

Interchange

April 1987

The R.C.A. Staff Magazine

Vol 11, No 1



Working for the
(spray) gang - page 8

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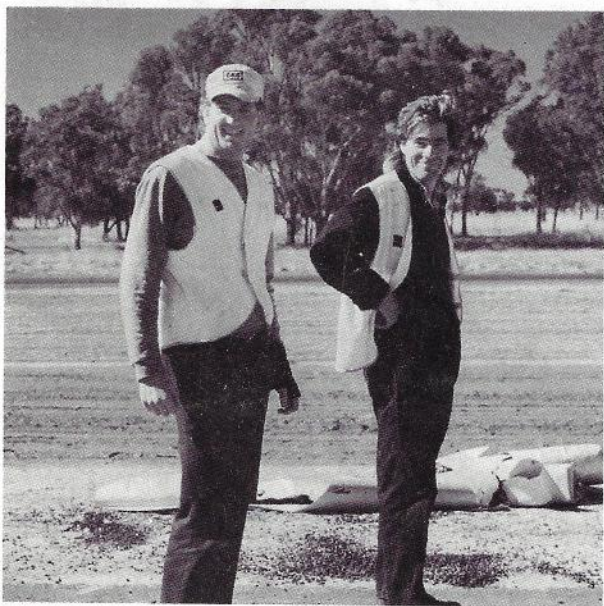
It's happening on the Hume



• Earthworks construction on the Bypass of Benalla.

The Hume - it's come a long way since the days of Herbert Thomson

It took ten eventful days for the first car to drive from Sydney to Melbourne on the Hume Highway.



• Tony Putt (left) and Darryl McCullough on the Hume Highway near Benalla.

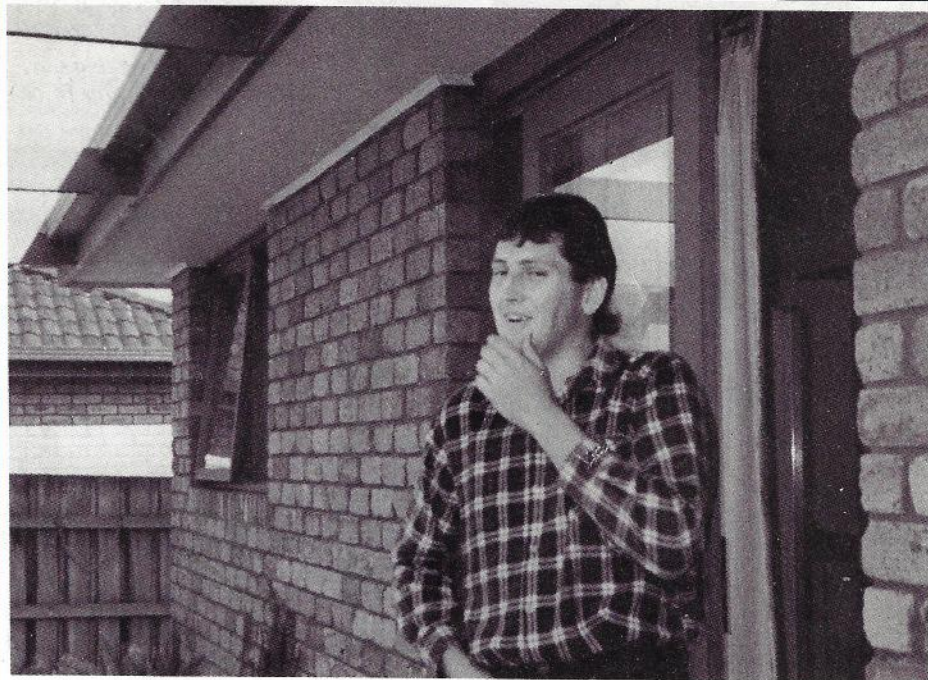
The year was 1900, and the intrepid motorist behind the wheel was Herbert Thomson, a Melbourne mechanic.

He had just built his innovative steam-powered, kerosene fuelled car and wanted to launch it in a blaze of publicity. In those days, travelling the entire distance from Sydney to Melbourne would guarantee Australia wide fame; it did.

Thomson's journey was not without incident, and at times the going was painfully slow as his car could only average a sluggish 13 km an hour (in between flat tyres).

- Continued on page 8
- The race is on: page 8
- Now opened: two new bypasses: page 7

Trivia Pays Off



Don't be surprised if you see Stephen McCallum jogging around Rowville in a snappy new tracksuit.

Stephen, from Materials, was the lucky winner of our first Sports Trivia Quiz, and won a \$100 voucher from Beta Being, the sports wear specialists in Kew.

Stephen's entry was the first drawn out of the barrel by the managers of Beta Being. And he

definitely showed a flair for the trivia.

To refresh your memory, Ron Clarke lit the Olympic Flame for the 1956 Olympics, the Melbourne Spring Double is made up of the Caulfield and Melbourne Cups, footy fans urged Roy Cazaly to go 'up there', the distinctive point about the first Aussie cricket team to tour England was that its members were all

aborigines, American golfers have balls 1.7 mm larger in diameter than their British counterparts, and Beta Being has the top brands in athletic, active and leisure wear. As if you didn't know.

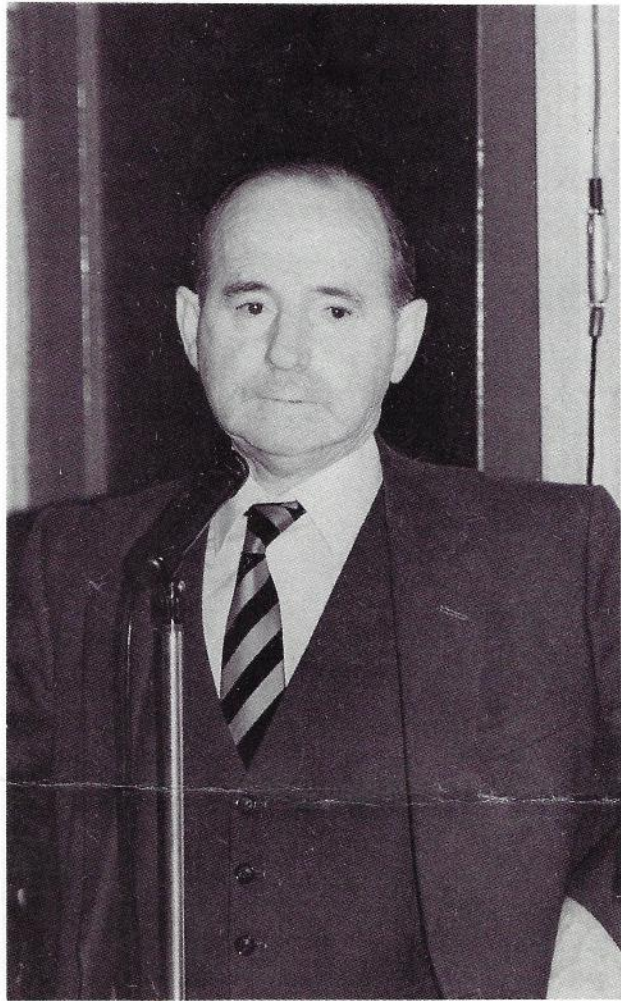
Now you can try again in our Sports Trivia Quiz No 2—all the details and the new questions are on page 16.

From Chainman
to Chairman - page 3

The Age of
New Thinking - page 4

PEOPLE

Bruce bows out of bridges



In 1977, Bruce Addis teamed up with the then Chief Bridge Engineer, the late Keith Opie, for a fact finding tour of Europe. Their main objective: to look into the best method to build the West Gate Freeway.

They had heard a lot of favourable reports about the match cast segmental balanced cantilever method of construction, but decided it was important to see the technique first hand.

"We wanted to be sure that the method was right for us," recalls Bruce, who was then the Bridge Design Engineer. "We went to France, Switzerland, Holland, Denmark and the UK, and by the time we returned we were convinced that it was the right form of construction for West Gate. It was the first project to use the short bed method of match casting in mainland Australia."

Through their journey, Bruce and Keith managed to retain the services of a French company as consultant to the multi-million dollar project.

Working on the elevated West Gate Freeway was, says Bruce, his most interesting period with the RCA.

"It certainly was the highlight of my career," he says, "what with the development of concept, design and consequent construction."

"We were doing new things in virtually every aspect of the structure, and there were a number of world firsts in the job. We have a lot to be proud of, but there has been a lot to bear on the way."

"There has been a tremendous contribution from RCA staff and others, including Citra, who have gone about it most professionally."

Bruce, the General Manager - Bridges, retired on 3 January, after 30 years service with the RCA.

He joined the organisation in May 1956, and found himself working under Keith Moody on the design and construction of the new depot at Glen Waverley.

"When that work wound down, I moved into Bridge Design with Keith Opie and Cec Wilson," says Bruce. His association with bridges was to span the rest of his career.

In the 1960s, one of his major assignments was to assist with the design of the new Phillip Island bridge at San Remo. He became Senior Design Engineer - Municipal Works in January 1971, Bridge Design Engineer in June 1977, and Group Manager - Bridge Design in late 1984. In May 1985, he was appointed General Manager - Bridges.

Bruce says he is leaving the RCA at an 'appropriate time'. "We have the prospect now of a clear run for the completion of the West Gate Freeway."

"I'm also convinced that the organisation as a whole is heading in the right direction, and am confident of the RCA's sound future. I think the status of the RCA in the eyes of the Government has been restored, and in the coming period will be enhanced."

"I'm now confident the organisation will go from strength to strength... but I wouldn't have said that a couple of years ago."

"I hope the future is as bright as I feel it is."

Recollecting on some of his colleagues over the years, Bruce says he was greatly influenced by Gerry Masterton and Paddy O'Donnell, the former Chairman.

"I grew up in this organisation under their tutelage."

"Those men instilled in me the fine traditions of service and integrity, and I've never forgotten the lessons they taught me. I think their admirable traditions are still strong within the RCA."

Another area which has made an important influence on Bruce's life is the Army.

"I enlisted in the Army just after I joined the CRB," recalls Bruce, "and my direct involvement only ceased in 1985. I was a recruit with the Board's 22 Construction Regiment in 1956, and became Commander of the 6 Construction Group around 1973." In 1982 he was appointed Colonel Commandant of the Royal Australian Engineers in the 3rd Military District, the same year he retired from the Army. After relinquishing that appointment he became a member of the Committee of the Victorian Branch of the Army Reserve Association.

"The Association is involved in maintaining the well being of the Army Reserve, and is involved in investigating matters worthy of scrutiny, developing policies and helping implement them through the political arena."

"I've never regretted my commitment to the army life," adds Bruce, "you never cease to learn."

In retirement, Bruce and his wife Marje have plans to spend more time at their holiday house at Merimbula, play golf, indulge in the theatre and do some travelling. On top of that, they're looking at houses with a view of selling their North Balwyn home. (Marje is a former CRB staff member who clocked up 25 years service).

Reg Takes Over

Mr Reg Patterson has been appointed General Manager - Bridges, following Bruce's retirement. Reg was the Principal Engineer - Metropolitan.



Monica Pryor came to the RCA from the Crown Law Department in July, 1968, and has been with us ever since. That was, until 30 January when she retired.

Monica, a Senior Stenographer, began in the then Estates Section before moving to the Engineer In Chief's branch on 7 December, 1971. A huge crowd gathered to congratulate her at a farewell in January, including Judy Halloran (photographed with Monica), above.

Diversions

Some interesting facts came to light when a copy of the Victorian Year Book of 1883-84 was discovered in the P.R. office recently.

The eminent journal crammed with information vital to the development of the colony records some startling facts on the mental health of our forefathers.

According to the Year-book, idiocy ran rife in the colonies back in 1881.

Victoria had one idiot in every 8847 persons. Whilst this compared favourably with Tasmania where the ratio was 1:1552, it's surprising to note that across the Tasman there was only one idiot for every 8447 Kiwis.

Back in the Mother Country, however, it appears that idiocy had reached plague proportions. The Yearbook reports that according to the 1881 census the proportion of idiots, imbeciles and lunatics in England and Wales was one for every 307 members of the general population.

The Department of Industry, Technology and Resources has issued a pro-forma entitled: "Government Energy Management Program, Quarterly Energy Usage Summary - Transport and Engine Driven Plant".

Designed to facilitate collection of data concerning fuel consumption of Government Fleet Vehicles, the document defined various modes of transport.

According to the document, a passenger vehicle includes: "... two wheel drive sedans, station wagons, hatchbacks and COUPLES"

Whilst heartening to know that bureaucracy is serious about implementing cutbacks to reduce the burden to the taxpayer, resorting to 'Piggybacking' as a means of moving our public servants seems to be taking things to the extreme.

Bob Pearson, who resigned recently as Engineer-Road Vehicle Limits, recalls how he was brought up in the tranquil southern suburb of Hughesdale.

Bowmore Street, where he was raised, has one unusual claim to fame—it is home to three RCA engineers.

"I was at number 24, Oz Kayak (Bridge) was five doors down from me, and Norm Butler (RM-Central Gippsland) was at the end of the street," says Bob. "And there were only 24 houses." Of course, that statement was made last January. Have we any new takers since?

Is he a name-dropping tourist or a frustrated local? Chap has been seen getting about the Elsternwick area wearing a T-shirt reading "I crossed Nepean Highway on foot".

It Could Only Happen On a Californian Freeway Department: a pregnant woman driver, fined for using a traffic lane reserved for cars with more than one occupant, won an appeal in court when the judge ruled that the baby she was expecting was counted as a passenger. The judge dismissed a fine on the grounds that her five-month-old foetus was a child under California law.

More 'Diversions' on page 16.



There's one Clerk of Works in Bridge who must have wondered if somebody was trying to tell him something. His supervisor, an engineer, requisitioned a litter bin for him from Glen Waverley. They promptly complied with the order, and sent a large, galvanised roadside litter bin to the office.

Interchange is the staff magazine of the Road Construction Authority, 60 Denmark St., Kew, 3101. Address contributions to The Editor, Corporate Relations, Head Office. We accept colour and black and white prints, and contributions should be typed if possible. Interchange hotline: 860 2584 or 860 2633.

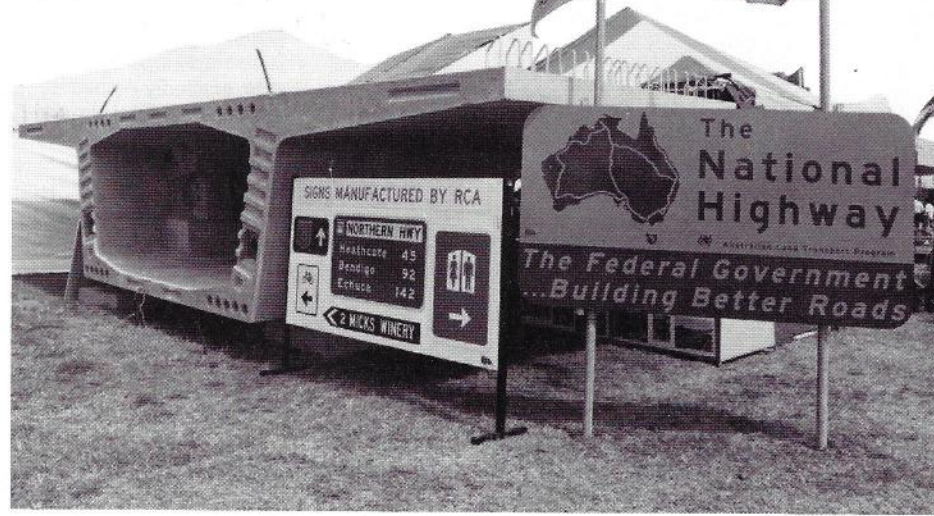
It's a Winner!

Several months of planning, designing and sheer hard work have paid off for RCA staff who helped make possible this year's display at CivEnEx.

Organisers at the 27th Civil Engineering Exposition, held on March 4 and 5, announced that the RCA had won the "most innovative display award" at the exposition.



• Getting a close-up of the precast segments: part of the award winning display at CivEnEx.



That's quite an achievement, considering there are almost 170 exhibitors competing for attention.

CivEnEx, held at Werribee Park, is an annual exhibition of construction and maintenance plant and equipment, materials and services.

This year, the RCA concentrated on two themes: the mammoth West Gate Freeway project in South Melbourne, and the Glen Waverley Plant Sub-branch's vast range of plant and equipment.

A highlight of the display were two huge match-cast, precast segments, used to form

• "So that's where it's going to go!"

the superstructures of the bridge, which were on display. It gave visitors a rare chance to inspect the segments and understand how the elevated freeway sections are being built.

This display was a huge undertaking by Corporate Relations, Road Planning's Graphics Section, West Gate Freeway project, and Glen Waverley's Plant Depot.

CivEnEx is managed by the Local Government Engineers' Association of Victoria. It attracts exhibitors ranging from government departments to truck manufacturers to companies specialising in such diverse products as turf care equipment, distance measuring systems, hydraulic hammers and bird repellents.

• Editorial

Better late than never!



We're sorry for arriving a few weeks late, but things in Corporate Relations have been somewhat hectic over the past couple of months.

Nevertheless, our bonus, 16 page April issue is brimming with interesting articles, new items and photographic spreads, as well as our regular features.

We've published the results of our Sports Trivia Quiz, with the lucky winner being Stephen McCallum from Materials Group. Stephen not only knows a lot about sport, he's also one of the best dressed sportsmen around—courtesy Beta Being in Kew. Stephen won a Beta Being \$100 voucher, and you can too by entering this month's quiz on page 16.

Our cover story relates to the work on the Hume Highway, and the aim to duplicate Route 31 between Melbourne and Wodonga by the early 1990s. The story continues on pages 8 and 9, with a big feature on the opening of the bypasses of Benalla and Winton on page 7.

You've heard about New Age Thinking, now read all about it: we've got all the facts on page 4.

This month we publish the results of our 'Send us your pet' competition. Each of the winners will receive a framed 12" x 10" colour copy of their favourite doggy or moggy.

How did you spend Christmas? Our discreet band of photographers managed to obtain some great candid shots of various Christmas parties during December. The evidence—page 10. We know it's a bit late to be featuring a Christmas feature, but better late than never.

