

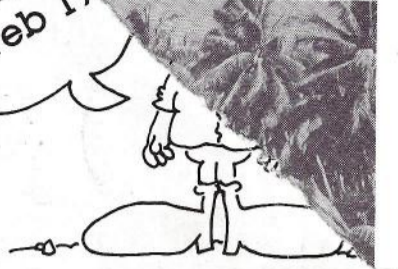
Interchange

Closing
Next Issue
3 Feb 1987

Summer, 1987

The R.C.A. Staff Magazine

Vol 14, No 3



Tunnel Vision at SEMARL

Staff working on the South Eastern-Mulgrave Arterial Road Link have their sights set on a 1988 opening for the \$136 million project.

Eastern Section Engineer, Bob Woodhouse, had his vision for the future of the link captured recently by award winning Age photographer, Bruce Postle.

Bob was caught in a reflective mood overseeing works on the site.

The photo from within the Scotchmans Creek undergrounding conduit, looks west towards the eastern termination of the project near Warriagal Road at Chadstone.

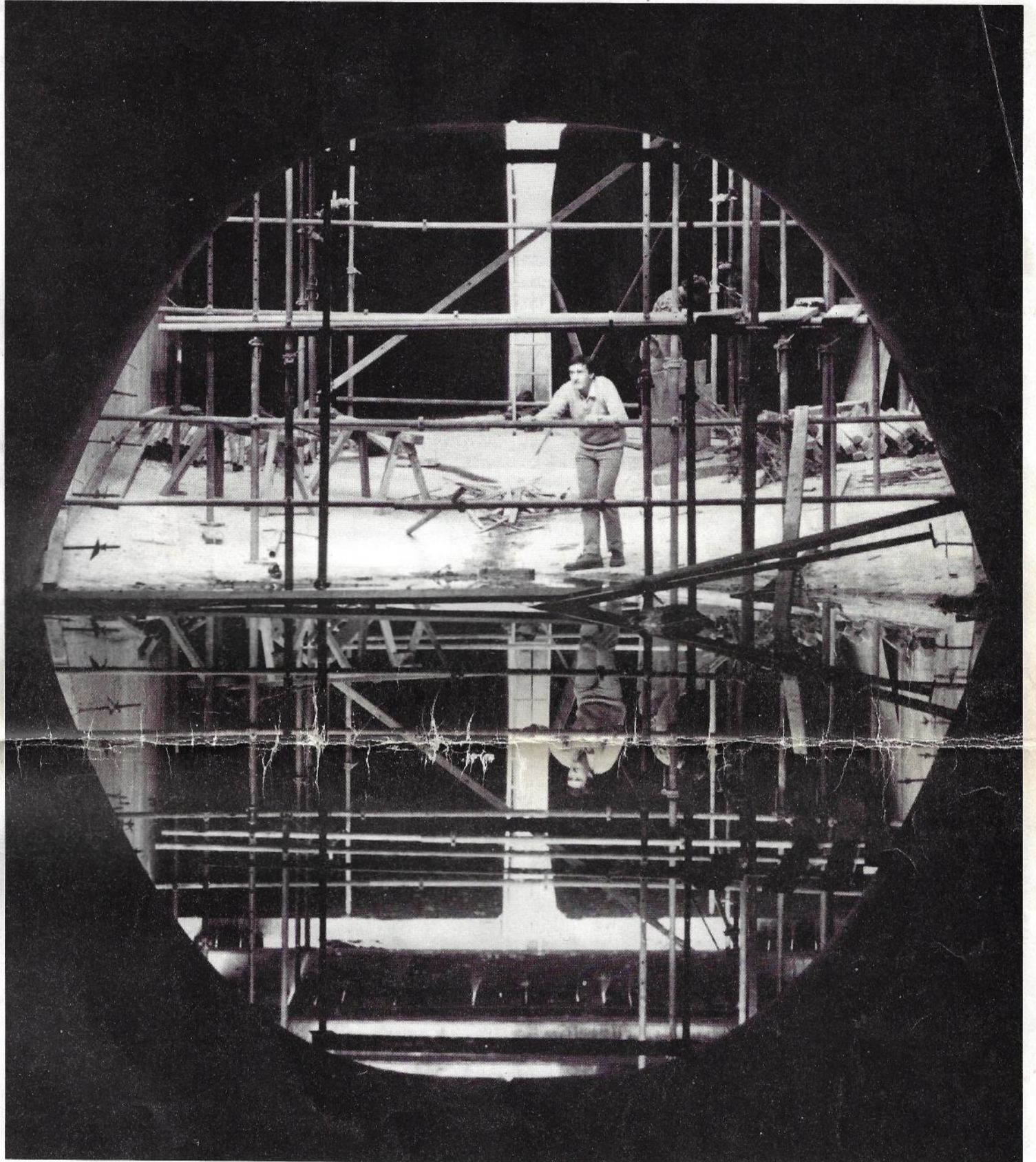
Scotchmans Creek will be diverted through the conduit when it is completed in November, and after backfilling, the four lane arterial road will be constructed over the top.

The 6.7 km road link will connect the South Eastern-Freeway at Toorak Road, Hawthorn, to the Mulgrave Freeway at Chadstone.

When completed, motorists will be able to travel on a divided road from Cranbourne to the city. Construction of the project began in March, 1984.

□

• Photo: Courtesy The Age



A Message From The Chairman & Managing Director

As we prepare for the Christmas break and January holiday period, I believe that it is important that we all spend a little time reflecting on our RCA and on the changes that have occurred in our organisation over the last 12 months.

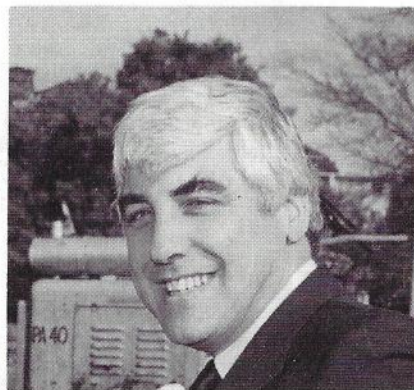
Clearly the "Future Directions" document (our organisation vision) is having a profound influence on the way we are evolving and the directions in which we are heading. It is important to recognise that the processes involved in the development of "Future Directions" have given all of us the opportunity to have our say and to ensure that it generally reflects our respective views. The process of evaluation and review is now over and it is now very clearly our document.

However, the words are empty if each of us is not committed to the implementation of our vision. That commitment will be

reflected in the action plans currently being developed. This will develop and quantify individual, departmental and regional goals and ensure that there are clear accountabilities for their achievements.

The RCA is a fine organisation, well placed to fulfil its role in the management of the principle road system of Victoria and all the functions and activities that entails. We have an extraordinary bank of talented people in all areas and covering a wide range of skills—our responsibility, individually and collectively, is to ensure that our talents are given full opportunities for development and the organisation faithfully maximises the use of its resources in response to the large expectations the people of Victoria have of it.

May I take this opportunity of thanking you for your efforts and support during 1987 and wishing all of you and your families the happiest Christmas and many blessings for 1988.



Ian F X Stoney
Ian F X Stoney
RCA Chairman & Managing Director

Enter Today

Try our

HOME TUNE

Auto Trivial Quiz - and win a \$240 prize



Details and coupon : back page!

Season's Greetings

WIN a Main

More People on page 14

It's Goodbye From Mr Jones...

Summary seven years is a long time with the one organisation, and Laurie Jones retires from the RCA with a lot of memories.

Laurie, Director - Operations, joined Warrnambool Division (now South-Western) in December 1950 as a Supervising Engineer.

Six years later he was appointed to Assistant Divisional Engineer at Ballarat Division.

Recalling that period, Laurie says "I became involved in the initial development of the Western Freeway through the Pykes Creek Reservoir area".

In 1963 he was appointed Road Construction and Maintenance Engineer responsible for updating the organisation's specification and construction methods throughout Victoria.

"At that time I also had extensive involvement in the development of plant," says Laurie.

He remembers that it was a busy period for him. He not only was a member of the original Road Design Manual Committee, but also was a 'guest lecturer' on Higher Engineering at Melbourne University. That role lasted six years.

He was appointed Divisional Engineer - Horsham (now Wimmera-Mallee) which he says was most satisfying.

"I was involved in the building of a number of roads in the Grampians. I love that area and enjoyed seeing their development."

Laurie moved into the role of Divisional Engineer -



• Mr Jones is farewelled by Mr Stoney at a large send-off at Head Office.

Metropolitan in 1971 just when the CRB's involvement in the urban area was rapidly increasing.

Metro Division became the largest in the State, recalls Laurie. "During the seven years with the division I saw many projects on the drawing board - the Keilor Bypass, Bell St/Banksia Street connection, Greensborough Bypass and several railway overpasses."

Diversions

More Diversions - page 20



Phil Allen (left) and Doug Baring caused a few apprehensive looks from work colleagues in Bridge Construction when they began unfolding this strange looking object in the office. It didn't take long for Phil to realise that they were causing a bit of a sensation and he quickly spread the word that the object in question was, indeed, nothing more than a harmless windsock. "We were about to have it installed on the West Gate Bridge as a wind direction aide," said Phil.

REFLECT ON THIS

Whilst personalised number plates are becoming rather passe these days with every second car on our roads featuring messages or nicknames, one US motorist had an Aussie tourist scratching his head when he spied a car bearing a rego plate which cryptically read: TI 3VOM.

Not until he passed the car and looked in his rear view mirror did the message come to light!

ROCKY ROAD

Speaking of tourists, a coach load of Aussies travelling through the Swiss Alps were bemused to see a set of traffic lights on an isolated alpine road with no other signs of civilization in sight.

The tour guide explained that the lights were triggered onto a red phase whenever an avalanche or rock fall occurred ahead on the road.

So remember if you're ever planning to drive in Switzerland, avalanches have right of way over tourists!

STOP THE PRESSES!

In what could only be described as poor timing, a promo blurb and advertising rate card for the new "Business Daily" recently landed on a desk at P.R. Section... the day after editor Michael Gill announced closure of the paper.

OOPS!

Sam Campbell at the Central Gippsland BS Depot prides himself on being a staunch upholder of the law. However his willingness to assist the constabulary was somewhat tested when he arrived at work to find a message asking him to contact a Mel Gib-

son from Churchill Police.

Assuming a hoax, Sam rang the number and proceeded to grill "Mel" about his movie career and the perils of stardom.

When he stopped to draw breath, a less than amused Senior Constable Mal Gibson enlightened Sam as to the nature of his original call... to investigate a break-in at the depot.

After considerable backpedalling and humble apologies, an embarrassed Sam was left to ponder the oft asked question: 'Where's Mad Max when you really need him?'

OLDIES BUT GOODIES

From the RCA/CRB Retired Persons Association Newsletter: "You really know you're getting old when your mind makes contracts that your body can't fulfil."

EARLY RISER

One cold winter morning recently, Northern Region Stock Inspector, Col Douglas, was called out to attend four head of cattle which had wandered onto the Calder Highway near Maiden Gully.

None too happy about being dragged out of bed, Col rounded up the strays and then set about finding the rightful owner.

Much to his delight it turned out to be workmate Steve Belz, a part time "cow cocky" and surveyor, at the RCA's Northern Regional Office.

Believing one good turn deserves another, Col took great delight in rousing Steve, who happened to be on holidays, from his slumbers to inform him of his wayward cattle...then promptly invited himself for breakfast!

GOOD ONE MAX!

Still up north, a trio from the depot, including Foreman Max Goding, recently inspected the headquarters of D 24 in Bendigo including the computer operations centre.

Keen to demonstrate the efficiency of their equipment, the police asked for a car registration number.

As the only one who could remember his rego number, Max volunteered and the data was quickly punched in.

Much to his horror, the machine spat out details of the car owner's record of misdemeanors which included rape, theft, assault plus a number of minor offences.

The police and his workmates were less than impressed with his sordid past and it took a deal of convincing on Max's part to persuade them that he had given them the wrong rego number.

Heard on CB radio while driving in Richmond:

Truckie: "Could somebody tell me what the South Eastern freeway is like please?"

Benevolent motorist who sounded very much like a G3 Plant Operator at Strathmore: "Yes.... It's flat and black!"

In 1978 Laurie became the Chief Works Engineer, tackling the upgrading of the standards of major works in the State, and in 1983 he was appointed Chief General Manager - Operations.

"It was at this time that changing community needs, to some extent, influenced the RCA to move away from general development of the rural road system to concentrate on the development of additional capacity on arterial roads in greater Melbourne. There was also a concentration on duplicating major rural highways, like the Hume and Western."

Where will roads be heading in the future? Laurie says the community in Victoria will be largely dependant on road based vehicles in the years to come.

"The geometry of the present road system is largely satisfactory," says Laurie, "but in many ways its capacity is inadequate in and around the larger centres of population."

"Our aim should be to provide increased additional capacity on arterial roads in and around Melbourne and near some of the larger centres in rural areas."

Laurie plans to use some of Victoria's - and Australia's - roads when he starts travelling around the country. "I really need a holiday to wind down," he says. He also plans to spend more time with his wife, Hazel, and grandchildren, and engage in his favourite pastime - birdwatching.

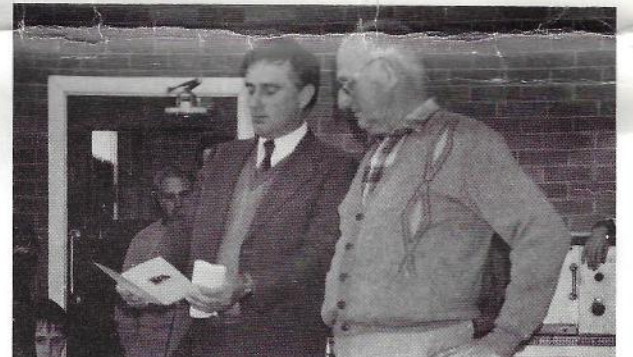
"The feathered variety, of course. Ornithology has always been my favourite hobby."

