

SAM SACCUZZO (Overseer, Greensborough Project) and **BRIDGE GANG**, for the concept and manufacture of a mobile fabricated steel slipform and trolley scaffold. The versatility of this equipment resulted in significant increases in productivity due to the ease of setting up for a large number of individual concrete pour sections on the rail tunnel associated with the Greensborough Bypass Project. Sam ("my real name is Sebastian") is quick to praise his gang, Anthony Cini, Frank Hanley, son Anthony Saccuzzo, and Paul Salamone, for their help in developing the scaffold. Sam, who is married with three boys and who joined the RCA in January 1960, was very pleased to receive the award.

"It helps people to work harder and really pull together. It creates a central vision, a group effort.

"People are very pleased to be given something real to show that the RCA really does appreciate their efforts," Sam says.

NOMINATE NOW FOR 1988

NOMINATE NOW FOR 1988

Nominations for Innovation Awards and Commendations for 1988 can be submitted up to 31 December 1988. Nominations should be submitted to - Andrew Houghton
Secretary, Innovations Judging Panel,
Fourth Floor,
HEAD OFFICE



Sam Saccuzzo (front, centre) has high praise for the work of his bridge gang which helped develop the innovative trolley scaffold.

FRONT COVER: Neville Haydon, Superintendent of Works - Bridges, at the Bengido Precast Yard, with his automatic ligature spot welding machine which won him the RCA's highest accolade for enterprise — the William Calder Innovation Award, 1987.

RCA

Road Construction Authority