• Page 3 Person



Benalla born and bred, pretty Joanne Boyd celebrated her 21st birthday on November 10. A typist at North Eastern Region, Joanne joined the RCA in July last year and lists her interests as water skiing and basketball.

From Chainman to Chairman

Robin Underwood departed from the RCA with a remarkable achievement—he's the only person in the organisation's 73 year history to have risen from Chainman to Chairman.

And it's a record that's unlikely to be repeated. "I started as a Chainman when I was working for the CRB at Avalon Airport," said Robin.

Robin was based at the airport, north of Geelong, for 12 months, where he rose from Chainman to Ganger to Overseer.

Little did he realise that some 33 years later he would be appointed Chairman and Managing Director of the organisation. Robin took over the reins for three months when Tom Russell retired in April 1986.

Robin, the Director - Technical Resources, may have departed from the RCA, but he's definitely not getting out of engineering—far from it. From February 2 he took on a new appointment with the Civil Engineering Department at Chisholm Institute of Technology.

"It's a full-time academic appointment for five years, and I'm looking forward to it.

"I'll be lecturing and writing in the highways traffic and municipal engineering field," explained Robin.

"I'll be concentrating on road design and planning, and traffic engineering."

As well as lecturing and preparing technical papers, Robin will also be involved in writing a text book on road design.

"There's definitely a need for a book on this subject," he said.

Fronting up to a classroom full of students will not be a new experience for Robin—he has already been a part-time lecturer at Melbourne University, RMIT and the Ballarat School of Mines.

"The main requirement of a lecturer is to know your subject," said Robin. "I'll be dealing with undergraduates and graduates, so it's important."

With 34 years experience in roads, Robin is confident he won't have any problems with the subject matter.

During that period he has held positions in road and bridge construction and maintenance, planning, design, traffic engineering and management services. He was appointed Chief Planning Engineer in 1975, and Chief General Manager - Planning and Design in May 1983. More recently, he was Chairman and Managing Director for a term, and late last year was appointed Director - Technical Resources.

Robin has been a member of the Authority, and is a member of the NAASRA Principal Technical Committee



• Robin Underwood with his wife, Dorothy, at his send-off.

and, until recently, the Steering Committee of the Australian Road Research Board.

He admits his decision to leave the RCA is not without some regrets.

"I do have regrets about going, but when the chance for an academic pursuit came along I thought if I don't take the opportunity now, I never will.

"My wife and two daughters think it's a good move, and now hope to see a little bit more of me.

"But I believe the RCA is heading in the right direction, there's no doubt about that. For an organisation to succeed, changes are essential, and I fully support them. The RCA has a wealth of talent at all levels, and I can see it going from strength to strength. I wish the whole organisation and its staff all the best for the future."

Apart from spending a bit more time with his family, Robin plans to continue playing the odd game of social tennis, and reading mystery novels.

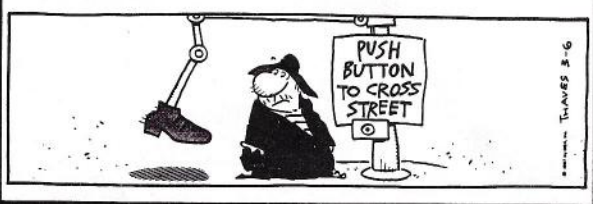
"I enjoy Sherlock Holmes, he's the ace of fictional detectives."

Robin lives at Ringwood East with his wife, Dorothy, and two daughters, Cathy and Jenny, and says he'll be keeping in touch with the RCA.

"With these current studies on the Eastern Corridor, I may have to put some input in as a concerned resident," he says with a smile.

Frank and Ernest

by Bob Thaves



Cartoon: The Australian

Something to think about



If you haven't heard about New Age Thinking, you must have spent the past six months working on the Dargo High Plains Road.

Everybody is talking about the seminars which will have involved more than 1000 members of staff by the end of June 1987.

And within the next 12 months practically everybody in the RCA will have attended the innovative course.

Nevertheless, many people, and not just those working on the Dargo High Plains Road, are asking: 'what's it all about?'

"The New Age Thinking program is a very positive series designed to help you discover and use more of your potential in all aspects of your life," explains Vic Asher, Manager Human Resource Development.

"The course aims to develop insights into why we think, feel and act the way we do. It is also directed to improving all facets of our lives, improving our productivity, helping us to handle stress and pressure, and setting and achieving goals easily, with less stress.

• *David and Muirean Currie at a course*

"Topics covered include decision making, planning and organising, goal definition/comprehension and achievement and interpersonal relationships".

Vic says that the seminars have been received with a positive response from staff. So we set out to ask some people what they thought of it. Did it change their lives?

"I'm a new man," smiles John Boyle (Occupational Welfare Counsellor), only to quickly confess that he was partly involved in setting up the program within the RCA.

"But it has been very good, from people I've spoken to. I believe the seminars will promote the environment necessary to accept the changes that the organisation has entered recently."

Paul Coffey (Staffing Officer) also says that the seminars are 'good value'.

"They leave a positive outlook, and I've noticed other people who have attended are talking positively. It's very useful, if you run

into problems, if everybody is talking positively."

Paul adds that it is better if you attend a course with your partner, which is encouraged by the organisers.

He cited one example about a male course member who was so impressed by the first day's program that he excitedly rushed home to tell his wife of its benefits. Unfortunately he came unstuck because he didn't quite have the sophisticated backup of the seminar. "She just couldn't speak his language" says Paul.

David Anderson (Planning and Design Engineer, Dandenong) says he and his wife, Robin, found the seminar to be 'excellent'.

"I can't see any negative aspects at all", says David.

"Most people can learn something from it", says Grace Licciardo (Cafeteria Supervisor). "I could relate to a lot of things the lecturer said, and I came away with a new outlook

on things. I think it should be in every industry".

In fact, Grace's only quibble was the seating arrangements. "There's no where to put your arms," she complained.

Paul Hoffman (Cafeteria Superintendent) was equally impressed (with the seminar—not the chairs). "If everybody in the RCA took notice of it, it would be a better place to work" he says frankly.

The seminar is not just aimed for people in management levels, it should be pointed out. Tom Dobson (Engineer, West Gate) believes the program would be exceptionally beneficial to young people.

"I think it is useful to young people going through adjustments, whether it be work related or domestically orientated."

The courses last for two and a half days, and entails both discussions and videos.

The Age of New Thinking

By Bill Shum

Just as the RCA is undergoing review and assessment to adjust its activities to suit the changing society it serves, so too must individuals within the organisation undergo some self assessment.

It is important to ask whether we are working to our full potential. Are we being allowed to? How can we change ourselves and/or the RCA? Do we see ourselves as valuable individual parts of a dynamic, united organisation?

The answers to some of these questions, and the ability to solve some of these problems, can be found in the information presented in the N.A.T. program. The course, which will be offered to all employees and their partners, gives the chance of changing the way you think and the way you live.

Personally, I have found N.A.T. to be of great value in the three months since I saw the pro-

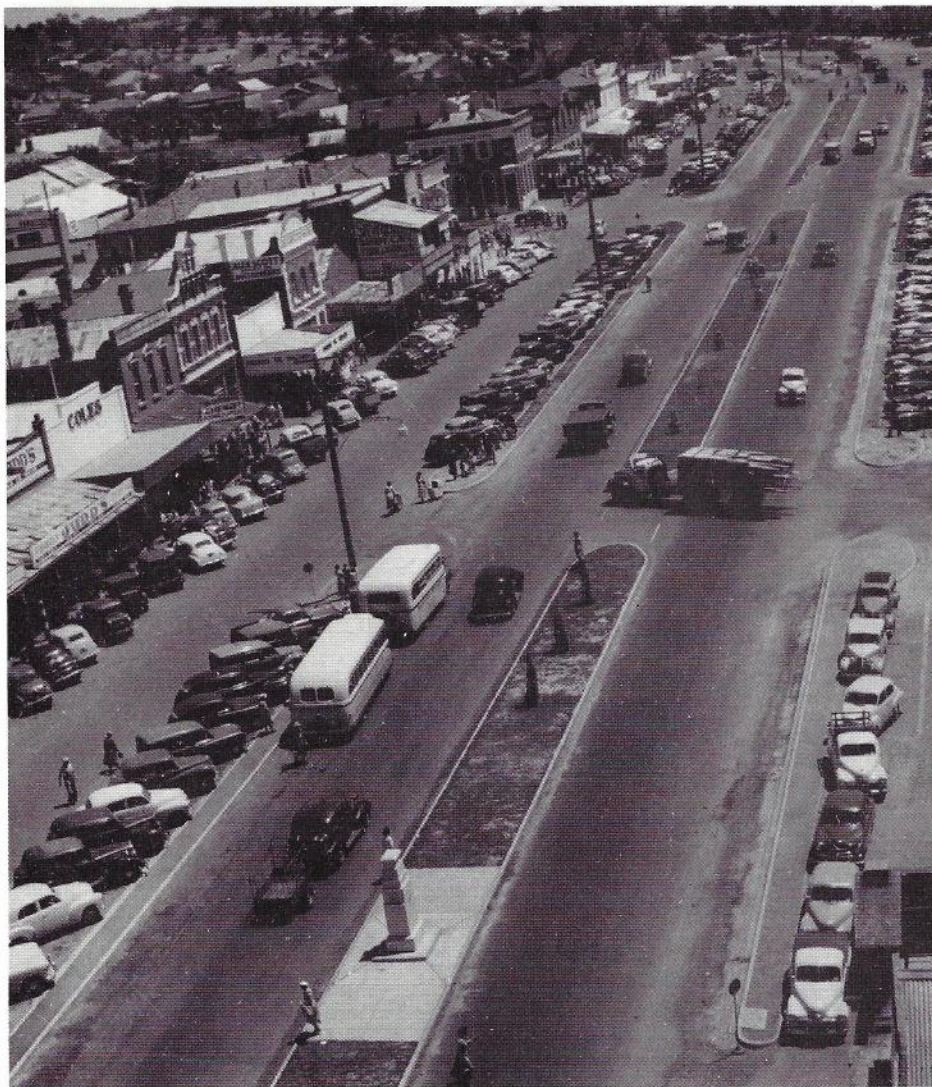
gram. Helping me to quit smoking would have to be the most obvious benefit, but in many other ways it has enabled me to get more from my life, both at work and at home.

There are some people who will not take advantage of what is being offered in N.A.T. and some who will unfortunately use some aspects of it to reinforce their old ways. I am hopeful, however, that most will appreciate what is being given to them, will make the effort to develop more of their potential, and thus improve their lives and the lives of those around them.

I look forward to working with Human Resource Development staff in assessing the feedback reports and reviewing the timetables, contents and formats of these early sessions. We want to monitor progress and adjust if necessary so as to give everyone the opportunity of taking part in this program.

Bill Shum is currently working in Corporate Development Branch and is a member of the Authority.

Know Where It's At?



If you think it's a busy shopping centre, you're right. The photograph was taken in December, 1954, just before Christmas. But where is it? The answer is below.

Answer: It's the Princes Highway through Dandenong, looking north towards Cleveland Street/Crow Street intersection.

The high price of motoring

It's enough to drive you bankrupt. Now the RACV tells us that the cost of operating the traditional family sized car, a Falcon or Commodore, for example, has finally exceeded \$100 a week!

In its annual analysis of car running costs, the RACV, which represents 1.1 million Victorian motorists, estimates that it now costs 37 cents a kilometre to own and operate a six cylinder car, based on annual travel of 16,000 kms. That estimate is about equal to \$113 a week.

Increases in purchase price, fixed costs and capital charges resulted in an overall 19 per cent increase in running costs for the six cylinder group, despite a slight drop in operating costs.

But the largest rise in car running costs has occurred in the medium sized group such as the Toyota Corona, Holden Camira, Ford Telstar and Mitsubishi Magna. These cars cost 32.5 cents a kilometre, or \$99.80 a week, to own and operate. The purchase price of cars

in this group skyrocketed by 31 per cent and increases in other fixed costs resulted in a 35 per cent overall cost increase.

RACV General Manager Public Affairs, Mr Ray Bartlett, says "Despite a stable costs environment, operating costs for this class of vehicle have risen by 17 per cent, substantially more than the rises for both small and large cars.

"This is due to medium sized cars not receiving the same amount of attention in the areas of reduced servicing costs, compared with other cars."

The latest figures for running costs have been greatly affected by the dramatic increases in the price of new vehicles as well as by rises in insurance and interest rates on personal loans.

"We believe that the latest figures on car running costs will cause motorists to hold onto their existing vehicles", says Mr Bartlett. "This will cause a further downturn in the new car market."



Fighting the Drink Problem - With Compassion

By John Boyle, the RCA's Occupational Welfare Counsellor

As many people have expressed an interest in treating the problems of alcohol addiction, I thought I might tell you of one of the hospitals I prefer to use (for clients, that is).

It is Evancourt Private Hospital, East Malvern, which has comprehensive alcohol and tranquilliser rehabilitation programmes.

One of its many attractive features is the warmth and friendliness of its staff. The treatment team is led by Dr Eric Gaudry, author of the book, "Recovery from Alcoholism", who has a most charming sincerity and enthusiasm.

Amongst his many innovations in therapy is the inclusion of family counselling in the rehabilitation of the alcoholic. It's an important aspect, as too often the family's needs in the treatment programme are ignored.

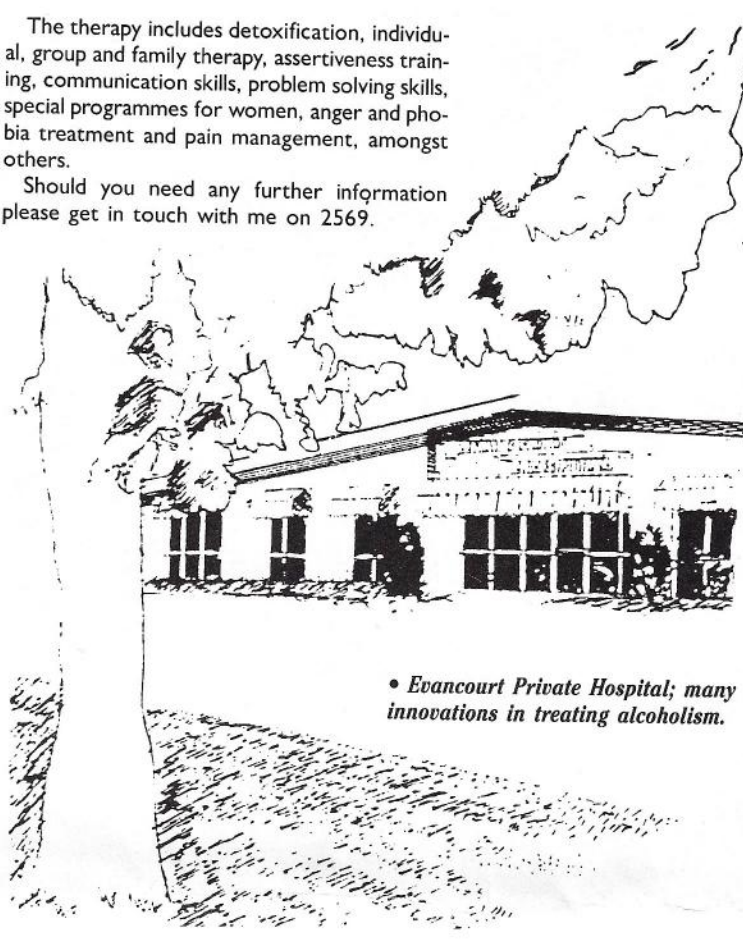
It is an indication of the credibility of Dr Gaudry's programme that many of their referrals come directly from industry through people such as myself, or occupational medical officers.

For those of us who have made a referral, the Evancourt Liaison Officer, Gwen Kick, is an absolute blessing. Her professionalism in providing regular medical certificates, progress reports, discharge dates, etc. is a godsend.

Gwen works closely with the Directress of Nursing, Beth Nelson, who could teach any health professional what compassionate care is all about. Together with therapist, Ann Beasley, who also specialises in therapy for minor tranquilliser addiction, the team has an effective management plan for assisting patients in regaining their health.

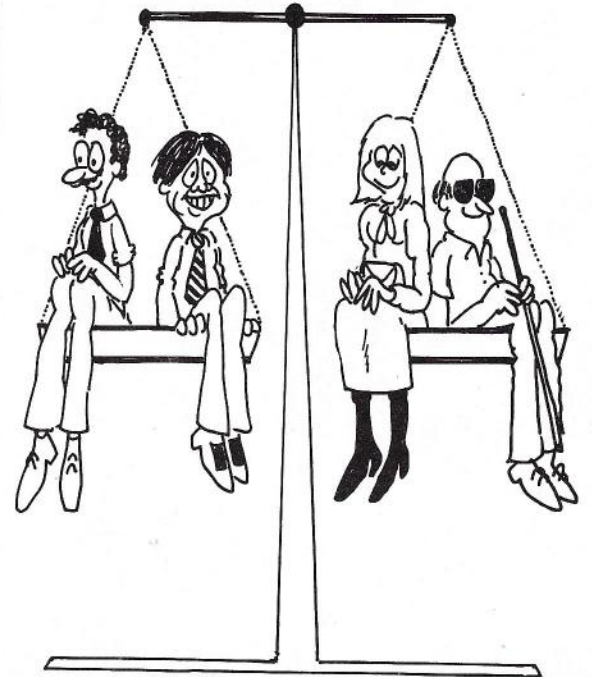
The therapy includes detoxification, individual, group and family therapy, assertiveness training, communication skills, problem solving skills, special programmes for women, anger and phobia treatment and pain management, amongst others.

Should you need any further information please get in touch with me on 2569.



• Evancourt Private Hospital; many innovations in treating alcoholism.

EEO - Striking a balance



By Cheryl Hopcroft

Why is Equal Employment Opportunity (EEO) necessary?

While Australians might pride themselves on giving everyone a "fair go", it is widely recognised that some people are still treated less fairly than others, often on the basis of their sex, marital status, race or ethnic origin, disability, religion or political affiliation.