Laurie's other major objective is to leave the 'big smoke' and eventually settle in some country township. Where? "It'll be somewhere between Melbourne and Cairns," he says.

Mick retires

Mick Fasoli was the longest serving member of Bridge when he retired on 10 July.

He had notched up an impressive 41 years service with the organisation after joining the South Melbourne depot as a welding apprentice in 1946. After serving there and at the Port Melbourne depot, Mick moved to Glen Waverley in 1962.



He spent much of his early years travelling around the State working on various bridge sites including repairs to the Sale swingbridge, the Malby by-pass and the Swan Street bridge over the Yarra River. During the 1960s he also served in the CRB Army Reserve 104 Construction Corps.

Mick was farewelled by Acting Manager-Bridge Branch, Brian Kemp, at a gathering of past and present workmates.

After returning for a holiday in central Australia, Mick plans to bide his time working on a farm at Shepparton.

• Photo: Brian Kemp with Mick

In the line of duty



After a hard day's roadmarking, Lance Goodman, Roadmarker-in-charge, cleans out a painting unit. Lance was photographed working on the Warburton Highway and works for Dandenong Region.

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.

Our Man In Bhutan

In late July, Joe Gwizdek joined the RCA's "overseas community". Joe, an engineer from East Gippsland Region, has ventured to one of the world's more remote and obscure locations - Bhutan.

Before you start diving for your atlas, Bhutan is a small Himalayan Kingdom sandwiched between India and China, immediately to the east of Nepal. The population of this almost entirely mountainous country is 1.2 million.

Joe will work for the Snowy Mountains Engineering Corporation on a consultancy contract for the Public Works Department of Bhutan, and will be specializing in introducing a road maintenance system.

Bhutan is a very poor country with a low level of infrastructure. (It has 2130 km of roads, of which 1670 km are bitumen sealed. It lacks trained personnel, and the severe alpine climate imposes its own difficulties. "All in all, it is a challenging assignment," says Joe.

He will spend the remainder of 1987 in Bhutan, with a break back in Australia during the September school holidays. He is expected to undertake a similar stint during



● The chap with the RCA tie is engineer, Joe Gwizdek (right) with former Regional Manager of East Gippsland, Peter Balfe, and Mazuri Gorilla. Mazuri made a brief appearance at the send-off party for Joe who is now working in Bhutan with the Snowy Mountains Engineering Corporation.



● Joe: now partly residing in Bhutan where meat is scarce but "there's plenty of rice".

the second half of 1988. Life in Bhutan will be interesting to say the least.

There is a grand total of two hotels of international standard in the country, and, to quote from the tourist guide: "There is no nightlife in Bhutan - full story!" Joe may have to get used to yak cheese, red rice, and Bhutanese tea (a concoction of tea, soda, butter and salt). And telephone communications with the outside world are notoriously bad.

Despite these privations, Joe was philosophical before he left, concerned mainly that he had enough warm clothing. The spectacular scenery and the rich Tibetan Buddhist culture will be highlights that few westerners have experienced. Already Joe has experienced one public holiday - the country recently celebrated Bhudda's birthday.

Write to Joe

Speaking to Interchange in August, Joe's wife Irene says that he has written her four letters—two from Calcutta and two from Bhutan.

"But I've only received one," she says. "I also had a phone call from him at one am. He had booked it for three days."

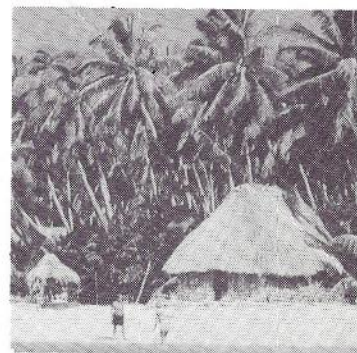
She says that Joe is currently residing in a hotel and his first main job will be to spend two weeks inspecting roads.

"He says that meat is very scarce, but there's plenty of rice."

You can drop Joe a line through the Mail Room—address material to Mr Joe Gwizdek, c/o Bhutan Project.

A place in the Fiji Sun

From Geoff Hose



Geoff Hose drops us a line from Suva on the Fiji Islands. Here are some excerpts...

Thought it was about time I put pen to paper (or fingers to keyboard) to tell you about the joys of Fiji.

The coup is a bit of a non-event as far as there being a major military presence evident in the streets, but we do have a couple of soldiers at the entry to our building as it also houses the Suva telephone exchange.

I should mention that Fijians are extremely large, including or even especially the ladies. Lyle (Grinter) and I have fitted in pretty well as, with our large midriffs, we look like the locals.

Down to some of the facts I should mention...

● Suva is like a big country town, does not have any major traffic problems by our standards, but the roads are awful, with a standard of maintenance to match.

● The Hoses have rented a three bedroom upstairs and maid's quarters downstairs about five km from the city centre. It has a nice view over Lacula Bay and would

be an ideal spot for someone to spend a pleasant weeks holiday.

● Work is going to be interesting and no doubt frustrating at times.

I don't think that it is going to be very difficult to live in Fiji. Rather I suspect it would be like living in Cairns, as there are so many expatriates living there. There is even a brewery owned by Carlton United, but as you would expect, I haven't had enough of it yet to decide whether or not I like it.

No doubt the biggest attraction is the surrounding coastline. Many people travel down the coast for the weekend and the resorts offer a local rate of \$35 per night which makes it affordable. The water and snorkelling really is travel brochure stuff.

I have only one complaint to make: with the maid Marg (Mrs Hose) has chosen. I had in mind a young attractive housegirl, but Marg has employed a 52 year old widow who I am genuinely scared of as she already thinks she runs the place.

Regards to all - Geoff Hose on location.

Page 3 People

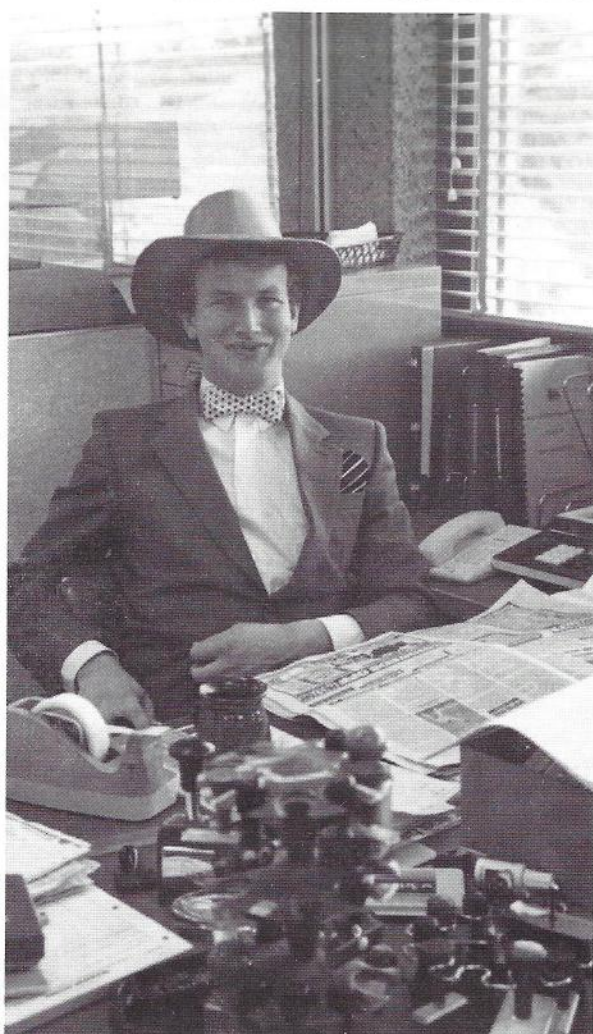


Her colleagues call her "the quiet achiever".

Karin Leeson, of the Accounts Section North-Eastern Region, recently celebrated her 21st and is seen here enjoying the occasion at a dinner with her family (her mother has been the staff 'tea lady' for the past six years).

And is she really "the quiet achiever"? We don't know - she didn't want to talk about it.

Her interests are basketball, reading and crotchet.



Suave Brendan Thomas is the hottest name in fashion circles following his much lauded appearance at this year's stylish Bow Tie Day, held by Bridge Construction Group.

Brendan's bold and elegant canary yellow plastic bow tie, featuring colourful polka dots, was complemented by matching Akubra hat, grey pin stripe suit and a stunning blue striped handkerchief. The genteel Mr Thomas is photographed above at his desk perusing the latest French edition of 'Vogue'.



Sapper David Gellion came under inspection from co-worker, Corporal Marilyn O'Connor, recently at the annual Army Reserve field training exercises in Puckapunyal during October. Both David and Marilyn work in Traffic Engineering and belong to 22 Construction Regiment, which is RCA sponsored. The role of the Regiment is to provide engineering support in both the "Combat Zone and Communication Zone", and the Interchange cameras were at the exercise to capture all the action. Full story with pictures on page 8.

• At your service - part 3 of an irregular series on the RCA's service sections

• Management Information Services



MIS: the computer people

The MIS Branch has made a number of internal changes to simplify and improve the level of service concerning the purchase and support of computer products.

Help Desk

A help desk (ext 2705), has been established to provide a single point of contact for clients with enquiries concerning products, prices and ordering procedure. Where a client requires additional assistance beyond a simple one off enquiry, eg. assistance to develop a dBase application, the help desk will arrange for the appropriate MIS officer to consult with the client. The help desk is staffed on a rotating basis by Peter Holmes, Paul Mizzi and Andrew Chapman.

Hardware and Software Catalogue

The MIS Hardware and Software Standard Product Catalogue, first published in March 1987, is being issued every three months. If you are involved in the specification of computer products within your group, please ensure you have a current copy of the catalogue. Additional copies can be obtained from the help desk.

The second edition of the Standard Product Catalogue was released in July. Amongst other things, it included details of the AT compatibles that were recently approved for use within the RCA, details of the 3Com and Bridge Communications products, details of the IRMA PC to mainframe link and 2 new project management packages. A note had been added to a number of products that are no longer commercially available to indicate that these products are still supported by MIS. A note had also been added to a number of other products to indicate that while still commercially available, they have been superseded by other products within the RCA and are therefore no longer purchased.

Computer Product Purchases

All computer products are now purchased by the MIS Operations Group. The Operations Group is also responsible for installing new PCs and upgrading existing installations with additional software including the 3Com Local Area Network products. Any queries regarding installation dates should be directed to the Principal Computer Operations Controller, ext 2457.

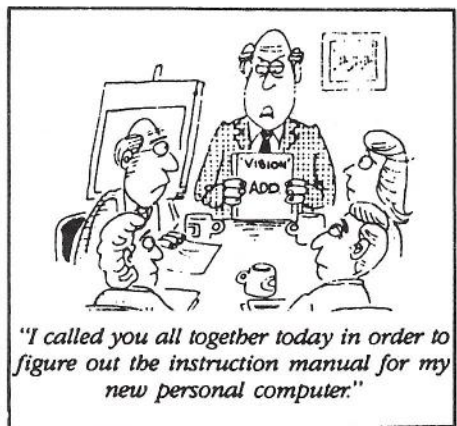
How To Order Computer Products

The procedure for ordering computer products is as follows:

- (a) Contact the help desk to discuss the products required for your particular needs.
- (b) Follow the appropriate staff consultation procedures. Refer to guidelines for monitoring committees (September 1986, RCA circular 84/20 P & ER and subsequent memorandum on "New Technology - Joint Committee on Technological Change", October 1986) all issued by the General Manager P & ER.
- (c) Forward a report to the Manager - Organization & Methods, describing the products required, planned usage and desired delivery date. The report must include approval from the appropriate level manager to transfer funds to MIS account 625698 for the purchase of hardware and MIS account 625981 for the purchase of software.
- (d) The MIS Operations Group will contact the client to arrange for the products to be installed. Installation date will depend on:
 - . availability of products
 - . installation backlog
 - . priority allocated to client

(Operations aims to satisfy requests for products within 2 weeks of receipt of the report if the items are in store.)

• The MIS crew: from left, Andrew Chapman, Frank Heys, Helen Murphy, Paul Mizzi and Peter Holmes.



• Central Depot

A Computer for Plant Branch

From our Reporter at Glen Waverley

We are now well on the way to having a computer system for Plant Branch. This computer network will eventually allow us, at the press of a button, to find out details of any item of RCA plant. The network will be available on any terminal in the RCA, including all workshops.

Our team has been working on the Equipment Planning and Scheduling Corporate Information System (CISP) since September 1986, and has carried out a Business Area Analysis (BAA) using an "Information Engineering" approach. The team has interviewed representatives from all areas involved in equipment use and management, concentrating mainly on plant.

Here's the Plan

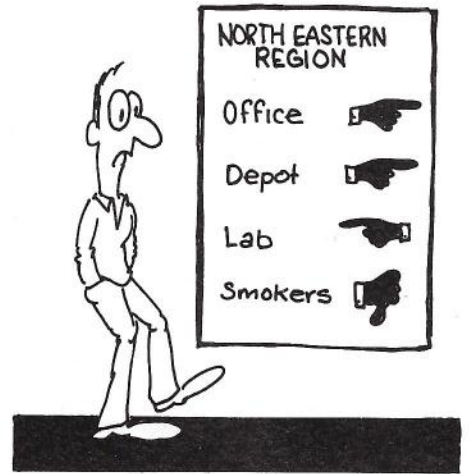
We have identified nine parts of the plant system, of which seven will be computerized. The four introduction phases are:

- Equipment Inventory and Hire Rates (Plant Catalogue)**
The system will be needed for entry and update of all RCA fleet data.
 - Equipment Allocation and Utilisation (PRESS and more)**
To be available for installation by mid-November 1987, initially at Glen Waverley and then together with phase 1, progressively to all workshops and customer offices in Branches, Regions and Projects by mid-February 1988. The programme will include training.
 - Equipment Reservation, Scheduling and Private Plant Hire**
To be available for implementation by mid-February 1988.
 - Equipment Acquisition and Disposal Planning (Plant Capital)**
To be available for implementation by mid-April 1988.
- The full system will be available throughout the RCA by June 1988.