The RCA is firmly committed to its EEO policy to ensure all its activities are carried out without discrimination on any grounds covered by the EEO Act, the Sex Discrimination Act or the Racial Discrimination Act.

What does discrimination mean?

Discrimination means treating someone less favourably than another on the grounds of sex, marital status, race, disability, religion or political affiliation. It is important to recognise that discrimination can operate in a number of subtle ways.

Many discriminatory practices are not intentional but arise through stereotyped thinking, or use of personal biases or beliefs to judge another's potential.

In other words, it is not okay to assume that:

"Women only work to fill in time between leaving school, marrying and having children" OR "Women don't want responsibility at work" OR "Aboriginals lack concentration" OR "People with ethnic backgrounds are too emotional".

Instead, people must be considered entirely on their ability to do the job or activity, not on their skin colour, ethnic origin, religion, sex or other unrelated factors.

What does EEO mean to the RCA?

The RCA is currently undertaking wide-ranging activities as indicated in the Action Plan which was published in Personnel Notices 189 on 30 March 1987. The actions are designed to improve the current jobs and future career opportunities of all people employed by the RCA.

In adopting the EEO Action Plan the RCA is recognising the benefits of EEO, that is, to provide:

- greater organisational efficiency. EEO means the RCA will make the best use of human resources of choosing the best available talents to achieve work goals;
- freedom for individuals to choose from the full range of occupations and career paths available which will result in a diverse workforce responsive to the needs of the community and all groups in it;
- social justice; the right of every individual to compete on an equal footing subject only to the limits of his or her aspirations and abilities.

EEO does not mean that women will be given preferences for jobs in the RCA. The RCA selects the BEST available person for the job, identified by selection criteria which are predetermined for each job or activity.

Ring the Fox!

Got a funny story? Ring Kevin Fox, our 'Diversion' editor, on 2584.

Minister raises the limit



Motorists on West Gate Bridge will have their travelling time reduced with the new 100 km per hour speed limit now official.

Transport Minister, Mr Tom Roper, unveiled the new 100 km/h signs on the bridge late last year.

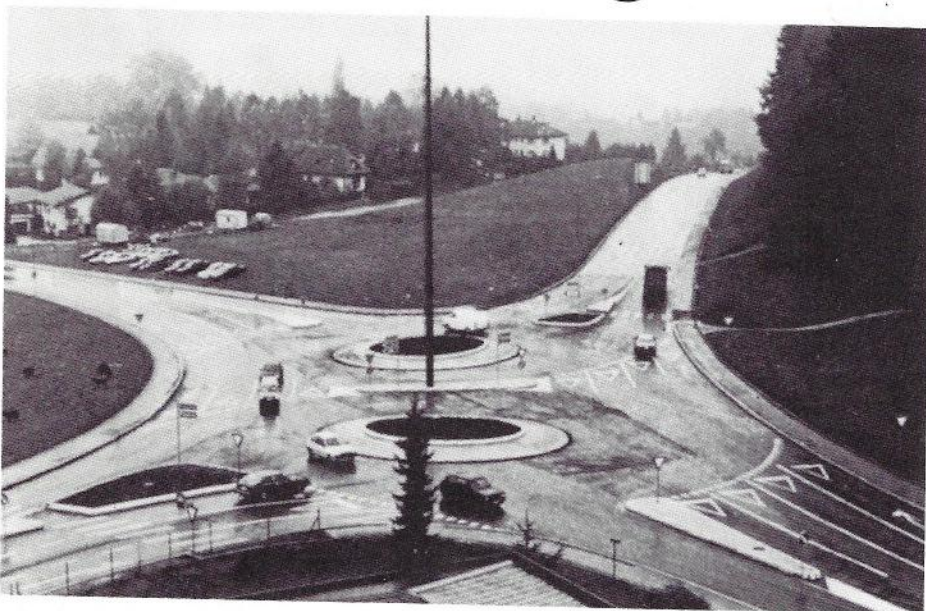
• Tom Roper (3rd from left) unveils a new 100 km/h sign on the West Gate Bridge. With him is Ted Barton, Group Manager - Traffic Engineering (right), Ian Stoney, Chairman and Managing Director, (centre) and Howard Hughes, Engineer West Gate Fwy.

"The limit has been increased to improve traffic flow and provide motorists with a consistent speed limit," Mr Roper said.

"Traffic flow on the bridge has improved since the tolls were removed and as a result, the speed limit could be safely increased."

Additional warning signs and devices are being installed to advise motorists of hazardous weather conditions and wind socks are being placed at various locations to give an indication of wind direction and strength.

What's happening abroad



Safety - in a roundabout way

At first it looks a bit daunting, but this 'double roundabout' in Switzerland is proving to be a winner with traffic authorities. The innovative roundabout was built near the city of Fribourg at an intersection which was the scene of 92 documented accidents. Install-

tion of the double traffic circle has reduced the accident rate considerably, and experts predict the rate will fall even further as motorists become more accustomed to the installation, the first of its kind in Switzerland. Photograph: World Highways.

Getting In On The Act!

More than 350 RCA staff members are going back to school this year.

Well, it's not so much 'school' as a training course, says MOA representative, Mike Aston.

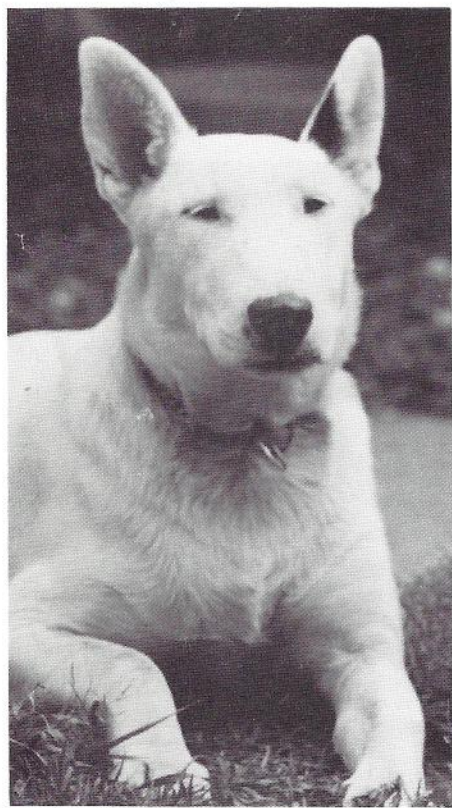
"The Victorian Trades Hall Council has elected to train Health and Safety representatives with the RCA," says Mike. "It's a result of the Occupational Health and Safety Act, 1985, and involves about 350 people."

Mike, an Administrative Officer from Property, has been elected to co-ordinate the training program with the VTUC on behalf of the 18 unions who have members at the RCA. A large number of supervisors will also attend training sessions with the RCA's Safety Officer, John McKenzie.

"Those who will be involved in courses will be notified as their turn arrives," says Mike, "and it is expected to take 12 months to complete all of the training sessions."

The aim of the OH&S Agreement is to develop and maintain healthy and safe working conditions in all RCA workplaces.

As part of the Government's Workcare Program, it aims to prevent occupational injuries and disease, provide adequate compensation for people injured at work, and help injured workers return to gainful employment as soon as possible.



• A dignified Tara, owned by Anne Mathews.

Some people say their pet is . . .

A Cat Above The Rest

A cat called Bandit that loves attacking members of the canine fraternity . . . a Siamese that reads 'Garfield' . . . a German Shepherd that wins awards . . . and a 22 year old puss called Susy. Oh, we almost forgot . . . a shaggy racoon called Lenny!

Readers were asked to send in a snapshot of their favourite pet, with the incentive being a framed 12" x 10" copy of their print. And what a response!

In fact, the decision to select the 'best pet' was far too hard for our panel of profound judges, and finally it was declared that all the entrants were 'winners'.

Amongst the more unusual entrants was Susy, a 22 year old puss whose owner, Ann Tindall (WP Operator, HO) says "has barely used up any of her nine lives".

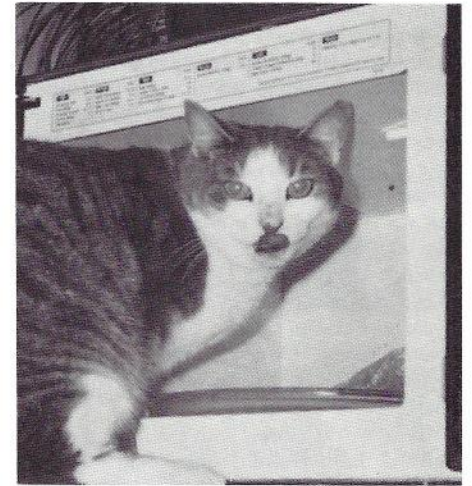
"She hasn't suffered a single illness," Ann says, "despite many battles with intruding neighbourhood cats."



• Susy, a 22 year old puss and still going strong.



• Even active watchdogs like Zues the labrador have to rest sometime!



• Smokey, a puss with a penchant for microwave cooking.

Moving To New Territory

Go north, young man!

That's the popular feeling with two RCA engineers who, in April, headed off to the Northern Territory. David Rolland (Engineer Class 3, Baddaginnie - Bowser) and Rob Scott (Engineer Class 2, Metro) have been appointed for two years to the Department of Transport and Works in the Territory.

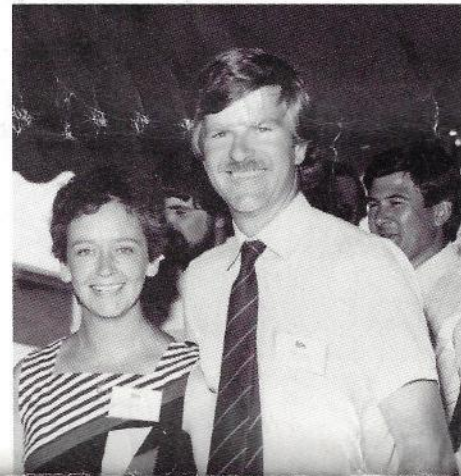
David and his family will be setting up home at Tennant Creek, where, as Regional Engineer, he'll be responsible for a road network which is bigger than the State of Victoria.

"There aren't too many sealed roads," says David, "but there are a lot of unsealed ones. You could say my position will be like a municipal engineer who also looks after state highways."

David says he is 'terribly excited' about the prospect of working in the new environment, and adds that his wife, Janice, and three children are also keen. He stresses that he's not worried about the isolation, and adds that Tennant Creek is actually a well appointed town with 3500 people.

When he's not out supervising a job on the Carpentaria Highway or on the backroads in the Barkly Tablelands, David plans to relax on the tennis court.

There's little chance he'll be seeing much



• David Rolland and wife Janice

of his colleague, Rob Scott, who will be working at the Palmerston office in Darwin. It's a 1000 km drive along the Stuart Highway between Tennant Creek and the capital.

Rob intends to do a bit of exploring around the Top End, however, and has just traded his Laser for a Jackeroo 4-wheel drive.

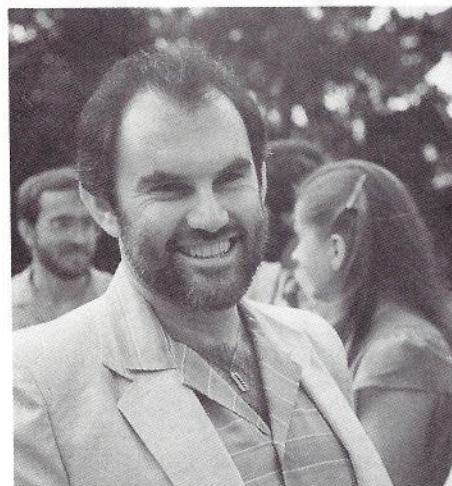
"We're having a leisurely two week drive up to Darwin" says Rob (the 'we' being he and wife, Cheryl). "And I'm keen to get out and see some of the local attractions like Kakadu National Park."

Rob, who has been working on the bypass of Melton, will take the role of Engineer Class 3 - Project Planning. Amongst his new duties will be to direct and participate in the preliminary design development for rural and urban projects, as well as providing technical advice, reports and cost estimates.

"I'll get some travel with the job," he says. But does leaving friends and family worry him?

"No," he admits. "I actually have an uncle in Darwin who has been there for 40 years. I'm really looking forward to having a long chat with him—I'm sure he's got some good yarns."

Other secondments to the Territory remain under consideration while the Department assesses its final requirements.



• Rob Scott

And speaking of intruders, Eileen Walsh (Lab Asst, Materials) warns that her labrador, Zues, is an active member of the local 'Neighbourhood Watch' programme.

Eileen cautions would-be burglars in the Bulleen district that Zues is not nearly as docile as the photograph (centre) makes him out to be.

Then there was Smokey, a spirited cat who has a flair for attacking any hapless dog that enters her domain.

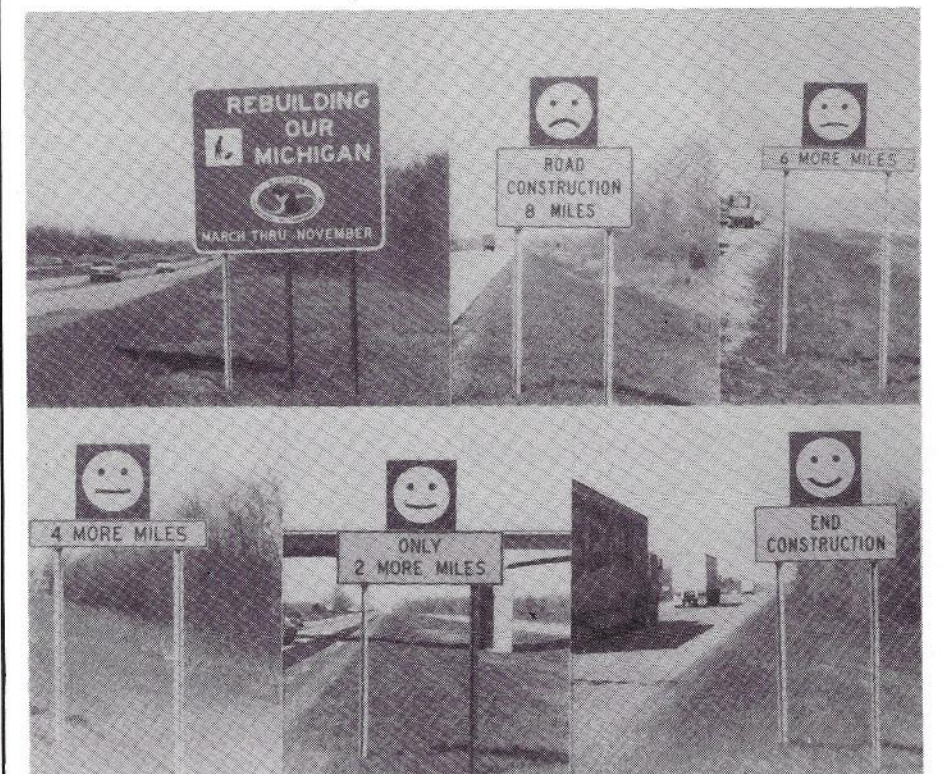
"Smokey also has a penchant for microwave cooked Snappy Tom," says owner, Kerrie De Jager (ex - Human Resources).

Other winners were Landrina Misty Blue, or Mickey the German Shepherd (owned by Shirley Taylor, HO Switchboard), Tara the bull terrier (Anne Mathews, Metro), Sebastian (household puss, Carolyn Aitken, HOSA Secretary), and Lenny the Racoon (Lee Scott, Materials). Our congratulations to all the pets . . . and their owners.



• Lenny the Racoon sunning himself on a beach at Surfers Paradise.

Smile. You're on Interstate 96



These signs were placed on the Interstate 96 by the Michigan Department of Transportation to ease the frustration of motorists forced to slow down through road construction zones.

State Department of Transport employees placed signs on the highway to add a bit of humour to what would have been an aggravating

situation. The friendly signs also tell drivers how many months before the work will be done and when full traffic flow will be restored.

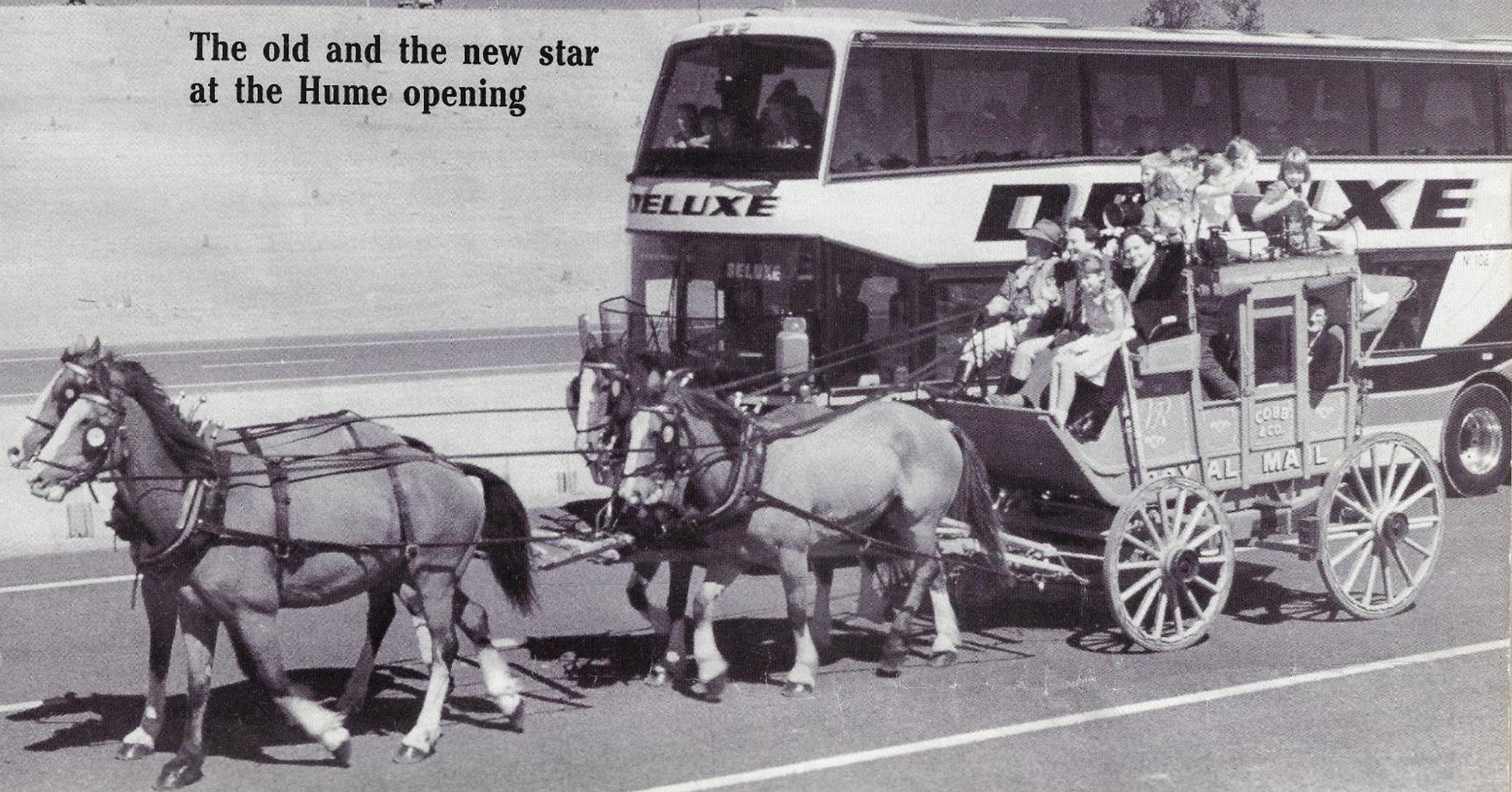
Photographs: AASHTO, the quarterly journal of the American Association of State Highway and Transportation Officials.



“. . . and this is the Tennant Creek Regional Tourist Authority."

Now Open for Business

The old and the new star at the Hume opening



What have a Silver City, a Rapide and a Stag-gerwing got in common with a freeway opening?

Lots—when the opening is the Bypasses of Benalla and Winton.

For those who are not into aeroplanes, the above are the names of three vintage aircraft which performed a thrilling flyover at the official opening on Friday 27 March.

The aircrafts were provided by Airworld, the popular aviation museum at Wangaratta, and their aerial antics proved to be a highlight with the 400 earthbound guests at the opening.

The \$70 million bypass project is the longest section of highway duplication to be opened in Victoria, and involves nearly 37 km of dual carriageway from south of Badgaminie to Chivers Road, near Glenrowan.

The bypass also reached new heights in another area—its opening increased the duplicated length of the Hume Highway—Route 31—by a mammoth 23%.

Apart from the free airshow, the opening also featured an original Cobb and Co coach driven by owner, Ben Hall, great grandson of the famous bushranger.

Amid all the nostalgia were the Federal Transport Minister, Mr Peter Morris, and the Victorian Transport Minister, Mr Tom Roper.

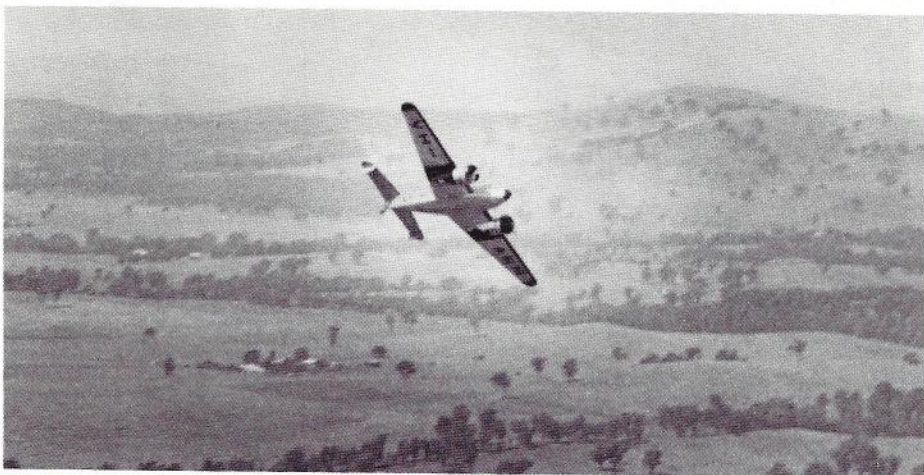
Cutting the ceremonial ribbon, the Ministers said that the opening should be regarded as a historic event.

"The opening of this section brings the length of duplicated highway in Victoria to 198 km," said Mr Roper, "that's almost 70% of the total length between Melbourne and Wodonga."

• Highway transport: yesterday and today.



• All aboard for a Cobb & Co coach ride. The owner, Ben Hall, is great grandson of the famous bushranger.



• The aircraft performing the flyover were courtesy of Airworld, at Wangaratta, which has a huge collection of antique and historic aircraft.

Have a break

Motorists usually only stop at rest areas these days to have a break from the rigours of driving. Chances are, travellers stopping off at the new Mokoan rest areas near Winton will end up staying half a day.

Just quietly, once people hear that the twin rest areas feature not only fresh water and a modern picnic shelter, but also free electric barbecues, then it'll probably turn into a bit of a tourist spot.

All you need to bring are your snags, sauce and bread rolls.

Located on Lynch's Hill overlooking the picturesque Lake Mokoan, the \$500,000 rest areas set new standards for such facilities on

Australian roads.

They cover four landscaped hectares each, and offer architect designed toilet facilities designed to cope with the demands of tourist buses and the expected growth in highway traffic.

A walking track has been provided from the Melbourne-bound rest area to the peak of the Winton cutting, providing panoramic views of Lake Mokoan, the Chesneyvale Hills and the Warby Ranges.

Disabled travellers have also been catered for in the new complex.

Driver fatigue is recognised as a major contributory factor in accidents on rural highways, and provision of rest areas at intervals of 50 to 60 kms on the Hume will greatly improve safety conditions.



• Mr Morris and Mr Roper shake hands after opening the \$70 million bypass project

It's happening on the Hume

• Continued from page 1

Parts of the Hume were just a rugged track and motorists had to contend with creeks—bridges were often non-existent, deep bogs, the occasional flood and errant kangaroos.

Nonetheless, Thomson completed the trek and his publicity drive proved a winner.

Today, travelling the same trek is often completed quite comfortably in under 12 hours; and the commuting time is getting shorter by the year.

If Thomson's plucky journey marked a milestone in the history of the Hume, so did the opening on March 27 of the 37 km Benalla and Winton sections of the highway.

Motorists now travel on a duplicated highway from Melbourne to north of Winton—apart from a 21 km section at Euroa. But it won't be too long before two-way carriageways like that will be a thing of the past.



• On the job before the opening of the Benalla Bypass is Neville Bilton, a Roller Driver.

As one senior engineer put it "we now have the end in sight for road and bridge design work for all of the Hume Freeway projects".

Apart from the Euroa Section, materials investigation on construction sites have also been virtually completed, and almost all of the required land has been bought for the new work.

In other words, it's downhill all the way. The last and most expensive duplicated section will be the Bypass of Wangaratta. It is expected to cost \$67 million, and be completed in 1992/93.

The roving Interchange photographer went for a cruise along Route 31 and managed to obtain some interesting shots of current work. We've also selected some interesting construction shots from our files to complement our special feature on the most important inter-capital road link in Australia.

And as you can see for yourself, the Hume has come a long way since the pioneering days of one Herbert Thomson.

The race is on . . .

In 1905, the Dunlop Pneumatic Tyre Company organised a 'Reliability Motor Contest' from Sydney to Melbourne, offering a cup valued at 100 guineas as first prize.

Of the 27 cars which entered the race, only seven actually finished the gruelling 572 mile route. About 60,000 people flocked to the finishing line to witness an Australian-made, six horsepower 'Tarrant' arrive at the Haymarket in Melbourne. It was driven by an elated Captain Harley Tarrant, who designed Australia's first practical petrol car.

Between 1909 and the mid-1920s, it became a popular sport to try to set new driving records between Australia's capital cities. In the 1920s, Norman 'Wizard' Smith began breaking as many driving records as others were breaking axles.

In 1923, he twice lowered the established Melbourne-to-Sydney record in his Essex with times of 14 hours 28 minutes (in February) and 12 hours 59 minutes (December).

However, the daredevil drivers quickly disappeared in the mid-1930s when a perturbed police force began to pressure organisers into cancelling record-breaking exercises.



• Wally English, Spreader Operator, inspects his work on the bypass.



• Two old hands on the Hume: Tommy Rae and Wally English.

All things must bypass

Bypassing towns hasn't always been a popular exercise. Several years ago, such projects often triggered widespread opposition from concerned residents who claimed that a lack of through traffic would affect their livelihood.

Well with most bypassed towns in the State, it simply hasn't been the case.

In late March, the Shire of Werribee celebrated becoming Victoria's newest city. With the trend for people to move to the outer suburbs, Werribee experienced an 8 per cent increase in population growth in 1985-86, the biggest in Melbourne next to Bulla. Ironically, Victoria's first freeway, the Maltby Bypass, bypassed the town way back in 1961.

Berwick is also booming. It enjoyed a 6.9 per cent population increase, the fourth biggest in Melbourne, and it was bypassed in 1984.

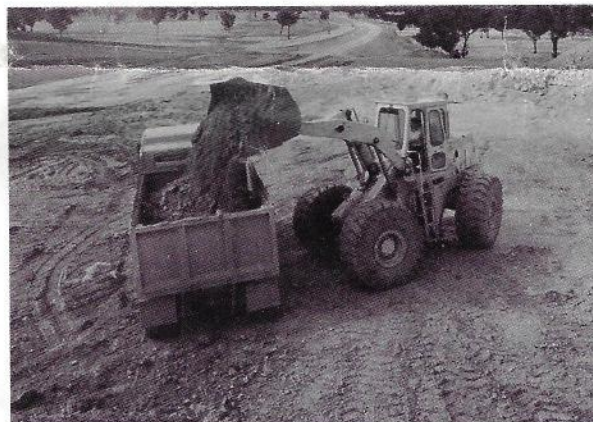
Now it is the people of Benalla who are rejoicing that their main road won't be besieged by the constant roar of highway traffic. In fact, some community celebrations started in the Rose City on Thursday 26 March—a day before the official opening.

About 12,000 vehicles a day used the Hume Highway through the city before the bypass offered an alternative route.

Classies!

Getting married? Want to rent your houseboat? Selling your Corgi pups??? Send your details to the Interchange 'Classies Column' before the closing date. There's no charge!

Where it's all happening



The RCA's objective is to construct a duplicated highway from Melbourne to Wodonga, a distance of 300 km, by 1992/93.

Work has just started on the first section of the 19 km Bypass of Wangaratta, with a contract being awarded worth \$5,227,460 to Denbo Pty Ltd.

When this bypass is completed, to the tune of \$67 million, all of the other major projects on the highway will have been completed.

On a cost per kilometre basis, it is the most expensive project being undertaken. The route crosses four major water courses and most of the 12 km between the northern end of the Glenrowan Section and the Ovens Highway is subject to flooding. Several major bridges and culverts will be constructed on the route, and approximately 3 million cubic metres of filling material will be required.

Funds for the project are being provided by the Federal Government under the Australian Bicentennial Road Development Program and the Australian Land Transport Program.

Further south, the big machines are paving the way for a 12 km bypass of historic Glenrowan, and traffic should be using this section in early 1989.

It's finally all go now on the Euroa Section, and earthworks and drainage began earlier this year.

Subject to the availability of funds, it will be opened to traffic in 1991.

Up north, work is in top gear with crews progressing well on the duplication between Chiltern and Barnawartha.

Costing an estimated \$32 million, the 21 km section is expected to be opened in 1988.

"This 12.6 km section between Barnawartha and Wodonga involves construction of a new carriageway to duplicate the existing highway from west of Barnawartha to Wodonga West," says Ken Mathers, Project Engineer.

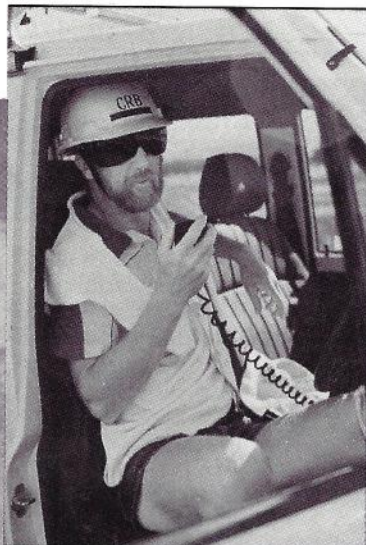
"It also includes the construction of 2.4 km of dual carriageway near the present intersection of the Murray Valley Highway.

"This will all be completed in late 1987."

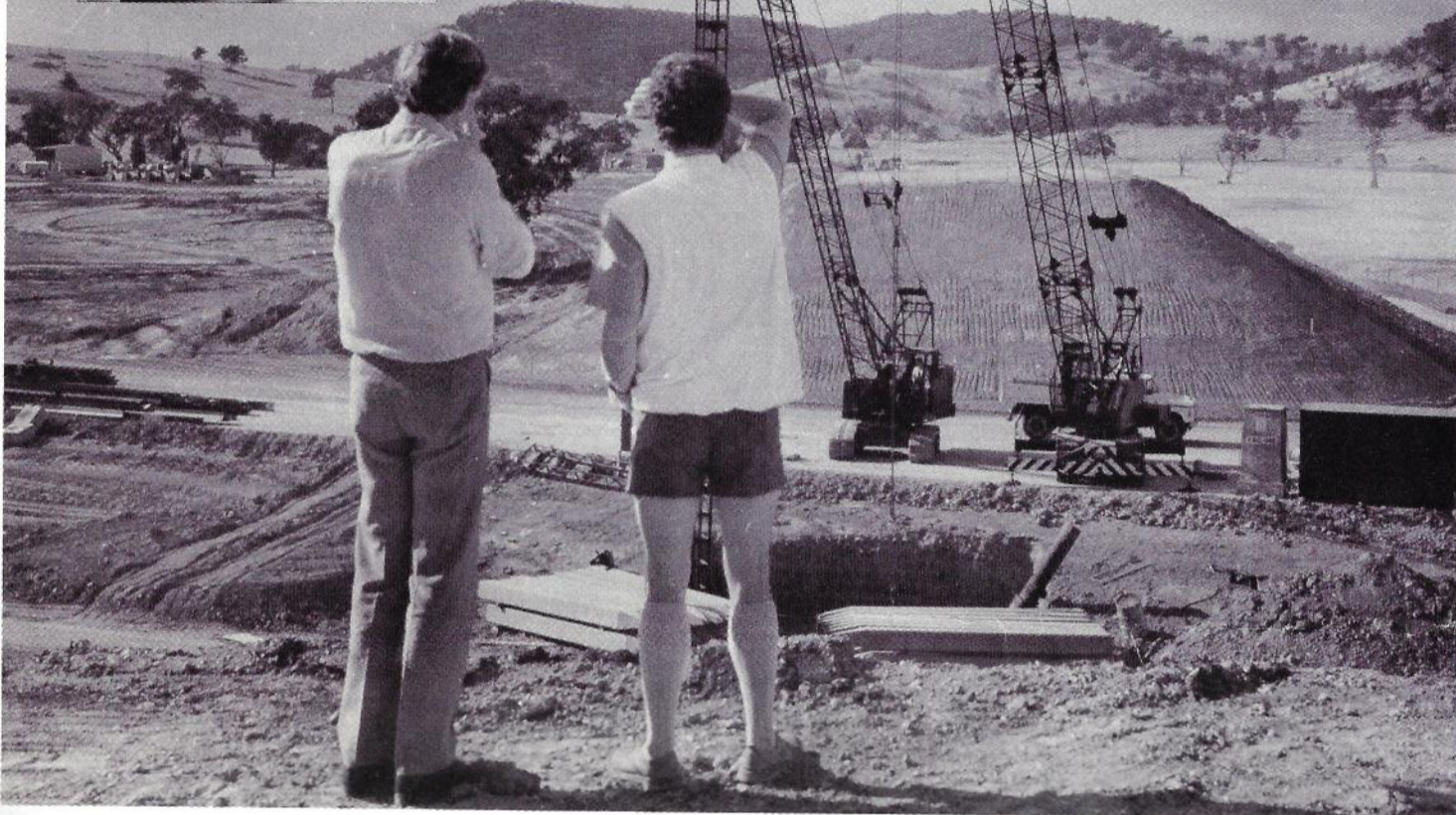
They're the Men



• It's teamwork that counts. Ernie Hade (Sprayer Operator) checks that the bitumen is evenly sprayed. Sandy (Spreader Operator) prepares to remove the starter paper.



• "Calling base!" Rick Anderson, Survey Officer, on the Springhurst to Wodonga Project. Below: Inspecting bridgework on the project.



Renowned bridge builder bound for Brisbane

One of the world's most innovative bridge builders will visit Brisbane in May as keynote speaker at the 13th Biennial Conference of the Concrete Institute of Australia.

He is French consulting engineer Jean Muller, who has spanned rivers such as the Seine and undertaken many other massive bridge building projects in the United States and Europe.

"His major contributions to concrete span bridge design have revolutionised bridge building over the past two decades," said Mr Ian Orchard, conference secretary and regional manager of the Cement and Concrete Association of Australia, Queensland division.

Jean Muller designed the Brotonne Bridge, completed in 1977, which spans the Seine River downstream from Rouen. At the time, the structure was the longest concrete span bridge in the world.

In the early 1980s he helped to develop the Long Key Bridge and the Seven Mile Bridge, both at Florida Keys, USA.

New techniques on these projects enabled Muller to ensure better quality control and save millions of dollars in costs.

He developed four new ideas in the design and construction of these bridges—span-by-span erection; no epoxy in the joints; transverse prestress top slab and post-tension tendons inside the box but not in the concrete.

A number of other notable speakers will also present technical papers at the conference and will cover subjects ranging from the "second crossing" of Sydney Harbour to recent developments in determining the potential life of concrete.

The conference will be held from May 20-30 at the Mayfair Crest International Hotel. For further details contact the Conference Secretary, 9th Floor, MIM Building, 160 Ann Street Brisbane, 4000.