And the Benefits...

The payback period for this system is estimated to be eighteen months, but much more important will be the up-to-date information for the customer and plant providers, the linking of plant and accounting records in real time, and the replacement of the existing Plant Recording system which no longer works.

BENALLA IS SMOKE FREE



For those who thought the anti-smoking lobby may have ran out of puff, be warned!

The management and staff at North-Eastern Region have declared that the regional office is now a 'non smoking area'.

Visitors to the regional office in Benalla will be greeted by advisory signs saying that they have entered a 'no smoking area'.

"The smokers in the office, in the interests of their fellow workers, agreed to the introduction of a non smoking area encompassing the whole office building," said Bruce Cochrane, Regional Manager.

The regional office became a smoke free working place on 1 October.

Fund raiser for Raelene

The Baddaginnie-Bowser project office has undertaken to raise \$500 towards expenses for Survey Officer, Greg Dennis's wife, Raelene, who had to fly to New Zealand for a specialised heart operation.

Anyone with any enquiries about the fund raising exercise can ring the project's Social Club contact, Jim Tullberg, on (057) 62 4144.

• What's happening overseas

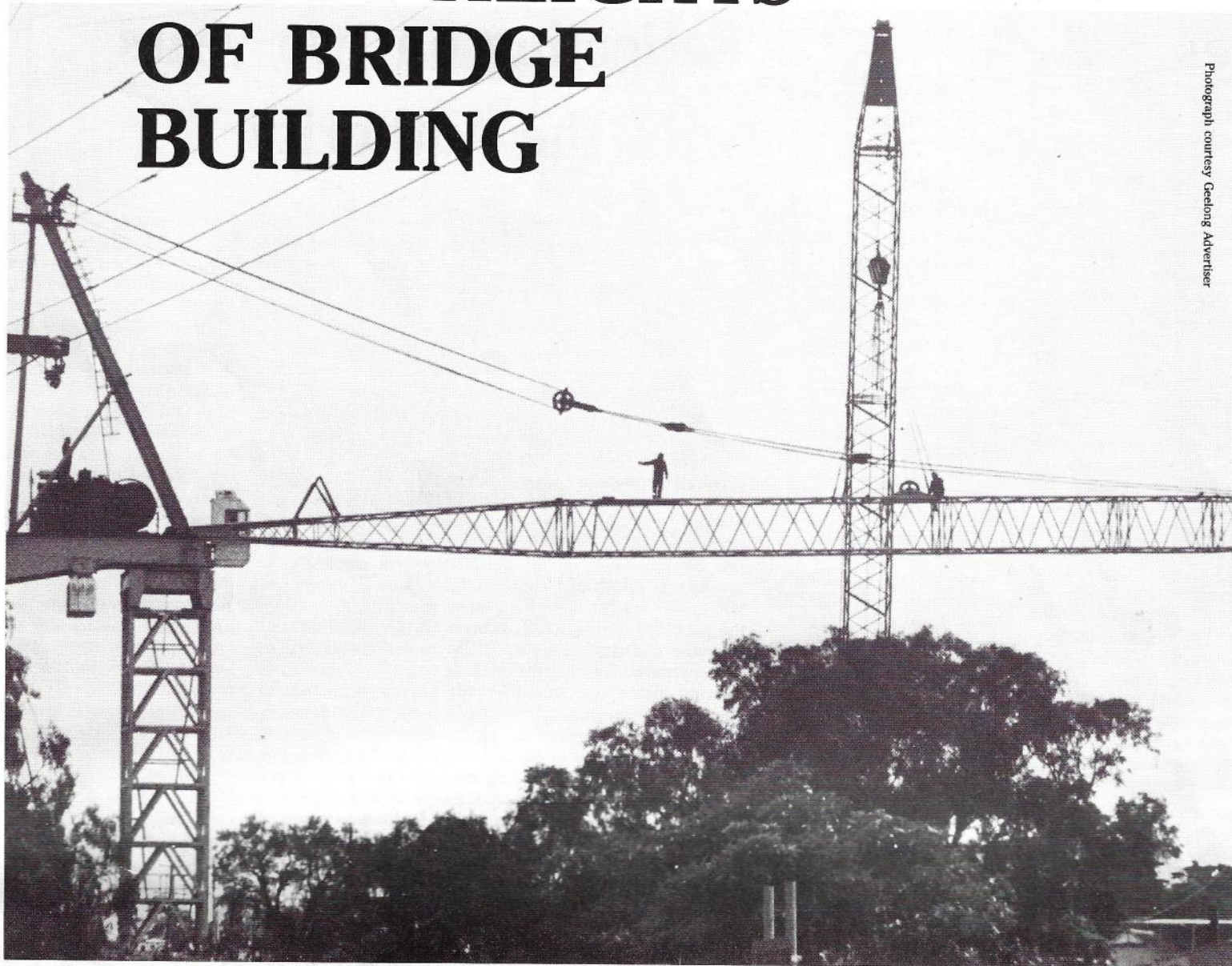
Snail's Pace



The Dutch have come up with a novel way of inducing motorists to slow down in built up areas. Road authorities have attached giant snails, affectionately called 'Sluggys', to speed restriction signs around the country. The 'Sluggys' are made of polyethylene, come in bright, eye-catching colours, and are virtually maintenance-free.

Photo: Traffic Engineering & Control

LOFTY HEIGHTS OF BRIDGE BUILDING



Photograph courtesy Geelong Advertiser

Both the RCA and Lewis Constructions knew building a bridge over the Barwon River was going to be a tall order. Hence the crane. But, as the photograph attests, it's no ordinary device. These men were spotted working on the 50 metre arm of a Favco 500 tower crane which is being used to build three spans on the north bank of the Barwon River at Geelong.

"It is the first time the crane has been used on a Victorian bridge," said

Leo Stella, Project Engineer with Barwon Region.

The crane, which will later be dismantled and moved to the opposite bank for the other side of the cantilever, can lift a 12 tonne load at 50 metres and was used to build Brisbane's Gateway Bridge.

What sort of person is needed for the lofty heights of bridge construction? We're told there are no special qualifications - you've just got to have the right altitude.

Bicentennial NEWS

The annual National Engineering Excellence Awards will be presented at the 1988 Bicentennial Engineering Conference in Sydney next year.

The awards will form an important part of the official opening of the conference in Sydney's Centennial Town Hall.

The Institute of Engineers, Australia, has invited several local and international speakers to appear at the conference which will be held from February 21 until the 26.

The conference will revolve around the three areas of Living, Communicating and Wealth Creation. During the conference there will also be three major exhibitions including Two Hundred Years of Engineering in Australia, which will be held in the Lower Town Hall.

The Institute is currently organising a number of pre and post conference tours for visitors. For further details, contact the Conference Secretary at Milsons Point, NSW, on (02) 929 8544.



Write to Us!

We would like to hear your comments (favourable or otherwise) about this issue of Interchange. It may be a general view or a specific point about an article or regular item. Send your letter to 'Feedback', care of Interchange, and we'll publish the best ones!

Mustafa Joins the Motorway Gang

Mustafa Uzunoglu probably thinks the multi-million bypass at Wangaratta is rather small fry. As for the La Trobe Terrace bridge—lightweight stuff! And the West Gate Freeway project—at a piffling \$180 million, it just isn't in the stakes.

In many ways Mustafa can afford to be a bit cynical. He has just left for Turkey where he'll be part of a team working on the Trans-European North South Motorway.

Mustafa, a Drafting Officer with Road Design Group, has joined the drawing list of RCA Overseas Secondments and will be in Turkey for 12 to 18 months.

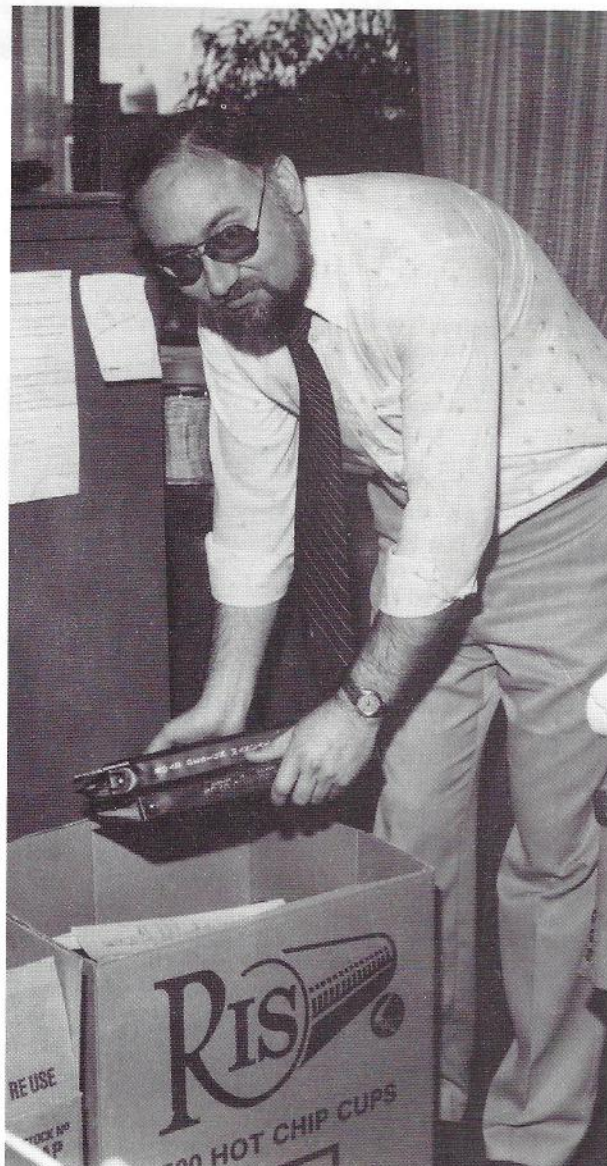
As a Senior Drafting Officer he will be working on a section of the motorway between Istanbul and Ankara, Turkey's capital. The \$20 billion-plus motorway will eventually extend from Gdansk on the Baltic Sea through eastern Europe to Gurbulak, on Turkey's frontier with Iran.

"It will be a great challenge," says Mustafa, who speaks Turkish. "I will also have the chance to get some valuable training in the MOSS design system. After I have learned the system, there is a likelihood that I may be required to provide some training to the Turkish speaking people on the job. But it's not an official part of my duties."

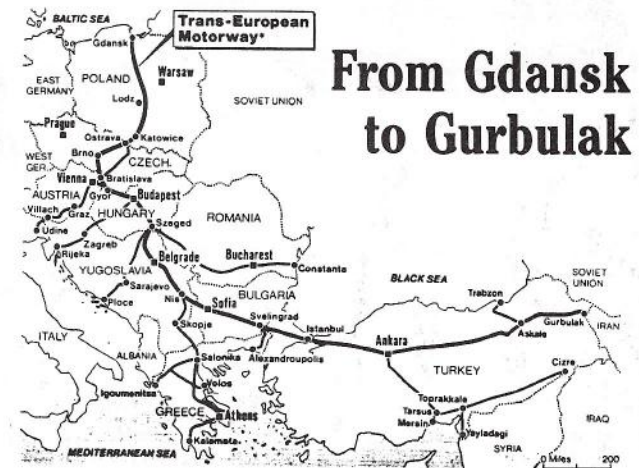
Mustafa was born in Cyprus and came to Australia at the age of 20. He joined the RCA in 1974 after working with Ford Australia and studying at Collingwood Technical College. He is looking forward to his secondment and is prepared for the change in working conditions. "The hours will be long," he says with a reassuring smile, "I'll be expected to work forty hours a week plus overtime—without pay, and certainly no flexi time."

Mustafa will be living in Ankara where accommodation has been provided. Already ten other Australians are living in the city and all are working for Maunsells and Partners Pty. Ltd., a firm of engineering and planning consultants. The firm is working with US and Turkish construction companies and the government on 267 km of six-lane divided freeway between Gerede, west of Istanbul and Ankara.

Mustafa says he'll miss some aspects of life out of Australia—mainly the 'sport and the telly'.



• Mustafa : Part of the 'Trans-European Motorway' team



From Gdansk to Gurbulak

By the end of the decade, Germans in BMWs, Russian trucks, Iranian businessmen and French tourists will be racing along a 10,000 km high-grade Trans-European North-South Motorway.

It will extend from the top of Poland, link ten countries to the Turkish/Iranian border, and cost a lot of money - more than \$20 billion dollars.

But for Europe, the economic spinoffs will be substantial. Europe's least developed countries will benefit significantly, and the developed are expected to come in their droves. Turkey has 3600 km of the motorway within its borders and with a second Bosphorous bridge underway, hopes the road will bring in a swarm of camera-clicking trippers. Polish authorities are eager that travellers will bring more Western currencies into their shops.

Most technical difficulties have been resolved, including where a lot of the motorway runs through earthquake zones and the biggest problem now is funding. Already the project's final completion date has been altered - it was originally planned for 1990!