Working on the (Spray) Gang



Our roving Interchange photographer caught a Dandenong Bituminous Surfacing Gang working recently near Berwick. Here's what he saw . . .

• Left: Roll out the starter paper—Peter Middleton (Acting Assistant Overseer), left, with John Shelton (Spare Roller Operator).

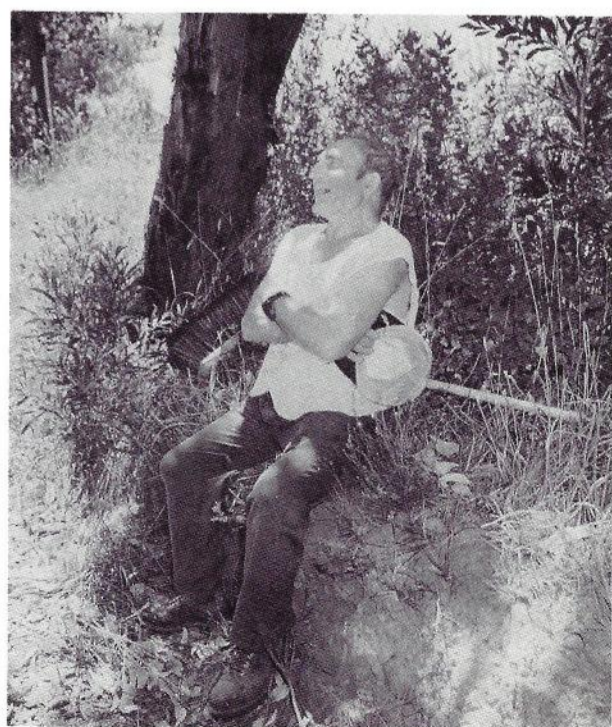
• Right: Malcolm Sandy (Spreader Operator) controls the spread of aggregate from the truck to ensure that the sprayed bitumen is covered evenly.

• Below: Ted Ryan (Roller Driver) concentrates on the job ahead so that the stones are well compacted.



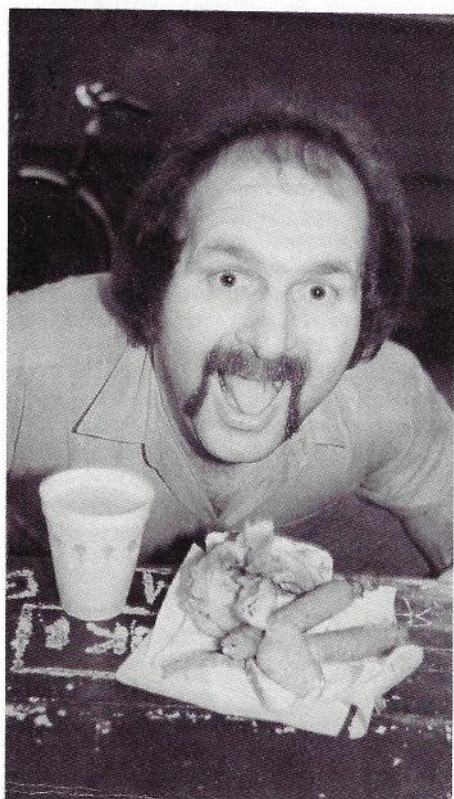
• Having a well earned rest during lunch is Victor Motta

• Left: A bitumen worker's job is never done! Victor Motta (foreground) and John Shelton sweep off surplus stones to make sure that the bitumen is evenly covered.



How we celebrated

Here's a collection of pre-Christmas party shots showing RCA personnel getting into the holiday spirit...



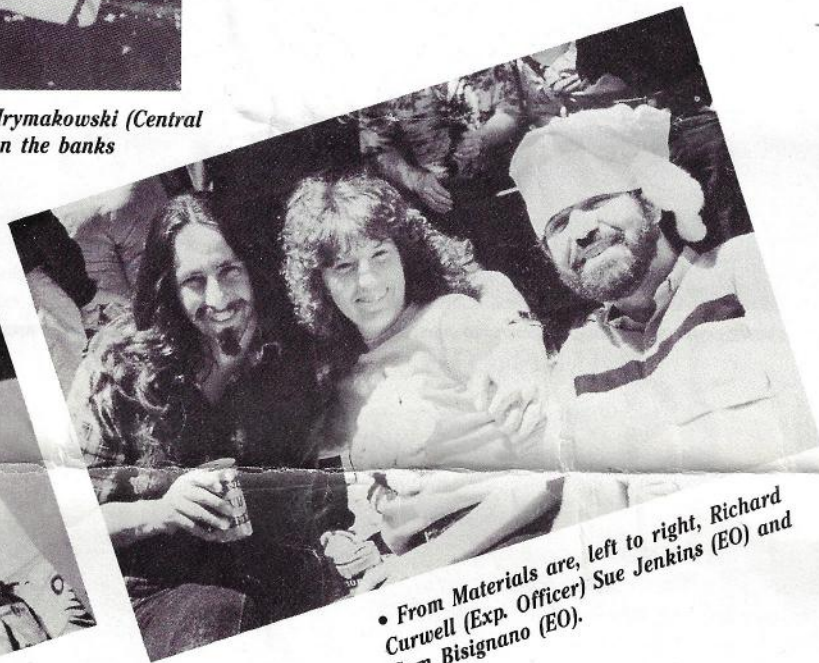
• Not a pretty sight: Ron Hrymakowski (Central Highlands) at a barbecue on the banks of Lake Wendouree.



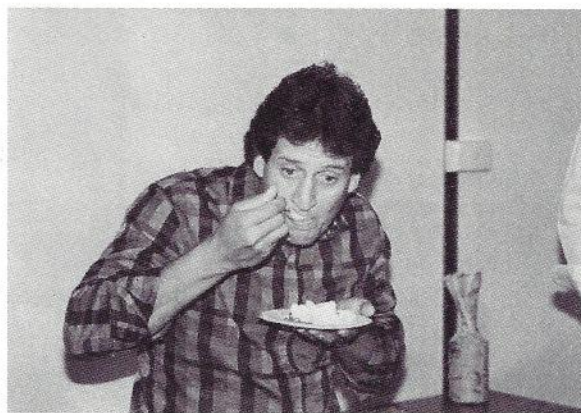
• Anne Mathews (Metro) enjoys a joke with Russell Bittner (High St)



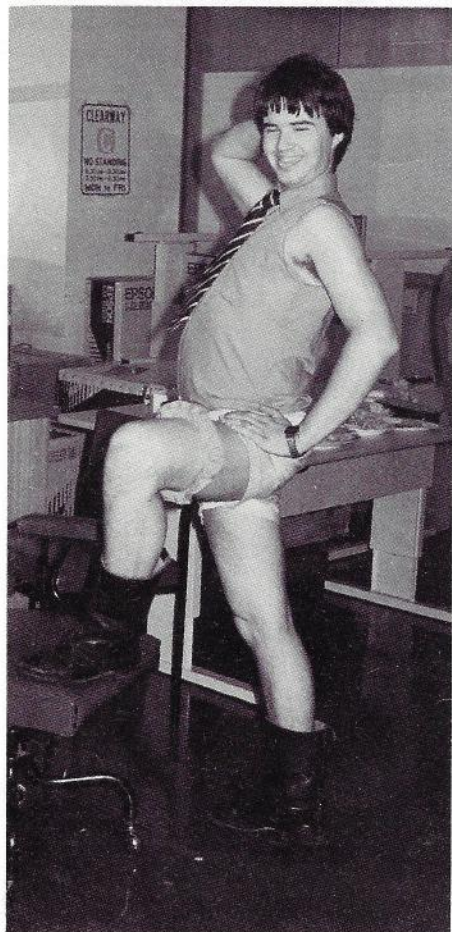
• Leanne Knudsen (Graphics Section) knows what having a good time is all about.



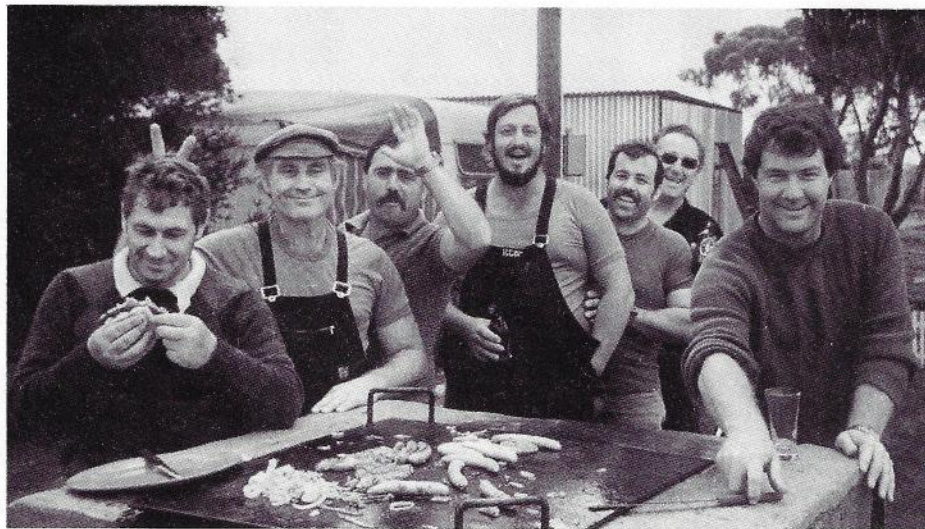
• From Materials are, left to right, Richard Curwell (Exp. Officer) Sue Jenkins (EO) and Sam Bisignano (EO).



• It's only December 24, and Phil Taylor (Engineer, Metro) has got a lot of eating ahead of him



• Well, it IS Christmas Eve. Andrew Chapman (Info. Systems Officer, MIS) takes up a striking pose for the camera.



• Enjoying an informal lunchtime barbeque at the Deer Park Depot are, left to right, D. Frost (Patrol Assistant), R. Gibbins (Operator), L Theuma (Patrolman Grade 3), N Richardson (Patrol Assistant), L Mifsud (Operator), A Perry and A Heaviside

Feedback & Follow-up

A column which features readers' response to articles in Interchange, plus interesting correspondence to the RCA from members of the public...

Dear Editor

It occurs to me that there must be a good deal of theatrical, musical and other creative talents lurking unnoticed and unrecognised within the RCA.

I wondered if some of these people would be willing to participate in the development of an RCA Revue or possibly a Christmas Pantomime to be performed later this year.

Performing artists are not the only requirement. We would be looking for writers, makers of costumes and scenery and people to make themselves generally useful in terms of helping behind the scenes and in administration. In particular, an experienced producer and an experienced stage manager will have to be found.

I would like to hear from anybody who is interested in helping in such an activity and also from people who are prepared to rat on their friends.

It may be that some of our retired officers would also be interested in participating and they would be most welcome. I can be contacted on extension 2222.

Yours sincerely,
Anne Evans
Director - Human Resources

Dear Editor

As the subject of your December cover story, I would like to make publicly the following points:

1. The article was supposed to be about the Greensborough Project.
2. At no stage was I told that I was to be featured, nor was I shown the proposed story.
3. Quotes used in the story were invented by John Allison based on a casual telephone conversation.

I am disappointed that it was felt necessary to write such a patronizing and "gee-whizz" article. I suggest in future that, before publishing such a piece, a male name be substituted and considered. Would "Vic's at ease on site" been used? I think not.

Should "Interchange" wish to write a sensible article about women engineers, I would be happy to assist.

Yours sincerely,
Debbie Donald

Dear Mr Butler,
RCA, Greensborough

We would like to record our grateful thanks to the RCA for all that they have done to ensure our back garden in Booyan Crescent will not get washed away by rain water, resulting from the By-Pass Project which is being built at the back of our home. We are not unaware of the amount of work that had to go into sorting it out, not to mention the cost involved, but I understand we now have a drain named after us on the Survey Map, called "Holland Drain".

Thanks to the RCA we already have a nice lawn appearing and a proper backgarden is rapidly taking shape as we are making every effort to carry on the good work ourselves.

We would also like you to know how impressed we were with your workmen who spent several weeks working on our property, sometimes in the most dreadful weather. At all times they were courteous, friendly and helpful.

George & Shirley Holland
Greensborough

Call the Fox!



Did a funny thing happen to you on the way to work? Well why not let us all share your adventure? Drop a line or ring our 'Diversions' Editor, Kevin Fox (extension 2584). He's always after a good... and funny, story!

INTRAY

WIMMERA - MALLEE REGION

From Ivan Jones in Horsham

Christmas festivities were a success with the Christmas luncheon at the White Hart Hotel on 24th December being a real feast. Yabbies were on the menu and were enjoyed by most patrons. Ivan Jones (Regional Administration Officer), who has never knocked back a yabby yet, had them for entree and main course then complained that they weren't available for desert. The usual end of year awards were allocated with the most popular winner being Kerry Reynolds (Typist) who won the prestigious Community Service Award for her work at the local discos (well done Kerry) Another winner was Dave Parker (Engineer) who won the Father of the year award. Dave now has five kids and has won the award five times. Rumour has it he enjoys collecting his prize each year and will be back again in 1987.

A staff baby photo competition was held in weeks leading up to Christmas and decided at the Christmas luncheon. Fourteen staff members responded to the pleas for their photos. Assembling all the photos it was obvious that some members had changed but others stood out like Alan Bond on the jetty at Fremantle.

Although difficult, three members, Wayne Hemley, Betty Tippet and Shaynee Cross, correctly matched all 14 faces. Shaynee the winner when it came down to picking the average age.

RETIREMENTS GALORE!

Recently we've said farewell to Mick Pearson (9th January 1987) John Dunn (24th November 1986) Ron Hocking (27th January), Con Stewart (30th January), Joe Ward (16th January).

On the move are Eddy "Murphy" Wisniewski to Traffic Engineering, and Betty "Short of Words" Sleep to North Eastern Region.

Michael Stirrat is back from 10 months in Head Office, Lisa Martin is our stunning new Typist/ Receptionist, and Shaynee Cross is back from Maternity Leave.

Gary Baird is also on Long Service Leave (I've worked hard for it!).
Also retiring: Joe Ward. A send off for long standing owner truck driver Joe was held at the Union Hotel, Nhill, on January 17th.

Joe joined the CRB in 1948 and had completed over 37 years service. His long time 'partner in crime' Andy McCracken, made a special trip from Ballarat to attend festivities.

Joe is wished every success for the future both on the racecourse and in health.

NORTH EASTERN REGION

From Mike Farmer in Benalla

Engineer Doug Smith has his name inscribed on the "fickle finger" as the 1986 winner of the award. He was awarded the honour by the previous winner, Ian Saunders.

Heather Schifferle surprised everyone when she came into the office recently with a beautiful diamond ring. Congratulations Heather.

Vicki Groat departs for Westgate. All the best for the future Vicki.

With Darren Wright returning to studies and Russell Kelly departing to the Ballarat Shire Council, there are a few holes to

fill in the administration field.

But there is a big welcome to Betty Sleep who has transferred over from the Wimmera Mallee Region and joins Leigh Morgan, who made the change a few years ago.

Kevin Morrison retired at the end of the year after 30 years of service. Kevin received fishing gear at a presentation at the Office. Also farewelled was Chris Portch, a former of the Lab staff, who has transferred to Materials.

Welcome back to Jenny Elford after several months of sick leave... getting over an accident involved in the TV program "It's a Knock Out".

From Ewen at the Benalla Workshop

Welcome to apprentice fitter, Jason Snoodyk, who started at the Workshop in January, and congratulations to Dean Humphries on finishing his apprenticeship.

Congratulations to Glen and Vicki Rodwell on the birth of their second child, a girl Trishia Lee, on the 13th of January, and John and Christine Jordan on the birth of their first, Damien John, on 27 January.

Back from a holiday at Merimbula are Ross and Kath Helman. I hear that Ross did some fishing up there and on one occasion thought he had "A Big One" on the line until a very disgruntled diver came up with the hook through his wet suit.

The family Christmas party was a great success, being held at Ted and Chris Kilners property at Lurg. The hay ride didn't seem to stop all day and Father Christmas was as popular as ever, even if none of the mums wanted to sit on his knee.

As an Interchange Rep, I don't get much chance to "blow my own horn" but on behalf of my wife Pat and myself I would like to announce the arrival of our eighth child, Stephanie Louise, on 21st of January.

CENTRAL GIPPSLAND

From Col Scammell in Traralgon

Sympathy is extended to the family of Royce Winduss (Plant Operator) after the recent death of Royce.

On the sick list is Bob Colquhoun who had a bad accident at the Darnum site—we hope to see Bob back at work soon.

Ken Barnhill (B.S. engineer) is returning—he even sent a

postcard to the office which is truly amazing.

Rob Egan (Morwell Lab.) is currently seeing all the sights of Europe and having a great time.

The most isolated spot in the Central Gippsland Region is Mount Baw Baw and two engineers, Lyle Grinter and Geoff Hose, had the misfortune of seeing Lyle lock the keys in the car. Reports had it they were not particularly happy.

The Children's Christmas Party was a great success with Ken (Santa) Crosbie doing a tremendous job again.

The Social Club had a breakup at the Traralgon Men's club which was well attended and plenty of fun was had by all, especially Geoff Hose who won every prize.

The depot had their famous beef on a spit—chefs Doug Ryan and Garry Lawrence did another outstanding job.

A very frisky Santa called into the office during the tea break on the morning before Christmas and was a delight to behold—but alas Santa, the girls in the Accounts are still waiting for their Christmas presents.

BRIDGE

From Our Correspondent in Princess Street

It was just a routine morning tea on Wednesday 15 October 1986—at least, that's what Tony Christian thought! It was his 40th birthday and, unbeknownst to him, his wife had arranged a surprise Gorillagram! Tony was caught off guard and was suitably embarrassed when the friendly gorilla presented him with a birthday cake. Tony had only a few words to say about the occasion, but none of which can be printed!

Last year we reported an engineer who locked his key in his car—well he did it again.

Engineer, Graham Clifton, retired on 17 November 1986 due to ill health. All in Bridge wish Graham all the best in his retirement.

Congratulations to Paul Petridis (Bridge Construction) on the occasion of his engagement to Helen Paspalis.

Paul Petridis was involved in a nasty car accident in December. Paul was thrown from the vehicle and suffered concussion, a fractured skull and lacerations. Fortunately he has made a complete recovery and is now back at work. (We wish Paul would stop head butting light poles!).

Mark Blundell has had an exciting holiday; one never to be forgotten. Mark was planning to

test out his 4WD, get in plenty of fishing and enjoy the great outdoors... BUT Dale had other plans. Mark spent his holidays learning the finer art of painting and renovating with a never ending supply of useful tips from Jeff "the phantom painter" Dalman.

Bridge, under the guidance of Bob Mann (Design) and Chris Daniels (Malvern Project), has started up an Indoor Cricket Team and play at the Bulleen Indoor Cricket Centre. After much discussion, an appropriate name for the team was chosen. The boys settled with the name 'Crossheads' although 'Diaphragms' came a close second. (We wonder why they chose Crosshead?).

CENTRAL HIGHLANDS REGION

From Ron Hrymakowski in Ballarat

1986 proved a very successful year once again for Christmas functions. Heavy rain caused a temporary postponement of our Depot Children's Christmas party which was to be held outdoors on the shores of Lake Wendouree. Instead, the venue was the Ballarat Drag Club at the Ballarat aerodrome. Children and parents alike had lots of fun, and Wayne Harbour, alias Santa, provided extra excitement for the children with the distribution of gifts, sweets and drinks.

Friday 19th December was an entertaining night for the Regional Social Club's Christmas party held at the Sebastopol Bowling club. It was attended by 130 depot, office and field staff and their partners and the smorgasbord feast and good music by "Woodstock" was enjoyed by most. Free drinks proved very popular during the night and by closing time many were under the weather. The guests were treated to a special performance during the night when Jo Judd and Di Lockett took over the microphone.

Forty guests braved the BBQ breakfast of bacon, sausages, eggs, champagne and orange juice at Apex Park, Lake Wendouree. A constant procession of pretty female joggers received vocal praise from the engineers present.

The festivities concluded on Christmas Eve with a BBQ held in the courtyard of the RCA offices. The cooks, Terry Cartledge (cost clerk) and Peter Trigg (admin), did a 'bonzer' job, with burnt sausages and chops being the order of the day.

DANDENONG

From John Bronsgeest

We welcome Rebecca Pool from Traffic Engineering to planning section, and say hello to Shane Hardingham, engineering student, who will be with us on work experience for six months.

Our one and only Regional Accounts Officer, Joe Hezky, celebrated his 60th birthday on 7 January and what a welcome he got from staff on his return from annual leave. Turning 60 doesn't mean you have to slow down, as Joe proved when he clambered up a tree in the Dandenong Regional Garden. Karen Bradford and Claire Berry were seen urging him on.

We are sad to record the death of Keith Campbell, at the age of 50, on 9 January. Keith was a Maintenance Worker in Charge on Maroondah Highway, and will undoubtedly be missed by his many friends in Dandenong Region.



On a happier note, John Malinder and wife Rhonda announced the arrival of their second child, Mitchell Lee, born on 27 December. Congratulations to the happy parents.

• The Lilydale Patrol Depot was the informal setting for a send-off for Alf Adams, right, seen here with his wife and Operations Manager, Raleigh Robinson.

Hayley Costello, our telephonist/receptionist, had bad and good news recently. First the bad—her car was stolen from our office car park on 11 December, but the good news was that it was found slightly damaged four days later in Sydney. On the good side, Hayley announced her engagement to Alan Hartley on 13 January.

Who was the Roadmaster who parked his car on the verge of the freeway and had to hurry back to the vehicle when he saw fire and smoke coming from under it? Better not park over dry grass again, Sam.

The Regional Christmas Party celebrated with usual gusto, but lacked the feature event of our Regional Manager's presentation of the 'Year's Honours' to staff members. Stan's son had returned from U.S.A. on holiday from his work, so the region missed out for 1986.

The region recognises several sporting activities held throughout the year and the following is a listing of finalists and winners:

Tennis: In the doubles competition, the finalists were Brian Billing and Mike Sweetland, Warwick Peel and Bob McLeod; the winners were Warwick and Bob.

The singles finalists were Geoff Pullin, Peter Velcek, David Jone, David Vimpani, Warwick Peel and Alan Marshall. The semi-final was played between Warwick Peel and Peter Velcek, with the winner being Warwick.

Table Tennis: The doubles final was played between Warwick Peel and Garnett Gibbs, Peter Velcek and David Rowland. The winners being Peter and David.

The singles finals resulted in Alan Turnbull and Warwick Peel being unsuccessful, leaving Peter Velcek, and Bruce Lyons to play off. Peter was the winner.

Golf: The Annual Stableford Competition was played at the Ringwood Golf Course, with most competitors electing to play their rounds starting at 5.45 am. The result was Geoff Pullin and Peter Velcek tied for first place.

Cricket: The Region's Indoor Cricket Team played at the Nunawading Centre. The team of Warwick Peel (Captain), Geoff Pullin, Bruce Lyons, Richard Warwick, Norm Bettess, Craig Spalding, Ewen Nevett, David Vimpani and Peter Velcek, performed well. Warwick Peel gained the most votes for 'best player' over the season and also won the 'best bowler' for the section in which the team participated.

Alf Adams Retires

A function was held at the Lilydale Patrol Depot to farewell Patrolman Alf Adams. Alf retired from the RCA on 7 January, ending an association which began

with the then CRB in February 1953. It wasn't easy for Alf then, as he was terminated on two occasions due to no work being available, but his persistence paid off when he was re-engaged permanently in 1965.

Alf became a Patrolman in 1972, looking after maintenance on the Burwood Highway and his beloved and troubled Mount Dandenong Tourists' Road. No doubt the residents and motorists of 'the Dandenongs' will miss this colourful character.

Alf intends to sell his house and see more of Australia in the next five years, before finally settling somewhere in northern Queensland. We wish Alf and his wife all the best for a happy retirement.

SOUTH WESTERN REGION

From Alan McDowell in Warrnambool

Another year started and good to see so many happy faces pondering the challenges that await them through the coming year.

Unfortunately we have a few members of the Staff on sick leave including Assistant O/S P McCluskey, R Eales & Plant Operator J Neave. We wish them a speedy recovery.

The Annual Cricket Match between Office and Depot Staff is quickly approaching with the Office keen to regain the shield which was "Stolen" from them last year. I hope all concerned are in full training. There is no truth in the rumour that the Depot fence was "crashed" by jealous Office Staff attempting to retrieve the prestigious shield.

Not much to report on Christmas Parties (or should I say not much printable). The Office Staff enjoyed a night out at a local restaurant, but something has to be done about Thursday night functions with work the next day. Awards for the night go to Jack for his exhibition of topless dancing and turning up in fancy dress.

Engineer Ferg McDonald left us recently. A BBQ was held at the McDonald residence, with wet weather forcing us under the verandah most of the evening. A good night was had by all though one Exp. Officer had to be reminded of events that following Monday. Ferg will be missed by all and we wish the McDonald Family all the best in their new abode.

That's all for this edition. Just leave with one thought—Don't you hate the weight you put on over Christmas? Some staff members look to be struggling with the stairs at present.

Lucky Break



It never rains but it pours! At least, around East Gippsland Region anyway.

This was the disconcerting scene recently near Swifts Creek, on the Omeo Highway, when strong winds sent a tree crashing onto a parked caravan.

A couple had parked their car and van by the side of the highway when driving conditions became too hazardous. Both escaped serious injury, and no doubt are still considering themselves lucky.

The photograph was taken by Russell Adams, from East Gippsland Region, who was just passing through not long after the incident.

MIS

From Sue Picken

We're still here! The scheduled starting date of our new office refurbishment has unfortunately been delayed further. Maybe our start date of Jan 20th, 1987 was in fact Jan 20th, 1988!

Recently MIS staff fired up the new RCA BBQ. It was a chance to get all MIS staff together without too much trouble. Thanks Mr Stoney for instigating the Barbie.

Congrats to Manivone Bounhang on the birth of her little girl. I don't know what it is about the operations area, but Jacqui Schaeche who recently returned from Maternity Leave, is off again in March on yes, you guessed it, Maternity Leave!

We welcome two new additions to MIS; Rallas Buttriss from Property and Bruce Grayling from Road Planning. Both are at 1 Princess Street working on CISP projects. Three MIS staff from H/O have also been transferred to projects: John Gondev is going to the property project. Paul Statkus is going to Personnel Payroll project and Peter Rappos is going to the equipment, planning and scheduling project. It's going to be very cosy over at Princess St! Other MIS staff on the move have been Jackie Moore and the FAS team, Mark Gurry, Tony De Fazio, Lim and David Blake who have all gone to Finance.

Farewell Rona Zinger who leaves us to go to private enterprise after 7½ years with the RCA.

The Christmas Fairy (alias Ian Mullen) visited MIS at Christmas. Ian has a habit of dressing up on Christmas Eve much to the delight of his fellow workers. One year he was Father Christmas, another year a waiter and another year a clown... I wonder what's in store for 1987.

Staff in MIS have been travelling over the world at Christmas. Rosy Law returned from Hong Kong recently saying she couldn't get over the contrast in pace of life between Hong Kong and Melbourne. Jenny Treacey spent a week at Great Keppell Island getting wrecked and is still recovering. Our GM, Peter Berkeeta, went camping in a cabin with no electricity, phones or computers. We don't know how he survived! I spent most of Christmas in Stroud, NSW. It's famous for its annual brick throwing competition. On New Year's eve my husband and I went to a fancy dress party in clothes that would make great brick throwing outfits, don't you think!

HUMAN RESOURCES

From Carolyn Aitken

It seems the Pied Piper has paid a visit to the Human Resources. I don't like to compare our staff to the rats of Hamlet but we need some explanation for the large number who have just left or are planning to leave shortly.

We will be sorry to see Jane Baldwin depart. Jane has been with us for 18 months and her very unusual humour will be missed. Kerrie de Jager, who has been growing in size for awhile now, will be on maternity leave on the 27 February. We all wish Kerrie every happiness.

For the past 12 months Human Resources has been brightened by the addition of Ruth Eriksen. Ruth is about to pursue a degree at the Warrnambool Institute of Advanced Education, in the field of Marine Biology. There is no doubt she will do well in her studies.

You may recall in my last column about another female who was about to join Kerrie's somewhat larger condition. That person was Cheryl Hopcroft and she and husband Rob are over the moon about the event. Cheryl plans to leave around Easter. Stella Phillips left us in January to pursue another career.



• Sue Picken, and husband, in brick-throwing garb. See 'MIS'.

Dolly Robin departed in December to take up a position with Australian Airlines. When leaving Dolly's eyes were alight with the image of all those cheap flights. Our final departure, to this date, is Rod Vinten, our Policy and Planning Officer. Rod is about to change his homebase from Melbourne to Adelaide and also undertake a trip around Australia. Being the holiday season there has naturally been many staff members feeding their travel bus. Kerryn Poole is about to take off for Great Keppell Island. We believe however that Kerry is planning to get much more than just wrecked. Maria Biancullie has recently returned from holidaying in Tasmania. Maria recommends January as a wonderful time to enjoy Tasmania's summer snowfalls. Clive Ewin chose a holiday with a difference and hired a 12 berth houseboat that journeyed down the Murray from Mannum. We wonder about the tree, though, that was "damaged" when the houseboat somehow got in the way. The holiday of holidays however would have to be Janice Cooke's world safari.

Janice's 10 week trip will incorporate Britain, Europe, America, Hawaii and New Zealand. That is quite a lot of 'seeing' in just 10 weeks. (The writer is intensely jealous and is finding it difficult in wishing Janice well on her trip).

Our final traveller is Peter Lindsay who was away much of November and most of December. Peter was involved in many activities but we believe it was the fishing that was the highlight.

Human Resources welcomes Anne Evans, who comes to us from the Port of Melbourne Authority. Anne is our new Director - Human Resources, and we wish Anne all the best in her new job. So far Anne has changed the decor of her office quite dramatically, with I'm sure the only ivory painted divides in the entire RCA. Good stuff Anne! Welcome Geraldine Borgonha from Road Design, and Leanne Myers who returned to work after Maternity Leave. Leanne was with Personnel in 1982, moving on to Metro, Westgate Freeway and Malvern project after that. We would like to wish Kerryn Poole a happy 21st birthday for March 15th.

EAST GIPPSLAND REGION

From Ian Ellis in Bairnsdale

Don Maggs (Depot Store) recently had to be taken to the Austin Hospital by an ambulance. Don, suffering from an aortic aneurysm, was pleased that workmates were able to call in and see him. Though Don has had a rough trot with further complications, and more operations, we all hope that it's not long before he's up on his feet again.

Andrew Westmore, Apprentice Motor Mechanic, had his foot put in plaster after coming adrift from his motor bike in December.

Vowles and King, experts in the field of exploring and canoeing, must be conducting lessons. Ken Mathews, Linemarkers, became stranded in the bush after his Landrover damaged an axle, and Reg Peterson, Overseer, broke some ribs whilst canoeing down the Snowy.

Our Paynesville ferryman had to swim home late one night after the chain on the ferry snapped, leaving the ferry stranded in the middle of the straits.

Ted Schaeche and his gang, whilst working at Lightning Creek, are staying at Glen Wills Snow Hut.

Brian Bagley, DO3, organised the very successful Bairnsdale 'carols without candle light'.

Ex-Divisional Engineer, Neil Jephcott, apparently couldn't get the extensions approved to his house in Rosedale and has now taken on the job of Planning Officer for Rosedale Shire.

The Managing Director, Mr Ian Stoney, had a flying visit to the region on the 16 December. He had breakfast in Wodonga (North Eastern Region), afternoon tea at Genoa Project, and was back in Melbourne that night—or was it morning? Road patrols and gangs were much appreciative when he stopped to speak with them along the route.

Shane Parker, Linemarkers, has left us to take on the role of full-time truckie.

METROPOLITAN

From Rob Trebilco

So you think you can eat? At Metro we have the Master of the Munch, the Prince of the Palate, the man who made gluttony an art form—Philip (Tooth) Taylor.

Phil, often seen in a feeding frenzy at social functions, was once seen to devour 48 party pies. X-rays taken to verify the feat failed to expose a tooth mark in any of them. Phil describes himself as "a lean, mean, eating machine", and challenges all big eaters in the RCA to an eat-off. Any place, any time. Phil's shout.

Metro's latest heart-throb, known as the Tall Thin Duke, recently squired several of the Region's most desirable young ladies to the happy hour.

Befitting a man of his considerable means, the Duke and entourage arrived in a long, sleek white Roller. Although several of the good-time girls appeared to be emotionally affected by the occasion, the happy group disappeared in a shower of champers to paint the town red.

Metro welcomes Bruce Chipperfield as Senior Construction Engineer, and Jacqueline Schiff, who has filled the vacancy of Judy Boardman (now in Road Planning).

Farewell to Walter Fioritti, who has left the RCA.

Overseer Harry Blamir's house-building Progress

The courtyard at the Central Highlands regional office is as good a place as any to hold a social barbecue. Seen here about to indulge in some cooked snags are, from left, Tom Laffey, Craig Garrett, Terry Cartledge, Leon Stevens and Peter Trigg.



Classies

BIRTHS

ADAMS Rodney (Wimmera-Mallee) and Wendy announce the birth of a daughter Megan on 14 December 1986.

ADAMS Robert and Dorothy (Wimmera-Mallee) announce the birth of a daughter Alexandra on 8 November 1986.

BARRY Ian (Melton) and Tricia a second daughter, Michelle Amanda, on 27 November 1986.

BARRON Bob (Materials) congratulations on the birth of his 2nd grand-daughter Amey, born 25 December 1986, a sister for Sarah.

BEST Alan (Workshop, East Gippsland) and Margaret, a girl, Allana Lee, born in November 1986.

BOUNNHANG Manivone (MIS Operations) and Thavone, a little girl, Alisa on 3 January. Congratulations.

BOYD Trevor (Metropolitan) and Bernadette announce the arrival of a son, Martin Lindsay, who was born on 20 December 1986.

EVANS Keith (Finance) and wife Lyn a baby boy Michael Robert, 7 lb 12 oz on 14 November 1986.

KENNEDY Mike (Materials) and Bernadette, congratulations on the birth of their son Simon Laurence born 29 January 1987.

MALLINDER John (Dandenong) and wife Rhonda happily announce the birth of Mitchell Lee on 27 December 1986.

O'BRIEN Tony (Survey & Mapping), Helen and Gemma welcomed Hugh Desmond on 23 December 1986.

TOFFUL Adrian (Metropolitan) and Adriana have pleasure in announcing the birth of their son Daniel James born 18 December 1986.

RODGERS Graeme (Central Gippsland) and Julie proudly announce the arrival of Thomas Boyd (another Saint centre half forward).

VESCOVI Dennis (Tax & Records) and wife Mary a baby girl Jacinta Louise 7 lb 6 oz on 16 December 1986.

ENGAGEMENTS

Annette **GRAYLING** and Brad **WILLIS** both of the Finance Sub-Branch announced their engagement on 14 February 1987.

Sophie **DELIANOV** (Costing) and Jim on 31 January best wishes. Glenn **PHILLIPS** (Reporting) and Vicki from Bairnsdale on 6 December best wishes.

MARRIAGES

BARTUCELLI Pat (Pay) and Marianne are getting married on the 14 March, best wishes to you both.

DHAMMAPALA Clifford (Claims) and Diana married recently on the 17 January, congratulations.

Report—"The house has still not risen above ground level. Standard reasons... cost blow outs, soft spots, indoor activities, none of your business..."

Alan Hamley had a good stroke of luck on his holiday to Merimbula. In one day he won \$500 jackpot on the pokies, and 1st and 2nd prize in the RSL club raffle with consecutively numbered tickets (crayfish, prawns, oysters and fruit).

Metro's X-mas break commenced in the park with many thanks to Ron Main, David Reid and Jane Ognenis for putting on the spread. There were a few 'early casualties' and some interesting acrobatic work on the monkey bars.