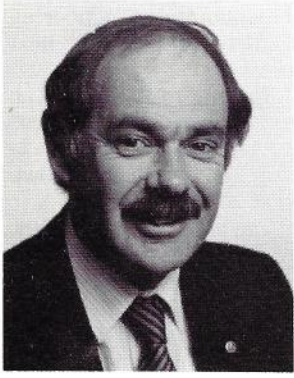
Sound move

The RCA will spend approximately \$900,000 this year on noise reduction works on the Tullamarine, West Gate and Mulgrave Freeways. It is part of a major exercise to provide noise reduction fencing on urban freeways built before 1974.

A word from your Employee Reps . . .

Bruce Phillips and Bill Shum have returned as elected members of the Authority . . .

“The Issues . . .”



Mr Bruce Phillips, APEA nominated employee representative on the RCA's Board, writes on topics which are of interest to RCA employees . . .

Delegations

The board has approved a model for the review of delegation of authority within the organization. The model is based on the principle that decision making should be moved as close as possible to the work face thus enabling people to get things done without unnecessary reference to senior officers. When fully in place, the revised delegations will have the effect of making us a truly decentralised organization with flexibility and an ability to react swiftly to changing circumstances. Employees will feel fewer restrictions and will be able to assume new levels of responsibility and

derive greater satisfaction from what they do.

Staffing Levels

You would be aware that the Authority is operating under an enforced freeze on external appointments. Approval to advertise externally is difficult to obtain and is only granted in compelling circumstances. This has resulted in a fall of about 470 (5%) personnel across the board. Extreme difficulty is now being felt in some areas because attrition is based on personal circumstances and not on organizational needs. In order to balance staff resources, with needs, an amount of redeployment seems inevitable and for this reason negotiations are in progress on a redeployment agreement and a staff mobility package is being drafted. I have taken, and will continue to take, an active role in ensuring that the real needs of staff are recognized in these matters.

Further, it is apparent that an overall staffing policy needs to be redeveloped to ensure adequate recruitment, training and deployment for the future needs of the organization. This policy will be influenced greatly by the various functional reviews currently in progress. I encourage staff to take an active interest in these reviews, both directly and through

Staff Association/Union delegates to ensure that practical results, which embody staff needs and aspirations, are obtained.

Personal Development

You will soon be exposed to a new staff appraisal system. Unlike its forerunner, the new system concentrates on the needs the aspirations of the individual and smacks far less of “Big Brother watching”. You will have far greater input to what is a review of your personal performance and will be able to establish your own goals and, through the system, obtain assistance in achieving those goals. You will, if you want to, be able to utilize some of those possibility thinking skills, derived through the New Age Thinking Programme, in the process. In many ways, the introduction of the new development and performance review system could not be better timed. It should assist many of us in facing new challenges in rapidly changing circumstances.

Contact

Please feel free to telephone me on (055) 623955 or tie line 551 if you have a problem, with which I can assist, or some comments which will help me fulfill my role in representing all personnel.

Reflecting on two years with the Authority

Two years ago I was elected as your representative on the Board, and it has taken most of that time to come to terms with how the Board operates, to get to know the other Board Members and to start raising issues of workforce concern into discussions.

The Board itself has been through many changes of personnel and policy over two years and only five of us remain from the original Board I joined in 1986. With the appointment of our present Chairman and Managing Director in 1987, the Board went through considerable changes in style and approach reflecting the growing desire by Board Members to become more aware and more involved in issues of importance to the RCA.

This attitude has been recognised and we now see more involvement by Board Members as they receive more information and get to know more employees.

Awareness

Since the time of my last election I have been trying to make our workforce more aware of just what the Board does and who is involved on

it. I have done this by publishing newsletters, articles in Interchange and by visiting as many work areas as possible. Combined with these personal activities I have been promoting the involvement of Board members with the workforce through such activities as holding Board meetings in alternative venues other than head office, plus site inspections and official openings.

At the same time I have been pushing for greater involvement of employees at official openings in order to show the organisation's appreciation for the efforts put in by the entire workforce in these projects.

My aim has always been to have contact with as many members of the workforce as possible, both to let you know that you have representation on the Board and to find out as much as possible in order that I might represent you most effectively.

Issues Raised

Current issues which I have raised with the Board have included the effects of natural attrition and the use of RCA vehicles. The effects of natural attrition have been felt dis-

proportionately across the RCA and the long-term implications of a continuation of this policy need addressing immediately. Widespread abuse of RCA vehicles has been brought to my attention from many employees and it is important that this issue is dealt with in terms of equality as well as efficiency. These and other issues will be discussed further in my newsletters.

I would like to take this opportunity to thank all employees who have supported me in this role as Worker Director and encourage you to continue to keep me informed of your ideas, opinions and observations of life in the RCA.

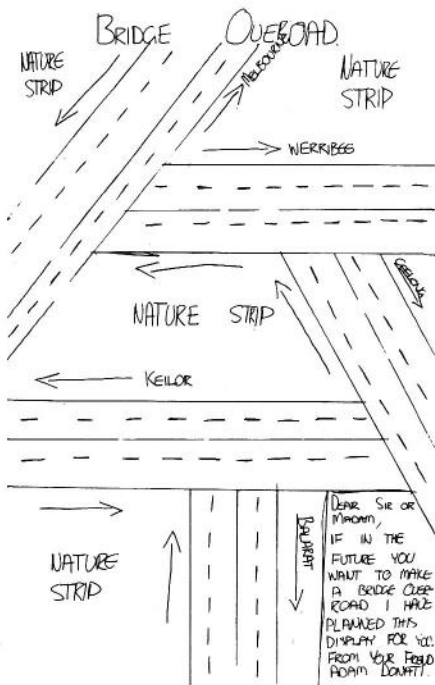


• Bill Shum

Feedback & Follow-up

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

Young Writers Show Their Style



SIGNS IN ACTION!

“Hi! My name is Charlie. I am not a permanent sign in the ground. I move around with other roadwork signs. I am a ‘Half Closed’ sign and I look like this:

**HALF ROAD CLOSED
DRIVE SLOWLY**

I have many brothers such as, Side-track, Detour and Workmen. The men who work on the road use us a lot. I meet many people on my travels.

Once there was a big traffic jam because half of the road was closed. I stood up straight and shone with pride. Nearly all of the cars saw me and merged into the left lane. They drove slowly and carefully.

But, alas, one driver came tearing down the right lane (that was closed). He was obviously an impatient “Sunday driver”. He knocked signs over and expected everyone to move out of his way. He drove down a hole and crashed into a tree. I didn't feel very sorry for him because he should have been more patient, but, in a way, it was sad to see him being taken away in an ambulance.

If you ever see me take care and read me. If you obey my message you will be safe. It is horrible to hear how many people die on our roads. If you ever see a road sign take note of what is happening around you and please be careful.”

By Karen Reiter, daughter of Metro Engineer, Keith Reiter

Young Adam Donati, from Werribee, shows definite signs that he is on his way to be a budding young engineer. He recently sent the RCA two pages of his creative work with the message: “If in future you want to make a bridge overroad I have planned this display for you. From your friend Adam Donati.” I wonder if that's how some of our Regional Managers started off??

Melbourne to the Murray: getting closer

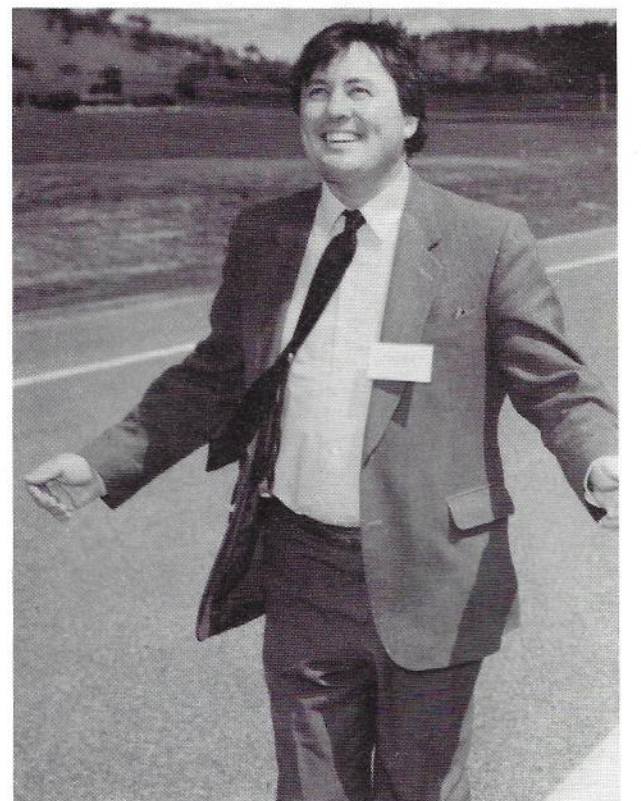
A four-lane Hume Highway running from Melbourne to Wodonga came a step closer when Transport Minister, Tom Roper, opened the latest 9 kilometres of duplication at Barnawartha on September 30.

The \$17 million duplication of existing highway was fully funded by the Federal Government.

“Completion of this latest work marks a significant milestone in the history of the Hume,” Mr Roper said. “It means that nearly three quarters of the journey from Melbourne to the Murray River can be completed on a divided highway.”

“Highway travellers would be well aware of the improvements which have been made in recent times on what is Australia's most important intercapital road link!”

Mr Roper said work on the Barnawartha section of highway was “a credit to those involved in the push to upgrade the Hume to dual carriageway standard by 1992”. A 3.6 kilometre length at the eastern end of the Project was previously opened in conjunction with the Wodonga



• Mr Roper at the opening: “A significant milestone in the history of the Hume”.

Bypass in 1985.

The RCA commenced work on the 9 kilometre section of the highway from east of Barnawartha through to West Wodonga in April 1985.

The project also involved a two kilometre deviation of the Murray Valley Highway to join with the new freeway section at a major interchange near Quarry Road east of Barnawartha.



Going in Style

About 50 timber bridges are replaced on Victorian roads each year; in Peterborough the residents like to farewell such things with a touch of formality.

For the townspeople of this beach resort on the Great Ocean Road, Friday 30 October was a day for celebrating - and reminiscing!

For after 60 years, their old wooden bridge, which spans the Curdies River, was being closed to traffic. Mr Roper, the Minister for Transport, was in town to help officially open a new \$3.1 million concrete bridge.

The timber bridge was built in 1927 at a cost of 4872 pounds raised substantially by the people of Peterborough. Funding was a problem in those days too, but the locals were determined to see some sort of solid structure spanning the river. Before the bridge was built travellers had to ford the Curdies River which sometimes proved to be a formidable task. There is at least one reporting of a life being lost during such a venture. The 18 span bridge was built by Roche Brothers from local timbers, and has endured many hazards including bushfires and termites.

Consequently, the new bridge opening for many was a historic occasion and one which was to be celebrated fittingly. A group of locals, including Miss Jean 'Bonnie' MacKenzie, squeezed into an Austin 7 to become the last motorists to drive across the wooden struc-

ture. 'Bonnie' is a well known identity in Peterborough and has published four historic books - three on shipwrecks along the Victorian coastline.

Said Mr Roper, "Over the years this bridge has served both tourists and the Peterborough community well, but unfortunately it is now in poor condition and can no longer cope with today's traffic".

Mr Roper, with Senator Barney Cooney, then jointly opened the new bridge which was funded by the Australian Bicentennial Road Development Fund. Mr Cooney represented the Federal Minister for Land Transport and Infrastructure Support, The Hon Peter Duncan MP, at the opening.

"The Great Ocean Road is considered the most scenic coastal road in Australia and this new bridge will improve conditions for the many thousands of tourists who flock to the Peterborough area," said Mr Roper.

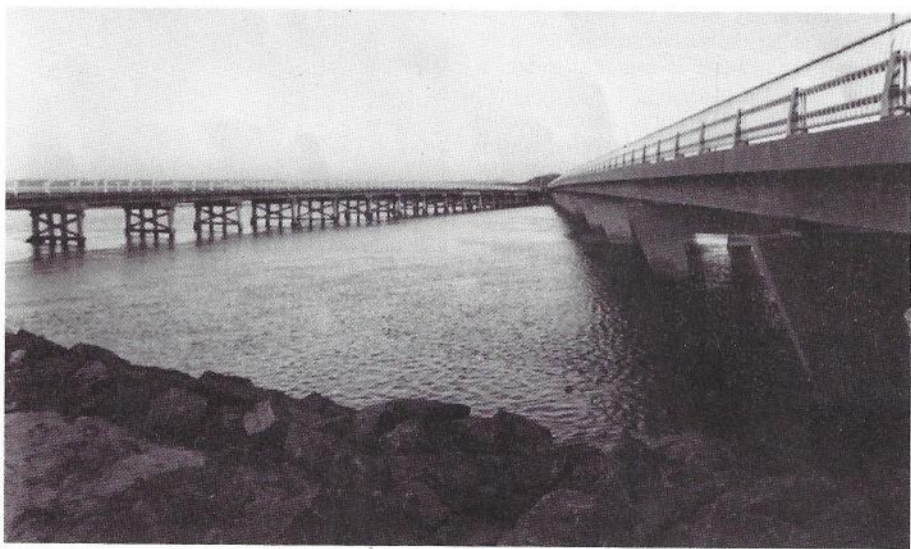
The ocean route was dedicated to the soldiers and sailors who served in the Great War. Work first began on construction in 1919 and was finished in the mid thirties.

The RCA is reconstructing the section through the Otway National Park, west of Apollo Bay. When this is sealed the road will have a bitumen surface for its entire 208 kms from Torquay to Peterborough.

• The last crossing over the timber bridge at Peterborough



• Regional Manager, Bruce Phillips, with Gayle Pevitt and Nell Repacholi, at the opening. They all hail from South-Western.



Know the lingo

Wanted by police: somebody who is conversant with Greek!

Or German, Vietnamese, Macedonian, Italian, Polish... in fact, if you can speak a foreign lingo, be it Armenian or Zulu, the police would like to speak to you.