The luncheon was another sumptuous feast thanks to some more volunteers. The general imbibing loosened many tongues with some stories being picked up and anonymously put in my in-tray (they were too hot to handle, however).

The culinary excellence of the work gang barbecues has been increasing over the recent years. Rumour has it that at several X-mas breakups, barbecued prawns were the order of the day. Maybe office personnel should get onto the AWU Award?

Sincere thanks to Varis Abel and Bill Tomkins for their preparation of the last article. (Perhaps one of you would like to take over?).

MATERIALS

From Lee Scott

General

To start off this year we have a pathetic amount of news (as usual), why not ring me ext 2275 with some REALLY INTERESTING gossip!

The Architects Dept (Alan Banfield and Andrew Ballis) moved from M.G. building to the 4th floor at Princess Street in mid Feb. The Drawing Office staff will miss the odd chat and I suppose Alan will have to buy his own magazines now.

A certain geologist (he wears red glasses) was seen standing in the stairwell reading a 'Melways'. Not sure if he was lost or just trying to find the quickest way home.

The Aussie Day BBQ held at the new BBQ area went very smoothly and was patronised by many ex M.G. 'ites and the Chairman.

Another social event was Albert Haslett's retirement lunch on Feb 6th. The food was provided by the new H.O. Chef, Greg, and his assistant Ian and special thanks to you both for the spread, and also to the people who helped with the setting up.

Richard Fanning (ex Geotech) won a trophy for Best Restored Classic for his Mini Cooper 'S'.

And surprisingly suffering no side-effects after a 3 mile swim in our infamous Yarra, Sam Mac-carone competed with 299 other brave(?) swimmers and arrived at the finishing line 1½ hours later.

Departures

Richard Fanning left the Geotech. Section in December and John Wu left in February after 9½ years with the RCA. John will be working with the Board of Works. His place will be taken by Richard Ingram.

Julio Alfaro (Geotech) is now at Bridge and Glen Davies (Workshop) resigned in December.

Retirements

Elmer Nyoege (Soils) retired in December and Albert Haslett (Field) retired in February.

Arrivals

Chris Portch (formerly of North Eastern Region) is the new Numero Uno in the C.B.R. lab and Peter Sammut is the new Engineer in the Geotech. Lab. Welcome Chris and Peter to the circus.

DEATHS

CAMPBELL Keith - we sadly announce the death of Keith recently at the age of 50. Keith was Maintenance Worker in Charge (PMI) on the Maroondah Highway and will undoubtedly be missed by his many friends in Dandenong Region.

RETIREMENTS

LYALL Jock (Admin. Officer, Corp. Development) on 27 February.

McFADYEN Noel (Right of Way Engineer, ROW) on 12 January.

MORRISON K J (Admin. Officer, North Eastern Region) on 3 January

WOODS W J (Sup. Drafting Officer, Bridge) on 23 January.

TO RENT

HOUSE: Lake Eildon-Howqua, 14 bed house, available throughout year. Close to Mt Buller. Contact Roy Fisher Ext 2624 - A.H. 818 7172.

FOR HIRE

Mobile Disc Jockey for hire, Paul Michaud (Bridge) Ext 2637.

CAR POOL

Two or three people to start a "car pool" from Geelong. Contact Chris Portch (Materials) on Ext 2635.

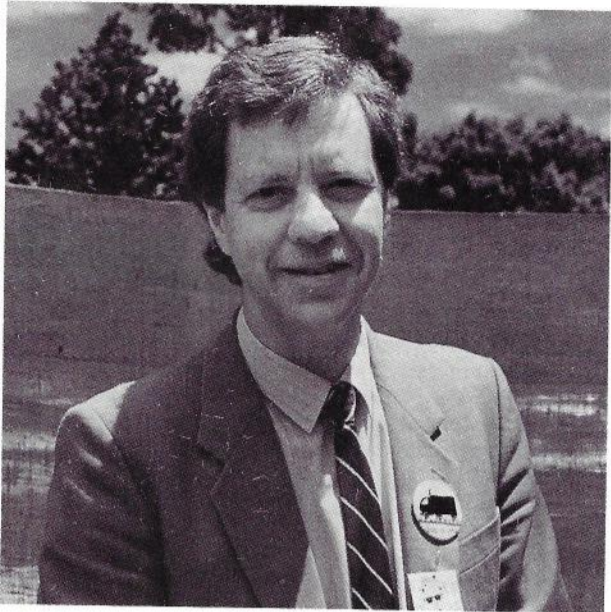


McLEOD Duncan (Revenue) and Barbara MacDonagh (Property), above, got married on 13 December. Congratulations!

QUINN Vincent (Engineer, Central Highlands) and Margaret Thomas were married at St Francis Xavier Church, Box Hill on 20 December 1986.

PEOPLE

Bob Goes Solo



After 22 years with the RCA, Bob Pearson has had his fair share of positions, promotions and achievements.

But he confesses that one of his most memorable times with the organisation was when he was a cadet engineer.

"In the 1960s I was at University, and for my second vacation I was transferred as a cadet to the Great Ocean Road in the then Warrnambool Division. I was working under Bill Thomas and lived with a gang on the job site.

"It gave me a good feeling of how a road construction crew was run, and they treated me as one of them. I really enjoyed that time, it was a great experience. Unfortunately it's an experience that often can't be repeated, because once you graduate you get set apart when you're in a 'boss situation'."

Bob has decided to leave the RCA to start up his own registered road transport consultancy service.

With ten years experience behind him as the Engineer of Road Vehicle Limits, Bob is confident he's made the right choice.

"I'm not apprehensive at all," he says. "I am looking towards the challenge with enthusiasm."

Bob admits his new role will more more demanding. "You're responsible to yourself. You can't blame anyone else or 'the system' if something goes wrong," he says.

Bob 'signed up' with the RCA in February 1965 as a cadet.

His vacation breaks at university saw him working in Traffic and Location at Kew and surveying in the Grampians, as well as his stint on the Great Ocean Road.

He got down to full time duties in December 1968 investigating and designing post-tensioned box girder bridges in Bridge Design.

Bob recalls it was a time when the organisation was going through an exciting technological change.

"I remember getting our first Hewlett Packard calculator," he grins, "with 196 program steps. We thought it was the answer to everything. No printer, but 196 program steps."

After Bridge, Bob explored several areas including Dandenong, Road Design, Materials and Liverpool (Liverpool, England, where he was site engineer for a housing project).

"The overseas job—I took leave without pay—was really good experience as it was the first time I had to cope with commercial pressures."

Bob returned to Bridge Design in 1974, opted for a position on the Mulgrave Project in 1975, and then was seconded to NAASRA as Engineer - Road Vehicle Limits.

"It was May 1976 and the appointment, based at Kew, was only for six months."

The workload ballooned, the position became permanent, and in the past ten years Bob has gained considerable insight into all aspects of road vehicle limits, be it in truck matters, permit issues, suspension and road damage, dimension studies or B-doubles.

He has also headed a number of task groups, penned several books on his studies, and addressed an international symposium in Canada.

Bob stresses that his new business will do work for either public or private sectors.

"I'll cover all facets of road transport. Just like at the RCA, my role will be to establish an interface between the vehicle and the roads, and beyond if necessary."

Bob thinks there's plenty of work out there—all you have to do is chase it. He says that one dollar in every seven in Australia is spent on something related to the transport industry. "So it is a very important enterprise, and any improvements can only benefit the country."

Working solo at an office in Carlton, Bob regrets that he will miss the company that a large organisation offers, and admits his days of jet setting have been curtailed (he's averaged 5-10 business trips per year in the last decade to interstate cities, plus 3 trips to North America in the last 6 years).

"I've had tremendous opportunities with the RCA and I wouldn't be doing this now if it wasn't for those opportunities."

You can contact Bob of 'R A Pearson and Associates' at his Carlton office on 347 1548.



One of East Gippsland Region's most notable partnership's came to an end in January.

Jack Crane, an owner-truck driver, and his faithful truck have decided to retire. He joined the RCA just on 27 years ago.

During that time Jack has owned six different trucks, and has travelled all over the Region.

"I've definitely no regrets about buying my first truck and I've thoroughly enjoyed my work," Jack says.

During his service with East Gippsland, Jack has many interesting memories. He says he'll never forget the 1971 floods, nor the satisfaction of seeing the final seal of the Cann Valley Highway to the NSW border.

He adds that he's also worked with some colourful characters during his time.

"There was the late Alan 'Spinner' Williams," recalls Jack. "He was on a Stop/Go bat on the Omeo Highway once, and refused to let a police car through the job. Everyone saw the funny side of it... except the policeman."

Now that he has climbed out of the driver's seat, Jack hopes to spend his time fishing, keeping in touch with the football club, watching his grandchildren grow, and doing charity work.

He says that he intends to have a relaxing retirement, "providing Merl (his wife) doesn't get me out of the sack too early in the mornings". To that he jokingly adds "I've got a harder boss now than I ever did working for the RCA!"

• Photo above: Jack and his faithful Ford.

Nerida Samson's career began in the 1960s in a company with diversified business interests in cinemas and motels throughout Victoria and Tasmania.

"I was involved in the film buying and programming for six cinemas," says Nerida, "as well as the overall management of their operating policies." With the eventual integration of the cinema interests into Village Theatres Ltd. in the 70s, Village invited Nerida to join their organisation to handle many of their special projects.

For three of the eight years Nerida was with Village, she was responsible for the organisation, administration and promotion of two seasons of 'The American Film Theatre'—the first-ever nation-wide subscription series of film.



• Nerida: has been working with Mr Stoney since 1981.

At the completion of the series, the Education Department of Victoria sought her co-operation on a new concept in the use of film for school children which related the use of commercial film to the Humanities/Social Studies syllabus requirements in Victorian schools—from primary to secondary level.

"I worked in co-operation with media educators and film distributors in the preparation of teacher training guides and associated material and also organised teacher seminars and student screenings throughout Victoria.

"It was an extremely demanding three years but also very rewarding."

In 1981 Nerida changed her career path and joined Ian Stoney as his personal assistant at the Grain Elevators Board of Victoria. The change from an "initiator" role to a "supportive" one she admits required quite a change of attitude. On his appointment as Managing Director Designate of the proposed Victorian Ports Authority, Nerida moved with Ian from grain to ports and spent an interesting two years before the Victorian Ports Authority Bill was finally shelved. With Ian Stoney's appointment as Chairman and Managing Director of the RCA, Nerida 'packed and followed'.

"I consider the role of Personal Assistant to the Chairman as complementary to his. The position acts as both conduit and filter, for information and people, and is an 'aid to management' in endeavouring to organise and prioritise the Chairman's time so those who need to see him are able to do so with 'the minimum of fuss'.

"Ours is definitely a 'team approach' and I believe that's the right attitude for the modern workplace."

Nerida enjoys all the arts—theatre, music, and reading history and biographies. But most especially "I love meeting and interacting with people," says Nerida.

When it comes to business, Nerida is a firm believer in 'giving it a go'.

"If opportunity knocks, have the confidence to try. It's an attitude that's made my career stimulating and rewarding."

Spread the word

Remember, we cover all forms of advertising including Births, Deaths, Marriages, Engagements, Birthday, Wedding Anniversaries, Lost and Found, For Sale, Accommodation (To Let, etc.), Wanted To Buy, Board and Residence, Bereavement Notices and Public Notices. All adverts are free, but must be accompanied by a contact number.

Chairman joins LGEA



The Chairman and Managing Director, Mr Ian Stoney, was delighted to be made an Honorary Member of the Local Government Engineers' Association. This distinguished award was presented to Mr Stoney by Mr Bob Seifford, President of the LGEA of Victoria.

The presentation was made after Mr Stoney delivered his paper on 'Future Directions and Management Style of the RCA' at a seminar in the Camberwell Civic Centre on Wednesday, 4 March. Mr Stoney covered several issues facing the RCA including future road needs and programs, road funding, research and development, and the availability of strategic materials.

• Above: Mr Stoney with Mr Seifford, President of the LGEA.

PEOPLE

Anne Evans: work "can be fun"

Anne Evans describes herself as a hardworking, out-going, happy person, who says work should always be fun.

In this climate of change within the organisation, the RCA's new Director - Human Resources, is very interested in ideas from staff. "I'm always open to suggestions from all levels in the organisation, especially now with the 'New Age Thinking' courses being run, people may have some refreshing thoughts about Human Resources.

"I'm like a synthesiser, always picking up on ideas and then when the time is right, making them happen".

In her spare time, Anne enjoys reading, theatre, good food and wine. She and her husband regularly visit their retreat at Gaffneys Creek, where they take time out to just relax.

Anne arrives from the Port of Melbourne Authority where her role was Manager - Personnel Development.

"I was responsible for all recruitment, training and development, and welfare activities", she says.

Anne has held several top managerial positions over the years, but she recalls the time she was with the Department of Employment & Industrial Relations.

"For 2½ years I was State Manager of CES in Western Australia. It was a challenge I couldn't resist and work was very demanding.

"It did have its difficulties though—with my husband living in Melbourne, ours was a commuter marriage.

"That experience has given me a good understanding of the feelings and problems faced by families when a member of the family is placed, perhaps on the rotation scheme, in a country region or project."

Anne is a firm believer in communication. "I'm very happy to put on a hard hat and red jacket to visit the road gangs and patrolmen at work. A little dirt never stopped me before!

"I am at present making plans to visit all the RCA Regional Offices where I plan to meet with all staff including our road gangs, to talk over with them the type of work they carry out and the conditions they operate from."

There are a lot of facets of Human Resources and Anne has some promising ideas for many of them. She will be striving to achieve a more efficient human resource management system, would like to see the area of occupational health and safety strengthened and better coordinated and the expansion of training and development at all levels of management—but especially for field staff.

"As part of training and development, and for internal communications, I would like to develop the use of videos,

• Anne : plans to tour the RCA



which could be watched by everyone and perhaps taken home." Anne also envisages the possibility of having a team of people in each regional office taking an active part in human resources.

"They'd be working in consultation with me by establishing the type of work that is being carried out, the conditions, any problems associated and therefore breaking down many functional arrangements."

Anne is keen to be pro-active in the industrial area—she would prefer to see action taken immediately, before problems became major.

"As an individual, to succeed in today's business you not only require the academic achievements and the ability to work hard, but you need a sense of perspective of the type of job you are doing and of the environment in which you work, as well as a general level of personal organisation. In an organisation, I feel there should always be a climate of trust, giving people room to grow and develop, with an emphasis on output rather than input.

"It's a very exciting time for the RCA and I'm proud to be part of it", says Anne.

Making History

Don Chambers likes living in the past. After all, that's his job. A professional historian, Don is currently tackling the mammoth task of writing about the history of roads in Victoria.

Late last year, the RCA invited historians from all over the country to apply for the writing position, and Don was the successful applicant. He's confident it will be a rewarding assignment, both for himself and the RCA.

"I set out to get the job, and I'm glad I did. It's an interesting subject," says Don, adding that he's been amazed by the amount of source material at his disposal.

"The bulk of written records and photographs is incredible. People in the RCA have been using cameras from the beginning, so I've got some great archival material. Even the 19th Century records are very detailed. There's Hansard and the Government Gazette which published details of contracts being let. A lot of early travellers also used to write about their adventures, and so we have many vivid descriptions of the state of roads. I'm just amazed that nobody has done any major research publication on the subject before."

Don will be delving into old newspaper clippings (there's about 26 volumes) and files at the Public Records Office at Laverton, as well as graphic material and Annual Reports at Head Office.

"I had heard some horror stories about conditions at the Records Office, but it's not the case with working facilities" he says. "I've worked in many similar buildings around the world and think ours is one of the best. It's anything but crowded, and my information is very accessible."

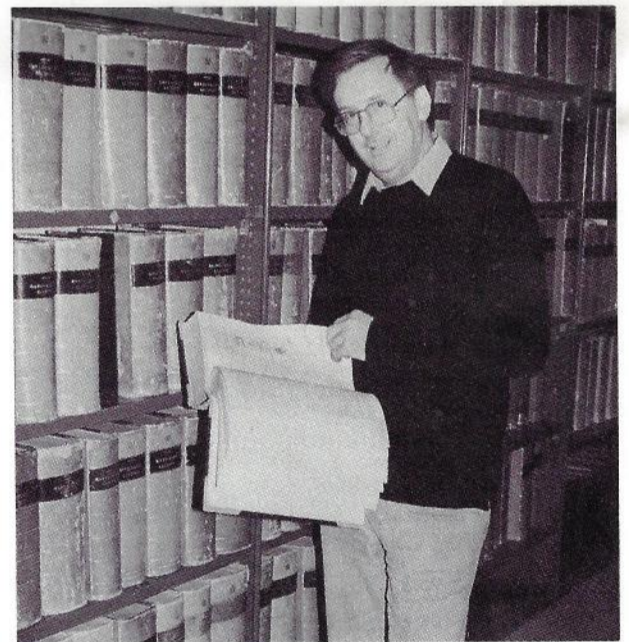
Don will be drafting his research in the tranquil surroundings of his self-built mud brick home at Airey's Inlet. Appropriately, it sits just off the Great Ocean Road, one of the many roads which will come under his scrutiny.

Don will be tracing the history of road development in the State since white settlement, and hopes to meet some old timers from the RCA later this year.

"I've got to get some sort of framework together first."

Born 51 years ago, Don spent his youth in the country, working first as a station hand then a shearer. In the early '60s he studied history at Melbourne University, winning the Dwight Prize in History, and sharing the Margaret Kiddle thesis prize in his final undergraduate year, for research into the history of the Victorian Presbyterian Church.

He then completed a Melbourne University M.A. thesis on the history of Ormond College within the University of Melbourne, before spending six years as a Commonwealth Scholar at Cambridge University, during which he completed a Ph.D thesis in nineteenth-century Scottish history.



• Don: making history

Since the mid-sixties Don has published many articles in academic journals in England, Scotland and the United States as well as such local periodicals as Historical Studies and the Journal of Religious History.

His most recent major publications were put out by Melbourne University Press during 1984 and 1985, being chapters in Ormond College Centenary Essays, and the historical work 'Violet Town or Honeysuckle in Australia Felix', on the site of Victoria's first inland-town survey.

He has also taught history at Selwyn College (Cambridge University), Monash University, and La Trobe University, and been on the staff of Deakin University College. During 1986 Don researched the history of Lanyon Station in the Australian Capital Territory for the Department of Territories, and it is expected that two publications will arise out of this work during the Bicentennial year.

Although operating as a freelance research-consultant historian these days, Don has continued academic links by examining higher-degree research theses for various tertiary institutions, and occasional supervision of Ph.D. students' research.

Don lives with his wife Sue (Senior Lecturer in Psychology at Deakin University) at Airey's Inlet, and has a daughter Zoe and son Jonathan attending Geelong Grammar School.



• Betty left the Wimmera-Mallee Regional office on December 12, the same day as Eddie Wineski (left) and Brian Francis.

One of the Interchange's most seasoned newshounds has decided to call it a day.

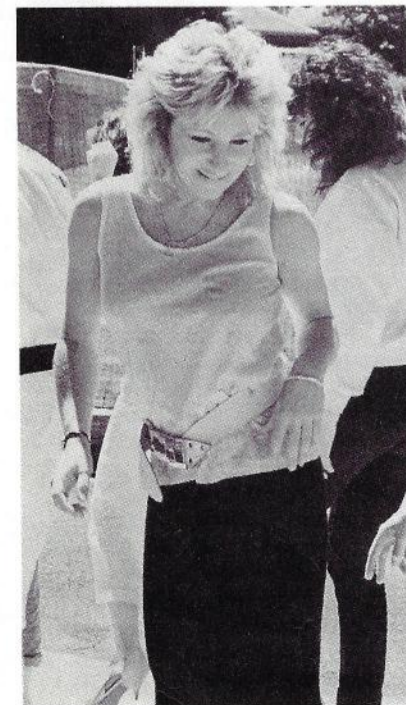
Betty Sleep has been keeping the RCA abreast of the latest gossip around the Horsham district for some 13 years.

Betty began writing for the former RCA staff journal, 'Roadlines', in early 1974, just after she joined the region as Senior Typist.

In case you haven't read about it in the 'Intray' column, Betty and husband Barry are on the move. Barry, who has been with the RCA for 22 years, has been promoted to the North-Eastern Region as an Overseer Grade B with the Bituminous Surfacing crews. They've settled in Wangaratta which, says Betty, is a great place to live.

"It's a pretty area, close to everything, and not too far from the kids in Melbourne," she says. Betty is also working in the North-Eastern Region, but adds that she'll be leaving any newspaper reporting to Mike Farmer, who has been our ace correspondent since late 1976.

For the record: our longest serving reporter is Victor Lawther. Vic has been filing reports on promotions, farewells and retirements, etc, from Dandenong since June 1965.



• Kaye takes a break from the trial at the H.O. Christmas luncheon. A week later she was back in the Supreme Court.

When Kaye Lyall received a notice in the mail summoning her to jury service last year, she jokingly told her head office workmates "It's probably a murder case... I'll see you in three months".

If Kaye was honestly expecting a routine murder case, she certainly never imagined a five and half month fraud trial.

But that's what the Law Department had in mind for her when she walked out of Administrative Services Group on 26 September to sit on a Supreme Court jury.

Kaye, a Senior Typist, was part of the jury which, in March, acquitted three men of conspiracy charges involving one of Australia's largest bottom-of-the-harbour tax avoidance schemes. The jury was told that the Federal Government had been deprived of nearly \$16 million in unpaid tax.

The verdict which came after six days deliberation closed the lid on a court case which lasted nearly six months and cost at least \$2 million in legal fees and administrative costs; one million alone being spent on the defence bill.

"I sat in the same seat for five and a half months," Kaye says, "in the Supreme Court on the ninth floor, at 10 Queens Road, South Melbourne".

But Kaye adds that the experience was worth it, although she never dreamed she'd be away from work for so long.

"I became close friends with a few of the jurors," she adds. "And initially the hours were quite good but as the case lengthened, so did the hours. I also didn't have to worry about driving, because we'd be driven to and from court in a taxi.

"The most tiring bit, though, was being locked up for six days (including the Labour Day weekend) for the deliberation. I wasn't allowed to go home or mix with anybody other than the jurors".

It's unlikely Kaye will be taking any more time off for such legal duties for quite some time. After the hearing, Mr Justice Phillips commended everybody involved in the case for their co-operation—and excused the jury from further duty for five years.

SPORT

• RCA vs DMR Tasmania

Visitors bow out of bowls

When the Tassie bowling team poured off the plane at Tullamarine on Monday 9 February, they were confident they could avenge last year's disenchanting defeat.

But the accomplished Victorians had other ideas, as the lads from the Department of Main Roads soon realised.

"We softened them up with some old time hospitality," explained Charlie Robinson (ex-Survey). "We had a evening barbecue at my place on the Monday, then a lunch the following Tuesday."

By the time the teams were due to start some serious bowling, the visitors had seemingly lost their taste for

retribution.

Engaged in a battle of fours at the Auburn Heights Club on the Tuesday afternoon, the Victorian rink with Ross Bennett (Survey and Mapping), Brian Kemp (Bridge), Ian McLean (Safety Officer) and Peter Kotsanis (Dandenong) showed excellent form by winning 24-16.

Another example of Victorian strategy unfolded on the Wednesday. "We thought we'd tire them out with a trip to Ballarat," said Charlie. Sebastapol Bowling club was the venue and, after a friendly lunch, the regional office unleashed its big guns onto the relaxed opposition.

"We had two fresh pairs from the Workshop," recalled Charlie, "namely Les Curtain and Bill Lazzo, and Rupe McKenna and Owen Knowles. The tactic worked—but only just."

The determined Tassie squad won one of the pair matches 18-17, but lost the other 15-17.

"It was close, but they conceded it was enough to surrender the series to Victoria," said Charlie.

Play was rounded off on the Thursday at Kew Bowling club with each of the visitors skipping a composite rink in two matches of triples.

This was meant to be a 'skins' day with two matches of 10 ends each—winner take all! The triumphant rink

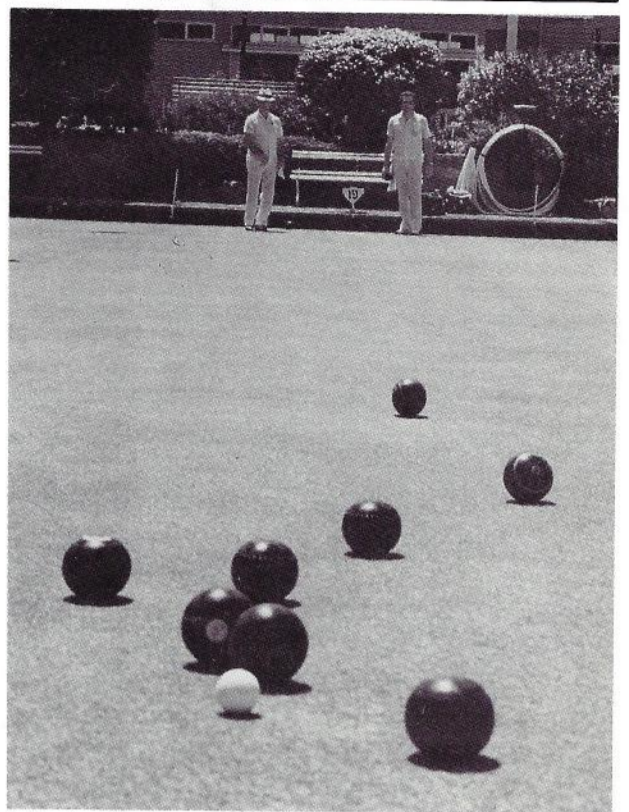
was Doug White (Tasmania) with Victorians Charlie Robinson and Ern Alexander.

The Apple Isle tourists now will be introducing the 'White Quillam Shield' for perpetual competition in the annual bowls event, with the first inscription to read '1987-RCA'.

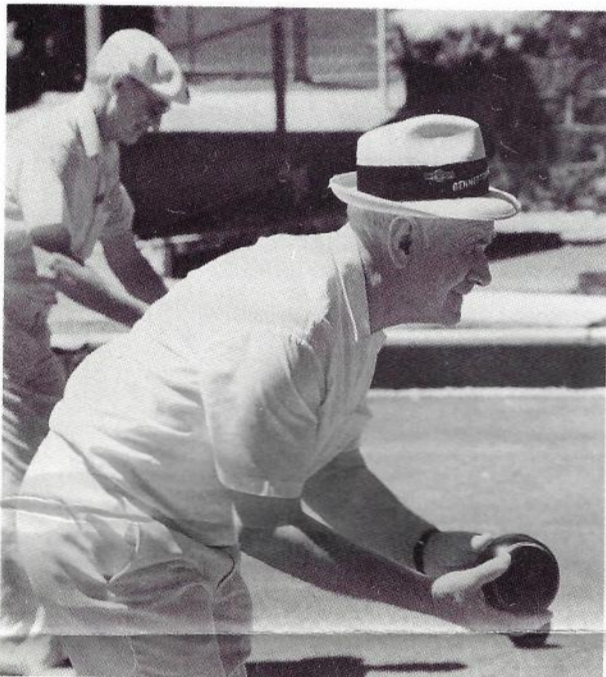
At the presentation on the Thursday evening, Doug White was awarded the trophy for the best bowler of the series.

In the Bicentennial year, the RCA will be meeting in Tasmania for what should be another exciting and no doubt sociable series.

Adds Charlie "We will be looking for a strong team to make the trip and defend our honour".



• The bowling boys in action.



• Sizing up the situation: Ross Bennett (left) and Ern Alexander, at Kew.



• Gordon Hiscock delivers his bowl at Kew, with Charlie Robinson and Ern Alexander no doubt hoping it will be misdirected.

Golf News - from around the (sand) traps



• John Bethune (Materials) has a friendly chat after a tee shot.

Green Acres was the place to be

From Gary House

The RCA Inter-Regional Golf Day, held at Green Acres Golf Club, Kew North, on 16 February, was played under superb weather conditions.

The teams event was keenly contested by 66 players, with good scores posted by Central Gippsland (115), Road Design (107), Retired Persons Association (107), Glen Waverley (100), Finance (100) and Materials, Baddaginnie - Bowser, North Eastern Region, Central Highlands Region and East Gippsland.

Traralgon's winning team consisted of Keith Thompson (41), Mick Hayes (38), and Dennis Hammond (36).

Other Results:

Best Overall RCA Club Golfer: Keith Thompson (41); **Best RCA Social Golfer:** Ron Williams (43); **Best Visitor:** Terry Markham (41). **Nearest the pin:** Mike Jeffress (4th hole, 190 m) - trophy donated by Neville Drayton of Force Power; John Fountain (9th hole, 119 m); Phil Montgomery (11th hole, 98 m) - trophy from Mike Sadlier of Chemie-Linz; Mike Jeffress (17th hole, 200 m) - trophy from Bernie McCoy, William Adams Tractors. **A Grade (0-17)** Ian Brown on 40, **B Grade (18-21)** Mick Condie on 40, **C Grade (22-32)** Peter Fletcher on 30 - prizes donated to these



• It's obvious Bill Murray (Retired Persons) spends a lot of his retirement on the golf course. He's seen here playing a bunker shot.

winners by Terry Markham of Ingersoll-Rand. **Longest Drive - 5 hole:** Jim Tullberg. **Other impressive scores:** Mike Jeffress 42, Ian Brown 40, Mick Condie 40, Gary House 40, Peter Fletcher 38, David Hosking 36, Neville Drayton 36, Brian Tindall 36.

Horsham Hockey Making a monkey of the opposition



The RCA Roadrunners had another successful twilight hockey competition. With a depleted RCA representation of Greg Trounce, Eddy Wisniewski and Iain Aitken combined with outside assistance, the Roadrunners held off a strong resistance from early favourites, Monkeys.

Our photograph shows Greg Trounce (Accounts), left, and Iain Aitken (Engineering) with the Horsham Hockey Club Twilight Competition Perpetual Trophy. The RCA Roadrunners have won it for the last two years.

Phil's A Champ

Congratulations to Phil Harrison for winning the RCA's Club Champion award with 17.4 points.

Phil came in ahead of Steve Pittonet on 17 points and Geoff Pullin on 14.

Match play competition was contested during 1986 with Allan Armstrong conquering all. Al defeated

Mark Reilly 5/3 in the final at Rosanna.

This year the membership is being expanded to include the Retired Persons Association and if anybody is interested in joining the Club for a game—contact Gary House (Road Design) on extension 2387.

Tom joins Bendigo Bicycle Committee

Bendigo's former Divisional Engineer, Mr Tom Glazebrook, has been appointed to the State Bicycle Committee.

Mr Glazebrook is also a former Chairman of the Bendigo Bicycle Planning Committee, and consequently is

familiar with the needs of country municipalities.

"Mr Glazebrook will make a valuable contribution to the work of the Bicycle Committee," said Mr Tom Roper when he announced the appointment on 11th February.

Calling all Good Sports!

Sport Inside:
Who's big on bowls
RCA Golf Day—page 15

Trivia Quiz Hotline: 2584



Entry forms are also available around the RCA. There is no limit—but all entries must be on an original form.

Here we go again, sports buffs, with our Sports Trivia Quiz Number 2.

As in the last quiz, the first correct entry drawn out of the barrel will win \$100 worth of sportsgear from Beta Being.

Beta Being has a wide selection of mens and womens sportswear, be it for aerobics, tennis, swimming or athletics, produced by top companies including Finesse, Cherade, and Gun-It, a popular Aussie manufacturer.

But you don't have to enter the quiz to be a winner. RCA staff receive 10% discount on all items purchased from Beta Being on presentation of a HOSA membership card (or some other similar form of ID).

The shop is located at 246 High Street, Kew.



• Lorraine Doney can put you into a stylish tracksuit at Beta Being in Kew.

Interchange/Beta Being SPORTS TRIVIA QUIZ No 2

1. What sport would you helicopter to the Bugaboos for?
.....
2. Which State cricket side won the 1986/7 Sheffield Shield competition?
.....
3. Who was the first team to occupy 14th spot on the ladder after the first round in the expanded VFL competition?
.....
4. Who were the male runners who came first and last in the recent Westfield Sydney to Melbourne Ultra-Marathon?
.....
5. What has a maiden thoroughbred horse never done?
.....



NAME

LOCATION

PHONE No.

RETURN TO: SPORTS TRIVIA QUIZ
c/o RCA CORPORATE RELATIONS
HEAD OFFICE, KEW.

Entries Close
Friday 10 June 1987

More Diversions

Normally good-humoured chap at Head Office was anything but cheery as he sat behind his desk, writing out cheque to Kew City Council for a parking misdemeanour. Suddenly he threw his cheque book into the air and frantically raced outside to Denmark Street. It was ten past four... and his forlorn red Commodore was parked in a Clearway: complete with another newly acquired traffic ticket.

Are we supposed to interpret something from this? Traffic Engineering released its 'Signs and Markings' manual on Tuesday 17 March—St Patrick's Day. You can't help but recognise it—its cover is bright ORANGE!

Head Office staff member, who tied the knot just prior to Christmas, had a rather inauspicious start to married life.

Departing the reception at 4 am after the post nuptial celebrations, the groom directed the cab driver to take the happy couple to the new Hyatt Hotel where they were to spend their wedding night.

Upon arrival in town, the groom tipped the cabbie



\$5 and the pair alighted. The smiles of the blissful couple soon disappeared when they discovered that the cab had dropped them at the Regent, two blocks from their intended lodgings.

Dressed in their wedding finery, the pair trudged down Collins Street, bags in hand, much to the amusement of the council street cleaners.

From all reports the bride was not amused and it took considerable dissuasion upon arrival at the hotel to prevent her making an early call to a divorce lawyer.

BRIDGES 1

More than 75 million vehicles crossed the West Gate Bridge during the period when tolls were operating and the revenue collected over the years amounted to more than just small change.

Not all of the 'shrapnel' which found its way into the automatic toll booths turned out to be the genuine article.

Reporting Accountant, Mike O'Shea, recently called tenders for the suprisingly diverse range of foreign coins which were collected from motorists over the years.

Bridge users, it seems, were only too keen to dispose of their dinars and drachmas. Coins emanating from such far flung places as Norway, Kenya, Uruguay, Jersey, Bahrain and Swaziland found their way into the toll booths along with other items which could hardly be described as legal tender.

Counterfeit coinage used to secure passage over the bridge included washers, religious momentos, ski-lift

tokens, Rub-A-Dub car wash discs, Manly Ferry ride tokens, and even a membership medallion from the Rockhampton Jockey Club.

We believe that police are looking for a well-travelled jockey who likes skiing and drives a very clean car with NSW registration plates.

BRIDGES 2

Paint the West Gate Bridge bright green with orange pylons and hot pink piles! That's the message from a leading West German psychologist who claims that daubing high bridges with radiant colours improved the mental outlook of depressed people.

A bright colour scheme for such high structures would reduce the likelihood of suicide attempts from bridges, he claims.

The psychologist says that red leads to an increase in blood pressure and adrenalin levels whilst blue lowers blood pressure and slows pulse rates.

Guard Against PC Pilferers!



The MIS Information Centre has had several enquiries concerning the security of personal computers.

Ideally, PC hardware should be secured after hours in a locked room.

Where the PC is located in an open office, or if it is not practical for the room to be locked, it is the responsibility of site managers to take whatever security measures they feel are necessary.

Except for PCs that are easily portable, like laptops, MIS does not expect equipment to be disconnected and moved to a lockable room each evening. Bridge Sub-branch staff, for instance, are using anchor pads to secure PCs to desks. These are expensive, at around \$600 per set, but are a very effective means of ensuring that the PC cannot be souvenired.

It is also worth taking precautions with manuals as they can "walk" very easily, and can only be replaced by purchasing the package again. Several users have had manuals stolen (or it slipped the borrower's mind to return them?). It is good practice to lock away any manuals that are not in constant use.

Finally, if your PC is stolen and once the equipment is replaced, you will be able to restore from an up-to-date backup—won't you?