A state-wide campaign has been launched by the Victoria Police Force to enlist the services of people who can speak English and other foreign languages.

Says a police spokesman: "It's all part of the State Disaster Response Plan called DISPLAN, an emergency operation set up to cope with fires, floods, explosions and so on. Our concern during disasters is that there has been communication difficulties between police and non-speaking members of the community. So now we are seeking the assistance of those who have the ability to speak English and one or more languages to volunteer their services during an emergency.

"We're very keen on getting help from people in country areas too."

At the scene of an emergency, say a bushfire, police would ask volunteers who are bilingual to help them communicate procedures to non-English speaking persons in their native tongue.

"There is no special training required," says the spokesman.

If you are interested, you can contact Paul Tartaglia, Police Ethnic Affairs, on (03) 265 2386, or simply send details (name, address, phone numbers and languages spoken) to the Victoria Police Public Relations, 412 St Kilda Road, Melbourne. Alternatively, if you know of somebody who speaks a foreign language - it need not be fluent - why not approach them with details of the scheme. It may be a work mate, neighbour, relative or even your local greengrocer.

Speak up - and help out this important community program!

Ring the Fox!

Kevin Fox is a guy with a sense of humour. He likes a good joke, always reads the comic page, and barracks for Richmond. If you've got a funny story, give him a ring on 2290—he's always looking for humorous items for 'Diversions'.

Clark Ory

22 Construction Regiment



• Captain Bruce Hope, left, inspects Sappers from North Eastern Region: Phil Mathieson, Stuart Jolly, Shane Schaeche and David Sessions.

Doing a Pukka Job at Pucka

Why, you might ask, should there be a feature story about the Army Reserve in Interchange?

It's simple really. For the past 37 years, the RCA, Board of Works and State Rivers and Water Supply Commission, plus other bodies, have actively encouraged their employees to enlist and serve part-time with 22 Construction Regiment, Royal Australian Engineers.

Army engineers are responsible for design and construction of not only bridges and roads, but airfields, railways, buildings for command posts, hospitals and general accommodation. They also provide essential services such as water, electricity, sewerage, refrigeration and fire fighting.

In addition, they are trained infantry men.

Annual Field Exercise

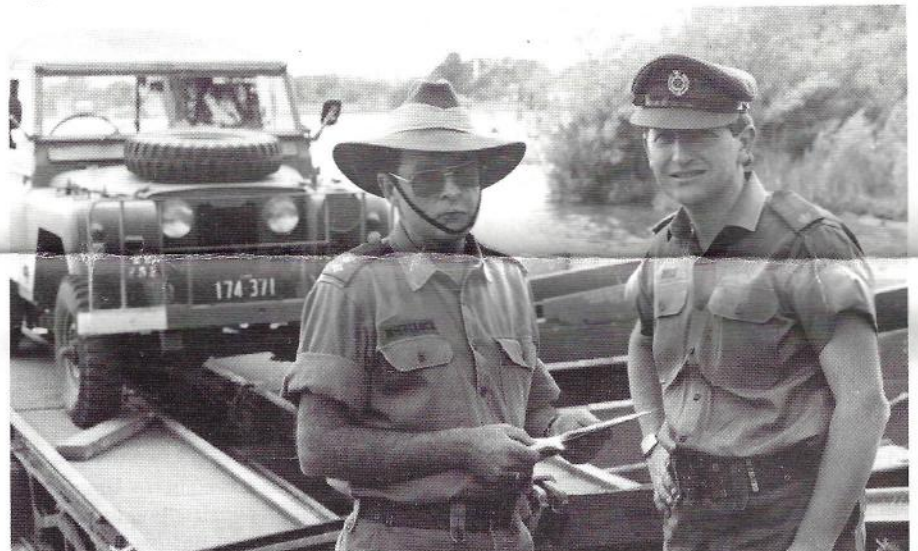
"About 50 RCA employees from all over the State are presently serving with 22 Construction Regiment," says Lt Col Peter McCulloch.

• They come from all over the place: Sappers from Barwon Region include Barry Robinson, Bill Forti and Claude Statio.

"In October, the Regiment conducted its Annual Field Exercise in the Puckapunyal Training Area."

Members received training in the construction and operation of ferries, the construction and operation of a water purification and storage system capable of providing water for a brigade (about 5,000 people) and the construction and operation of an aerial rope-way.

"In addition, there was live firing on the range, physical training tests and tactical deployment of troops at engineer work sites," explains Peter.



• Commanding Officer of 22 Construction Regiment, Lt Col Peter McCulloch (Road Design), with Officer Commanding 107 Plant Squadron, Major Les Bull (Wodonga).

"The aim of this specialist training is to supplement civilian skills to develop management and military skills."

The unit is currently after recruits—and the first thing Lt Col Peter McCulloch stresses is that "we're not just looking for engineers."

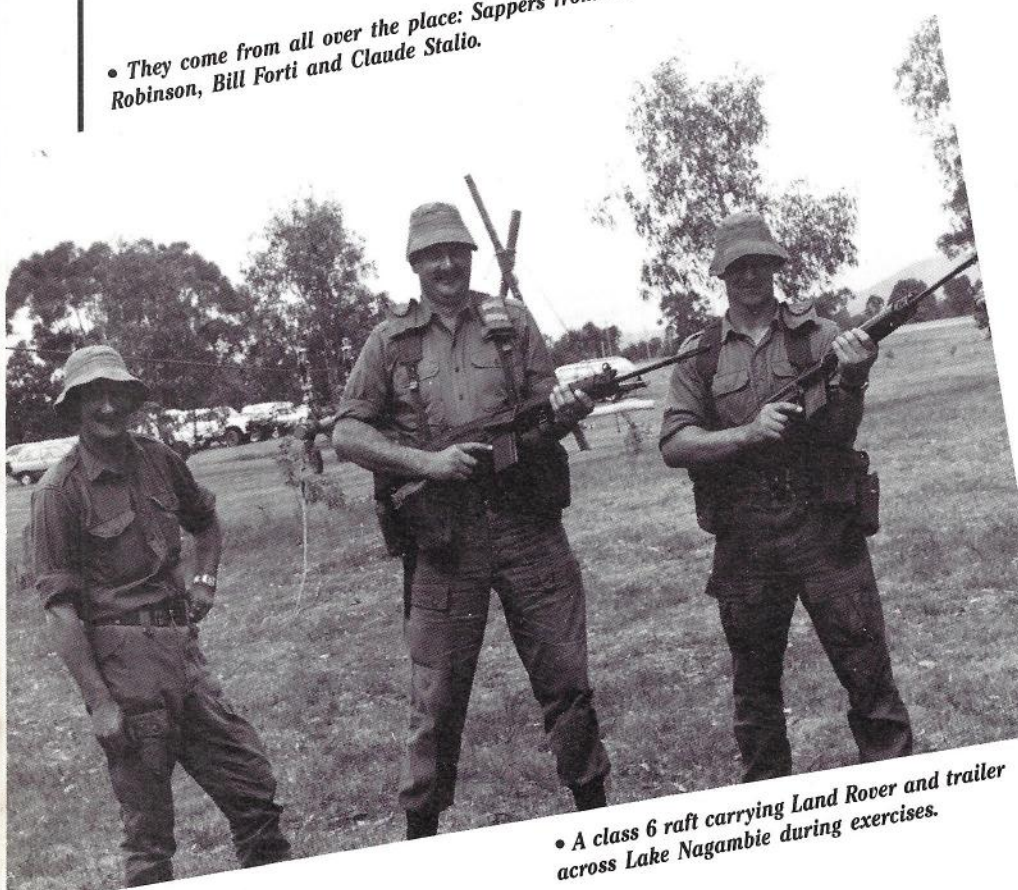
"Whatever you do in civilian life, we could use you in the Reserves," says Peter, who is the Commanding Officer.

"We are looking for people who are trained in drafting, surveying, plant operations, construction work, plumbing, carpentry, administration, medics, bricklaying—even cooking. You name it!"

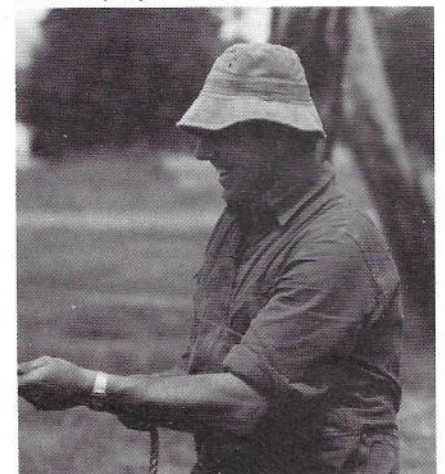
If you're interested in finding out about Reserve life, contact Peter at Road Design on extension 2398 or Les Bull at Wodonga Project Office on 7 291.



• Peter Robinson (Manager - Plant) chats with Colonel Viv Morgan, Chief Engineer of 3rd Military Districts, at the field exercises in Puckapunyal in October.

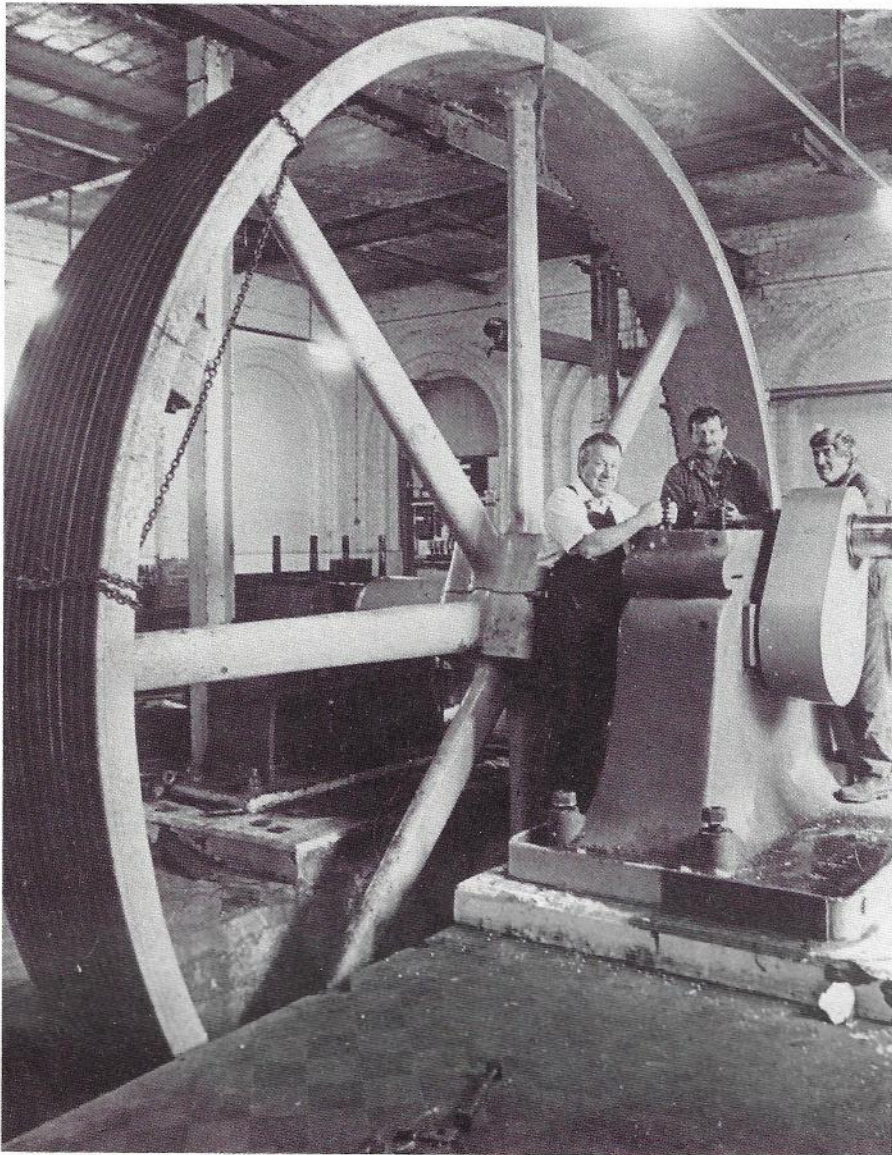


• A class 6 raft carrying Land Rover and trailer across Lake Nagambie during exercises.



• Sapper Bob Wadsworth from East Gippsland, enjoys the annual field exercises: "It gives me a chance to catch up with all my mates from the RCA".

Wheel of (Past) Fortune



• A big job ahead: the fly wheel about to be dismantled is seen with Peter McHugh (Workshop Foreman), Brian Chandley (Workshop Foreman) and Graham Dietrich.

For 68 years a giant, rope-driven fly wheel continuously beat out a rhythm in a Geelong factory as it powered a refrigeration compressor.

The machine was part of the freezing process for the shipping overseas of meat and fish products.

The cast iron drive ground to a halt in 1979, a victim of advanced technology, not fatigue.

Now its future has been secured by a band of willing volunteers from the Barwon Region.

The historical interest of the machine was recognised by a member of the Geelong Rotary Club who approached Colin Roy, Regional Manager - Barwon and fellow Rotarian.

Colin, in turn, arranged to have the preservation of the machine included as one of Rotary's community service projects and set about obtaining possession of the assembly.

After several discussions took place, the previous owners eventually decided to donate the machine to Rotary. The next step was to dismantle the massive parts and remove them from the factory without the use of cranes.

This called for specialist mechanical knowledge and Colin asked Workshop Foreman, Peter McHugh, if he knew of anybody who could assist. Peter simply replied: "Don't look any further". Immediately an enthusiastic response from fellow RCA colleagues was

forthcoming.

Barwon personnel who bent on their backs or turned a nut during the exercise were Peter McHugh, Workshop Foreman A; Brian Chandley, Workshop Foreman D; Graham Dietrich, Truck Driver; and Fitters—Matthew Moore, Ricky Gloster, Barry Goodear, Michael Inglis, Craig Benham, and David Rowlands (the "Human Crane") from the BST Gang.

The central feature of the machine is the 5.5 metre diameter fly wheel weighing 10 tonnes built in two halves secured by four massive bolts at the hub. Even these bolts were a precise fit in their housing. "We were most impressed with the high quality workmanship," said one fitter.

The last remaining parts of the machine, the massive cast iron bed and compressor chamber weighing 18 tonnes, were removed on November 21 and are now stored at the Regional Depot in South Geelong.

The compressor, regarded as one of the earliest machines of its type in Geelong, was built in the United Kingdom and will be the centrepiece of exhibits at a proposed new museum in Geelong to commemorate the works of James Harrison, a former resident of Geelong, the inventor of commercial refrigeration and the first editor of the Geelong Advertiser. □

RCA - On Air To Promote Holiday Motoring

The RCA is producing a series of segments on holiday trips for motorists over the Christmas/New Year period.

Each segment presents a one day round trip and indicates to motorists what they will see along the way, the road conditions they will encounter, and highlights the facilities the RCA has provided for the benefit of motorists. A package of information about each segment will also be made available.

The first segment went to air on 3AW's popular Thursday evening show "Motoring with Max Kirwan" on 3 December 1987. It featured the Great Ocean Road and was presented by Peter Ransom, Direct Works Engineer from South Western Region, who is well known for his safe driving tips he gave on Barbara Horn's Drive Time program on 3LO before it concluded.

This will become a regular weekly segment with other regions contributing a trip to the program each week during December and early January. Put your thinking caps on.



On the road

The next time you are driving along the Princes Highway near the South Australian border, and you happen to pass an RCA road patrol, stop and say hello to Ian, Bob, Mal and George. The lads belong to the friendly Heywood Patrol and maintain sections of the Princes and Henty Highways in South-Western region. Patrolman George Randall has more than 30 years experience on the roads while Malcolm Thomas has notched up 10 years. Their colleagues, Robert Ross and Ian Benbow, joined the team in the early 1980s. "We're on call 24 hours a day," says George.

From left: Ian, Bob, Mal and George : always on call.

Wanted: A Good Line

Give us a tag line—and win a prize!

The RCA is looking for a tag line for its "holiday motoring" radio segments (see story: right column)

It is intended to use the slogan for the programs as well as publications which sum up the RCA's contribution to Victorian motorists.

An example: "The RCA: Opening Up Victoria for Victorians".

The PRIZE for the best line will be a top quality bottle of port in a Stoneware pot. It'll be a worthwhile addition to any wine collection or bar.

Send entries to Mr Graeme Price, Corporate Relations Section, Head Office, Kew. **CLOSING DATE is FRIDAY 8 JANUARY.**

We will award the prize in February so you all will have time to get over the Christmas festivities.



The gang from Geelong

Chairman and Managing Director, Mr Ian Stoney (fifth from left), called in on Barwon Region to see some of the staff: from left, Lemmi Mackie (Patrolman), George Thomas (Operator), Ken Oliver (Patrolman-in-Charge, Geelong), Barry Lynch (Patrolman), Stan Newton (Roadmaster), Julie Del Rio (WP Operator), Vin Elliott (Regional Admin Officer), Howard Ellis (Direct Works Engineer) Ewan Tucker (Patrol Asst), Lemmi Grass (Patrolman-in-Charge, Werribee), Bill Sanders (Operator—now retired), Dick Albachus (Patrol Asst), Tony Cairns (Patrol Asst), Colin Roy (RM-Barwon) and W Wright (Patrolman-in-Charge, Werribee). Now, recite them back to us without looking!



Great hospitality, clockwork organisation, beaut sport, lots of sun... the Wodonga Sports and Entertainment Weekend was...

Hot Stuff!

Alan Baker, a Supervising Drafting Officer from Road Design, had only one gripe about Wodonga's Sports and Entertainment Weekend.

"It was too hot," he said. "But that was about the ONLY thing the organisers got wrong," he hastily added. His views were shared by more than 170 people from all over the RCA who joined in the activities at Albury/Wodonga on the sweltering pre-Cup weekend. An enthusiastic horde from Central Gippsland even hired a mini bus to transport themselves to the Twin

Cities, although not everybody had intentions of playing sport.

"I went along to barrack and taste wine," said WP Operator, Dawn Newby, who regarded the weekend's events as 'a great success'.

And while the temperature soared, so too did the competitive spirit as the indoor cricketers launched the weekend's sporting activities. The tenacious battlers from Dandenong proved too good as they successfully challenged an RCA mixed team and then Road Design.

"We won by two runs off the last ball of the day," said an elated Dennis Maxwell, Captain

of the Dandenong team. "It was an exciting, and a competitive finish."

Not everybody was there to witness the tension of the tight game however—many took up the offer of an organised Rutherglen Winery Tour.

The bon vivants caught up with all the scores, nevertheless, during the evening at the much lauded Commercial Club in Albury which turned on a superb banquet. Those with a penchant for dicing with the odds were also seen table-hopping with the many pokies that decked the complex.

The party spirit carried on to the early hours of Sunday morning, and one would never have guessed that several hours later many of the revellers would be out in their Pumas and Nikes on the grass courts and the fairways battling it out for a trophy.

The weather was equally as stifling on the Sunday as the golfers, tennis enthusiasts and squash combatants headed off to the various venues for the tournaments.

It may have been the home ground advantage, but Wodonga's golfers proved too good for the opposition on the course. Wayne Galvin was the competition winner with 40 Stableford points, followed by Dennis Summerfield and Danny Erickson, both on 38. The accomplished Danny also managed the longest drive and hitting nearest the pin on the 6th.

Colin Kosky, from Central Highlands, upset the project's impressive tally by hitting nearest the pin on the 17th hole.

Elsewhere, the results were more diverse. Michael Downing from Central Gippsland triumphed in the Mens Squash although local girl, Merise Potter, took out the Ladies Champion award.

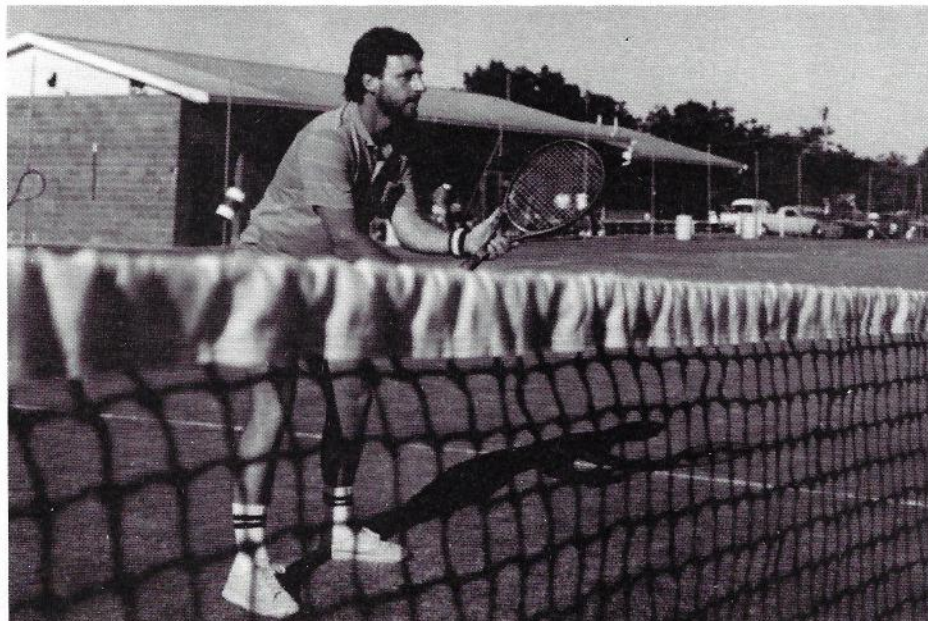
Major winners with the 'A' Grade Mens Tennis were Paul White and Jim Tullberg from Baddaginnie-Bowser, while Barwon's Lela Stella and Nikki White were victorious in the Womens section.

The Mens B Grade Tennis was drawn between Rob Egan and Richard Tanning from Morwell Project and Wodonga's Raff Gangi and Stuart Porter, who had made the lengthy trip from Warrnambool.

Photographs courtesy Wodonga Project and Central Gippsland Region.



• Three members of the winery tour: John Shortell, Central Highlands, Oliver Vido, Dandenong, and Heather Harrison, Road Design.



• Hans Raun, Wodonga—during the tennis tournament

The social activities continued as the proficient organisers put on a barbecue luncheon. A highlight of the day was a skydiving exhibition featuring the Twin City Skydiving Team which gave Herb Kaiserseder, from the Wodonga Laboratory, a chance to literally drop in on the tennis crowd.

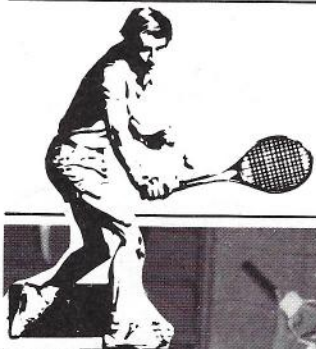
Presentations were made in an informal atmosphere by Peter Lowe, then Acting Chairman and Managing Director, who complimented the project for the well organised function.

Ken Mathers, the Project Manager at Wodonga, added that he was extremely happy with the response and success of the weekend which had been expertly organised by Hans Raun and Liz Hayes with the Project's social club.

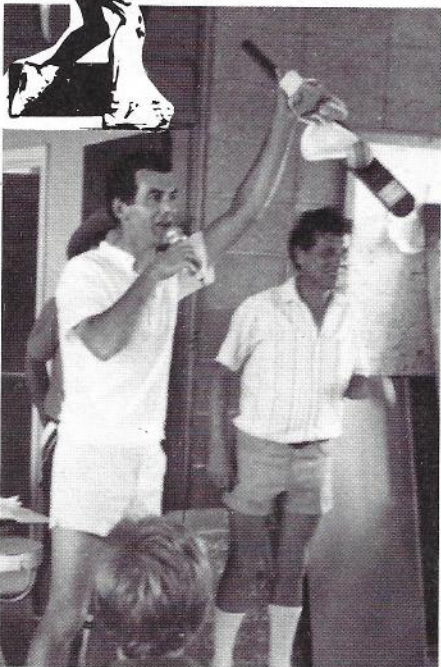
He said that his project's team would be pleased to host a similar event in 1988, but 'other regions or projects are invited to take on the task'.

So the offer is there, folks. However-be warned. With the resounding success of Wodonga's Weekend: it will be a hard act to follow!

□



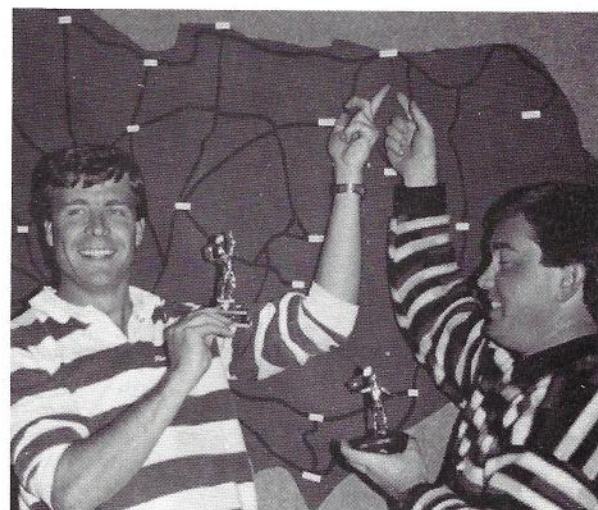
Hot Stuff!



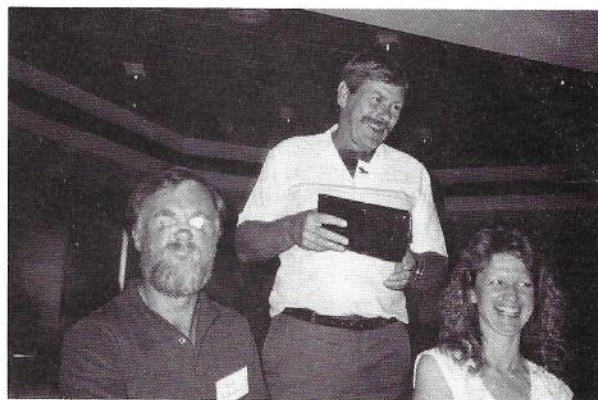
• A jubilant Dennis Maxwell, from Dandenong, accepts the indoor cricket trophy on behalf of his winning team.



• Some of the attractions on the tennis courts were, from left, Dinah Kosky, Gail Watt, Di Bull and Liz Hayes.



• Rob Egan and Richard Fanning: the dynamic duo from Central Gippsland with their trophies.



• About to tackle the pokies: from left Rick Anderson, Paul Tucker and Lyn Kenyon-Weston.

• "Cripes. It looks just like the pub in the Australasian Post." Central Gippsland tourists call in for an ale at the famous Ettamogah Pub, NSW. From left—Lindsay and Rae Marshall, Allison Robertson, Chris Anderton, Jean Hayes, Merry Robertson, Dawn Newby, Gwenda and Rob Jones and Murray Newby.

Big Turnout

The Sports and Entertainment Weekend held on 31 October to 1 November in Albury/Wodonga was reminiscent of the old CRB Interdivisional Sports Days at their peak. More than 170 people from all over the State attended and all had positive things to say about the organising and hospitality of the event.

The following areas of the RCA were represented at the games: Dandenong, Road Design, Bridge, Traffic, Advance Planning, Office Services, Plant, Human Resources, SEMARL, Central Gippsland, Central Highlands, Northern, South Western, North Eastern, Barwon, Baddaginnie-Bowser as well as a full contingent from Wodonga.

"We would like to thank all those who took part in the weekend," said organiser Hans Raun. "We hope that everybody had a great time and enjoyed the many facilities—and the great weather—that Wodonga had to offer.

"Without the support of so many, the weekend may not have been such a success."

A-Grade Entertainment and Sport...

"It was a great idea to get people together from all the regions. . . I was most impressed with it, and from other people I spoke to, I didn't hear a bad word about it." — John Shortell, Central Highlands.

"The Saturday evening at the Commercial Club was very good with a terrific smorgasbord. . . I played tennis on the grass courts and it was very well organised and smoothly run. . . ." Paul White, Baddaginnie-Bowser.

"We had an absolute ball. It was a great success, our mini-bus arrived in Wodonga just in time for the wineries tour, visiting four different wineries. It wasn't all that great tasting wines in 36 heat—but we forced ourselves. . ." Dawn Newby, Central Gippsland.

"It was absolutely magnificent. . . I'm spreading the word for next year," Oliver Vido, Dandenong.

Some visitors to Wodonga give their views

"Our indoor cricketers did very well, and the game was played in very good spirits. Overall, it was an excellent weekend and our Region has sent a letter back to the Social Club congratulating them on their efforts. We will be supporting them if it's on next year," Dennis Maxwell, Dandenong.

"I dragged the whole family there, we all played tennis, and had a ball. It also gave me a chance to catch up on people I hadn't seen in years in a relaxed atmosphere. The organisation was great. . . all we had to do was drive there and drive home again—everything else was organised for us," Leo Stella, Barwon.

"It was run like clockwork. . ." Alan Baker, Road Design.



• A member of the Twin City Skydivers calls in on the tennis crowd.



• Members of the Central Gippsland contingent—fresh after a mini-bus ride from Traralgon.



• Wodonga's chief chef, George Mavroyeni.



• Hopping in at the Commercial Club banquet: Rae Marshall, Lindsay Marshall and Gwenda Jones.



• Material's Gerry Turner faces a fiery opposition

All the results...

Indoor Cricket

Game 1: Dandenong defeated mixed RCA team; Road Design defeated Wodonga Project. Game 2: Dandenong defeated Road Design; Wodonga defeated mixed RCA team. Overall champions: Dandenong Region.

Squash

Mens Champion: Michael Downing, Central Gippsland. Ladies Champion: Merise Potter, Wodonga.

Golf

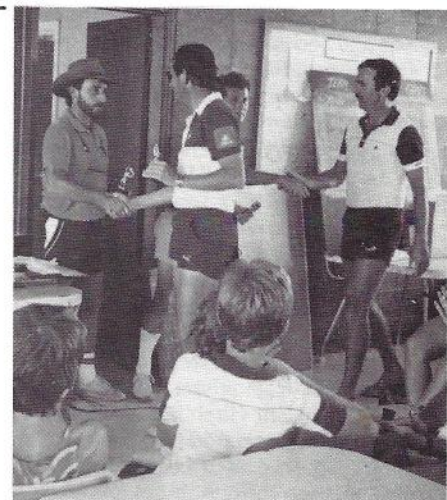
Competition winner: Wayne Galvin, Wodonga - 40 Stableford Points. Next best: Dennis Summerfield, Wodonga, 38 Stableford Points; Danny Erickson, Wodonga, 38 Stableford Points. Nearest the Pin 6th Hole: Danny Erickson, Wodonga; Nearest the Pin 17th Hole: Colin Kosky, Central Highlands; Longest Drive: Danny Erickson, Wodonga.

Tennis

Mens A Grade: Paul White, Baddaginnie-Bowser; Jim Tullberg, Baddaginnie-Bowser; Mens B Grade- a drawn event between Rob Egan, Morwell Project and Richard Fanning, Morwell Project, with Stuart Porter, South Western Region and Raff Gangi, Wodonga.

Mens C Grade: Alan Turnbull, Dandenong, Dennis Maxwell, Dandenong. Ladies A Grade: Lela Stella, Barwon, Nikki White, Barwon. Ladies Social: Trish Peel, Dandenong, Merrilyn Velcek, Dandenong. Mixed Social: Richard Fone, Jeanette Fone, Road Design.

• Mens A Grade tennis champions, Jim Tullberg and Paul White, are presented with trophies by Hans Raun and Ken Mathers.



Got a good idea?

The RCA is introducing Awards and Commendations for innovations to encourage and reward innovation in all the RCA's activities in the pursuit of excellence, effectiveness and efficiency.

The scheme is open to all employees of the RCA, as individuals or work groups, for the recognition of innovations which are substantive, novel or revolutionary changes or ideas and which have been successfully applied in the RCA's work.

There are no categories as such—innovations in any field of the RCA's work are eligible.

Criteria

To receive an Award or Commendation, an innovation must have:

1. broad relevant cost benefit performance, and
2. demonstrated excellence in regard to the role of the innovator.

Other factors on which innovations will be assessed are quality, technical or work improvement, safety and improved customer service.

Awards

There are three levels of recognition:

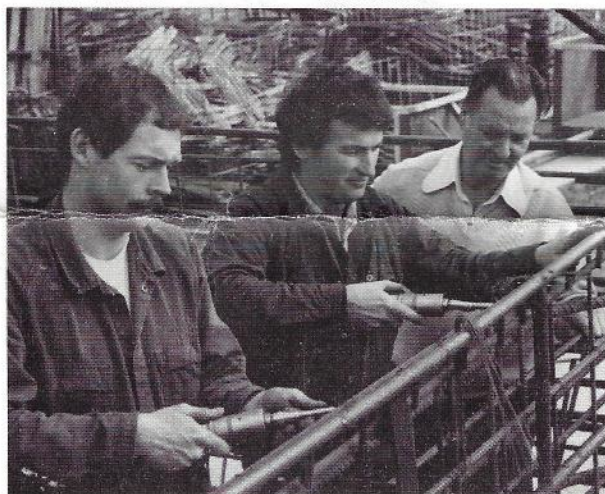
1. 'Awards' for outstanding innovations,
2. 'Highly Commended' notifications, and
3. 'Commended' notifications.

There will also be a special Award for the best innovation each year.

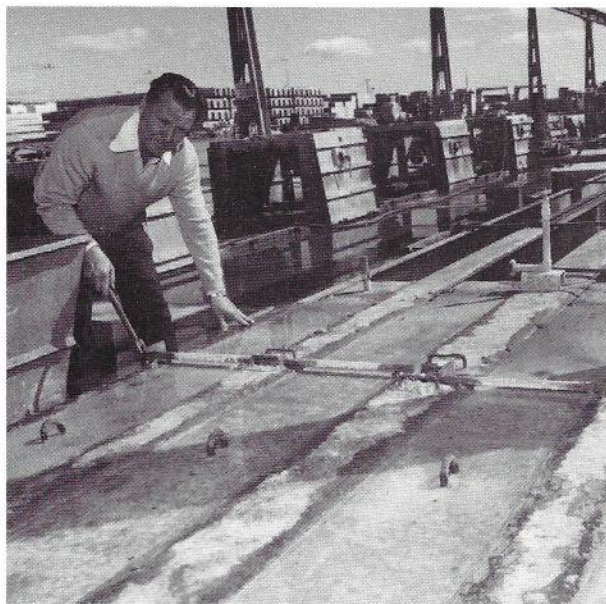
All nominations of merit will receive an Award or Commendation. There is no limit on the number of Awards or Commendations which can be made in each year.

Awards and Commendations will be presented by the Managing Director or his nominee. Recipients will receive:

Award	- Certificate
	Plaque
	Reward
Highly Commended	- Certificate
	Plaque
Commended	- Certificate



● Neville overseeing Rob Quinn and Reg Cambridge using his wire tying machine, a modified pneumatic screwdriver which reduces tying time for crown units by more than 60%.



● Neville 'Seppi' Hayden, Superintendent of Works at the Bendigo Precasting Yard (Northern Region), has been known to come up with the odd good idea or two. In fact, he has developed several innovations at the yard and is seen here demonstrating his over-centre clamping device on the pile formwork.

The rewards to be presented to 'Award' winners will be non-monetary rewards to be decided by a panel which will attempt to tailor them as much as possible to:

- the desires of the recipient
- reflect the nature of the innovation, or the employee's work, and
- emphasise recognition and prestige.

Judging

A panel has been established to judge nominations, and to recommend Awards and Commendations to the Authority for its approval.

The panel comprises:
 Reg Patterson (Director-Operations)
 Henry Dunstan (Roadmaster, Central Gippsland Region) and
 Garry Frazer (Manager-Organization and Methods)
 Andrew Houghton (Manager-Secretariat) is the secretary of the panel.

Nominations

Nominations are now called for 1987. For this initial nomination period, nominations will be accepted for innovations introduced since the establishment of the RCA in July 1983.

Nominations should be submitted in writing to Andrew Houghton, 5th Floor, Head Office. Nominations for 1983-1987 can be submitted up to 31 December 1987. Nominations should provide brief but sufficiently detailed information about the innovation to enable assessment.

Any individual/work group can nominate any other individual/work group. Assistance in preparing nominations can be obtained from your supervisor if required.

In future, nominations will be called for the presentation of Awards and Commendations for periods ending June and December each year.

So, if you think you're idea is a winner—send in your nomination today!



Tute time

Central Gippsland Region recently acted as host to a group of 27 municipal works superintendents and maintenance personnel from local towns, shires, the SEC and APM, in a special training course in road maintenance techniques.

Two regional patrolmen, Gary Pederson (Warragul) and Mike Avery (Yarram), also joined in the five day course.

"The training sessions were planned in recognition of the desperate need to maximise the value of road maintenance efforts at a time of increasing financial constraint," explains Jim Tutt, the

because of their extensive (and expensive) road networks in the area and to encourage even further interchange of ideas and know how of common concern.

Ian Gardner, the recently retired Divisional Engineer at Traralgon, has been retained by the Victorian Training Committee to promote and co-ordinate this programme throughout the State.

"Other courses are planned for the Central Highlands in October and North-Eastern in November," says Jim.

Geoff Winston, Chief Executive of the Victorian Training Committee says he sought and received from Ian



● Alan Morton (centre) from the Shire of Morwell, chats to Central Gippsland's patrolman, Norm Lade (left) and roadmaster, Lindsay Marshall.

RCA's Training and Development Officer, who helped organise the course with the Victorian Local Government Industry Training Committee.

Support and assistance for this self-help programme came from municipalities, the Local Government Engineers' Association and the Municipal Works Superintendents' Association.

An initiative of the organisers was to include representatives from the SEC and APM (Forests) Pty Ltd.,

Stoney, Chairman and Managing Director, the RCA's assistance with the programme earlier this year."

"This first course has been highly successful to the extent of \$250,000 in estimated benefits" says Geoff. "There's also an enthusiasm for other productivity improvements, via additional courses on road maintenance. This course is a winner for local government, for the RCA and Victoria."

Jumbunna Lodge - 1987

Hatha Yoga? No: Hard Yakka!

by Tamara de Mel

Verdant rolling plains, lush farmland, a lodge set atop a hill from which, 'on a clear day you can see forever...'

No, this was not the venue for a Hatha Yoga meditation course, nor for a remedial massage course—but Jumbunna Lodge, Launching Place, the 'meeting place' for 19 RCA staff on a residential middle-management course during the week of 18 - 24 October.

The participants were drawn from various Regions and Sections of the RCA—and included engineers, administrative and technical staff; it also set a new trend in having 3 women on the course this year. The course participants were: Guy Probert (MIS), Tamara de Mel (Library), Kim Bay (MIS), John McLean (RP), David Oliver (RP), Lena Craig (Human Resources), Bryan Weinber (West Gate Freeway), John Harding (Bridge), Noel Ransome (Bridge), Ken Mitchell (Materials), Gary Liddle (Metro), Gary White (Barwon), Paul Tucker (Benalla), Greg Beeton (Dandenong), Neil King (E. Gippsland), Bill Degnan (Wimmera-Mallee), Kevin Hadingham (Corporate Development) and Eric Hirschfield (City of Kew).

Under the broad headings of planning, organising, leading and controlling—the detailed sessions dealt with aspects of dele-

gation, time management, people in the workplace, communication skills and staff development. Many sessions were geared to practical problem-solving, self assessment and role-playing learning situations. One of the course 'highlights' was the presentation of syndicate projects before the Authority Directors on the last day. Each of the four projects was on a topic of relevance to management practices in the RCA workplace.

The idyllic setting, relaxed atmosphere, gourmet food (after checking on woof & Vicki!), caring, thoughtful hosts and organisers, all contributed to an invaluable and memorable learning experience. The group dynamics and allegiances were tried, tested and found to be 'true blue'. The support and camaraderie fostered within the group enabled each one to contribute and participate fully in all activities—be it public speaking, negotiating and discussing—or jogging, playing tennis or imbibing that good drop!

Vic and Arun are to be congratulated for organising the weeks programme; for selecting an excellent range and variety of speakers to develop the course objectives, for striking a comfortable balance of serious, 'hard-yakka' work (often past 11 pm) in an informal, friendly environment, and for maintaining that required 'level-of-stress for optimum output!'



● Time out for a group shot.

For a first time management course attendee like me, it was a positive and inspiring week. One hopes the learning will be translated into the workplace—and the bonds formed will strengthen and enrich the RCA professionally.

... And for those who now know the difference between Ravel and Ravioli—the 'Bolero' will never be the same again!

Post Script

Trivial Pursuit questions to be asked only of course participants.

1. What did the head/tail count of farm animals/pets indicate?
2. Which plants were 'signified' by Two 'P's and a Berry?

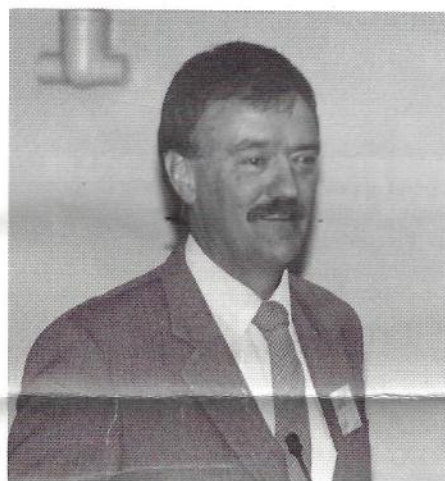
World's longest bridge is underway

Groundbreaking has taken place in Japan for what will be the world's longest bridge when it is completed in 1998. The bridge will link Awaji Island, located in the Inland Sea, with the main island of Honshu near the city of Kobe. The central suspension span of the bridge will extend for 1990 metres - 500 metres longer than the beam span of the Humber Bridge in Britain, currently the world's longest. It will be supported by two beams midway, and will be 3910 metres overall in length.

It's A Full House



Are you a potential author? Have you got something to say that could be of interest to your colleagues? The Chairman and Managing Director, Mr Ian Stoney, says that potential authors are invited to submit abstracts or papers for consideration.



"I strongly support the seminars and expect the active and willing participation of RCA officers in attending and passing on the results of their work and/or experience to a wider audience," he says. Mr Stoney says the seminars have been very successful, and have had a near 'full house' on each occasion. "I believe the seminars fulfil a need with the RCA" he says. The seminars are open not only to RCA staff, but to representations from government, educational, industrial and commercial organisations. Abstracts or papers can be submitted to John Bethune, Chairman of the Organising Committee.

Above and left: Jim Webber (Manager - Planning Branch) spoke to a packed house on 6 August. His topic in the Seminar Series was 'METRAS'—the Metropolitan Arterial Road Access Study. Jim was responsible for directing and managing the METRAS Study when he was with the Ministry of Transport between 1983 and 1987.

WEIGHING-IN-MOTION - the development of CULWAY

At the Seminar held on 6 November 1986 Mr John Bethune (Manager - Materials) and Mr Ted Vincent (then Manager - Traffic Operations) presented a paper prepared by Dr Gray Scott (Materials) on CULWAY.

CULWAY is a highway speed vehicle weighing system developed by the Australian Road Research Board and the state road authorities. The development of CULWAY has been co-ordinated by the National Association of State Road Authorities (NAASRA) and has reached the stage where every road authority has at least one system.

The RCA currently owns and operates five CULWAY systems which have been installed on routes of interest throughout the state. The collection of vehicle mass data from CULWAY now forms part of the routine traffic counting and classifying activities of Traffic Engineering Group. Installation and calibration is performed by Materials Group.

CULWAY uses an instrumented culvert to relate the flexural strain in the culvert roof to the weight of an axle as it passes over the culvert. Speed and axle spacing are determined by axle sensors placed on the road surface above the culvert. CULWAY is capable of outputting, for each vehicle:

- date and time of day
- speed
- number of axles, axle group configuration, axle spacing
- gross vehicle mass and axle group mass
- number of equivalent standard axles (used for pavement design)



• John Bethune

It had long been recognized that unbiased data were impossible to obtain from manned weighing stations owing to drivers, either because they were overloaded or just suspicious, avoiding the site. CULWAY is relatively unobtrusive and therefore much more likely to gather unbiased data.

The development of CULWAY has resulted in a nationally consistent approach to conducting vehicle surveys in that every road authority in Australia has:

- the same vehicle classification system
- the same or compatible vehicle classification equipment
- the same vehicle weighing equipment
- the same computer software for data analysis and reporting

The heart of the CULWAY system is a microprocessor based data acquisition system which is capable of operating unmanned, under battery power, for several weeks at a time. Data are stored in solid state memory and are retrieved on site using a portable micro-computer. Future development will allow data retrieval over telephone lines.

The initial impetus for the development of a weigh-in-motion system like CULWAY came from the need to gather unbiased vehicle mass data for the new NAASRA limit state bridge design code.

Weigh-in-motion systems other than CULWAY are available but CULWAY represents the lowest cost system suited to Australian conditions. In fact, it has been estimated that \$500,000 has been saved Australia-wide by using CULWAY rather than alternative systems.

In addition to enabling a more rational and efficient approach to the design of bridges and pavements the collection of vehicle mass data has important implications in areas such as transport economics, road vehicle limits and their enforcement and road planning.

For Cr Tutt, 'New Age Thinking' is 'Old Hat'

"New Age" Thinking is "Old Hat", asserts Jim Tutt, an RCA Training and Development Officer, and Kew's new Mayor.

Jim has been practising the principles espoused in the "New Age Thinking" training program long before he even joined the RCA.

Many readers will remember that N.A.T. calls for the adoption of balanced interests - home/work/self - and goal setting such that an individual gets fulfillment in life.

Jim has packed a lot into his life. He's been a teacher, engineer and manpower development officer and, at the same time, has been involved in community interests and concerns for people through a range of activities including branch secretary of a union and Manager - Secretariat of the Australia/Japan Society. He's also been a Councillor with the City of Kew for nine years - making him one of the City's longest serving members.

Prior to joining the RCA, Jim's attendance to Council duties was somewhat limited to evening engagements.

Now, under the RCA's personnel policies, he is able to represent the Council during normal business hours.

"The Authority has approved special leave for me," explains Jim, adding that it would be difficult to carry out his role otherwise. "One of my roles is that of Commissioner of the Board of Works - that requires daytime attendance at bi-monthly Regional Commissioner's meetings."

Jim has been supported in his local government position by a number of local associations and has been unopposed in three elections. His interest in Kew Council began about 11 years ago when, as a member of a residents' group, he campaigned to have a Council storage yard in his street, Foley Street, transformed into a neighbourhood park (Foley Street is about one minute walk from Head Office).

"I'm very pleased for the RCA's policy and the support provided for my municipal involvement by all three management levels - immediate boss Vic Asher (Manager - Training and Development), Anne Evans (Director - Human



• Kew's new Mayor, CR Jim Tutt, with Vic Asher (left), Ian Stoney (RCA Chairman and Managing Director)

Resources) and most importantly, Ian Stoney (Chairman & Managing Director)." Coincidentally, Ian is also a resident of Kew.

"All three have supported me in this challenge of community involvement" says Jim, "at a time when organisation change is creating its own challenges of target setting, strategy development and organisation review. As I said, I've been pro-active myself in making things happen so our current environment is non-threatening and indeed welcome."

Away from the RCA and the Council Chambers, Jim enjoys sailing and fishing with his family from his old catamaran at Anglesea, where he is Commodore of the Motor Yacht Club.

WHICH SIDE OF THE ROAD?



Do you consider yourself to be well travelled? Well here's a quiz to test your general knowledge on driving patterns. All you have to do is identify the countries below where motorists drive on the right and overtake on the left. It may not be as easy as you think - answer elsewhere on this page.

Australia	Indonesia	Singapore
Bahamas	Ireland	South Africa
Bangladesh	Jamaica	Sri Lanka
Barbados	Japan	Swaziland
Bermuda	Kenya	Tanzania
Botswana	Malaysia	Thailand
Channel Islands	Malta	Trinidad & Tobago
Cyprus	Mozambique	Uganda
Falkland Islands	Nepal	United Kingdom
Fiji	New Zealand	United States
Guyana	Pakistan	Virgin Islands
Hong Kong	Papua New Guinea	Yemen Arab Republic
India	Seychelles	Zimbabwe

Answer: Well the only right lane motoring country in this rule is as in Australia. It is the United States - for everybody else, the

PEOPLE

Ted Retires

Ted Oppy has seen quite a few of his colleagues retire over the last few years.

Appointed Divisional Engineer of Ballarat on 27 December, 1970, Ted has observed changes in the top at all the regional offices in the State.

On 6 June an era was over when he, too, decided to retire after 30 years of road building in Victoria.

After leaving the RAAF in March 1956, Ted joined the then CRB as an Assistant Engineer.

One of his first jobs was supervising engineer on construction of the Murray Valley Highway diversion at Tallangatta, near Wodonga. He quickly progressed through the ranks at Benalla Division to take up the role of Assistant Divisional Engineer, at Ballarat, in late 1965.

From there he moved up to the DE role in 1970, a position he held until his retirement.

Ted has been in the forefront of road development in Victoria and has played a first hand role in rural freeway construction. He was supervising engineer on the construction of the first rural freeway - the Hume between Chiltern and Barnawartha - built during the 1960s.

Under his leadership, more than 30 km of the Western Highway was built between Myrniong and Leigh Creek.

Traffic management has also been a keen interest of Ted's, and in 1959 he attended the Traffic Engineering School at Sydney University. He became a member of the study team which carried out the comprehensive Ballarat Transportation Study in the city in the early 1970s.

Away from the road scene, Ted has been involved in cricket, football, squash and golf. A keen jogger, he has also been seen pounding the pavement in a number of marathons.



• Wrapping up some last minute reports is Ted Oppy (centre), with Neil Brogden (Major Projects Engineer), left, and Colin Kosky (Direct Works Engineer)

Ted caught up with several retired staff members at his send off at the Midlands Golf Club, which was also attended by colleagues, councillors and municipal officers.

"I plan to have a happy retirement," says Ted. "I hope to devote much of my time to sporting interests, the Ballarat South Rotary Club, Jubilee Kindergarten and the Ballarat College of Advanced Education."

As if that isn't enough, Ted says he'll also be tied up with his involvement with the popular Sovereign Hill Historic Park.

Sounds like he may have to come out of retirement just to have a rest.

It's Goodbye - after 47 years

Eric Piper's farewell function at Glen Waverley was, as to be expected, a memorable event. Held on July 3, some one hundred of his work mates and friends attended to congratulate Eric who had devoted an impressive 47 years service with the CRB and RCA.

The tables in the canteen were groaning with all the usual goodies so enjoyed at these happy events, and for a time the replenished supplies seemed endless.

Eric's last afternoon at work was a double event. At a gathering presided over by Reg Schlipalius, Acting Manager - Plant Resources, workshop personnel presented keen golfer Eric with a new golf club bag which, he assured us, he was most grateful to receive. Then lo and behold, at the evening farewell function, Peter Robinson, Manager - Plant Branch, on behalf of Eric's friends, presented him with a set of golf clubs to go into the bag. "Needless to say, Eric was pleased," says Ken Huffer, Senior Admin. Officer.

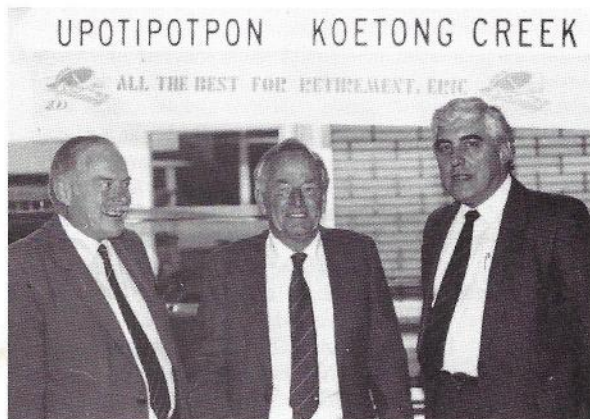
Ian Stoney, Chairman and Managing Director, attended the evening function and after thanking Eric for his long years of service, presented him with an inscribed tray on behalf of Plant Branch. Ian, tongue in cheek, remarked that Eric had in fact commenced with the then CRB before he, Ian, had actually "arrived in this big wide world".

In his reply, Eric mused over the years of his service and his many anecdotes kept the gathering entertained. He assured us that the rifle he carried in the very early days along with the set of spanners and the grease gun was not to keep the bushrangers at bay, "it helped fill up the cooking pot with good food", he joked.

Eric attended the function with his wife, Beryl, and daughter, Tracee, an Admin. Officer at Head Office.

Our photo shows Eric with Ian Stoney and Peter Robinson, and in the background the names of two of his favourite localities, now only memories. Say the first one slowly - U.POT.EE.POT.PON

We wish Eric and Beryl every happiness in their retirement. Another milestone has passed.



• Eric Piper (centre) with Peter Robinson and Ian Stoney. Eric had accumulated 47 years service with the organisation.

Aidan Moves On

From Gary Knight in Horsham



Aidan Murphy retired after more than 30 years with the R.C.A., Wimmera Mallee Region, on 9 October.

Aidan started with the C.R.B. in 1957 and became an Experimental Officer in the Horsham Regional Laboratory.

During Aidan's 30 years he has seen many changes in road construction and material testing and is photographed on his last day doing nuclear gauge density testing in the Dimboola deviation which is a far cry from core cutter density testing on the Lake Bellfield deviation in the 1960's.

Originally from Ireland, he came to Australia in 1952 after being attached to the Malaysian Police Force for 4 1/2 years. Aidan spent the second world war in England and after 1945 worked with the Police Force in Jerusalem.

Horsham Office Social Club presented Aidan with a bicycle which he hopes will keep him fit and to pursue his favourite pastime of golf.

Past and present workmates, some travelling from New South Wales and Melbourne, helped Aidan mark his retirement with a dinner at the Horsham R.S.L. Clubrooms on the evening of his retirement.

OS Newsdesk

Roy Gilmour, has been seconded for five years from Manager - Materials to a position as Non-Destructive Testing Expert with the International Atomic Energy Agency, based in Kuala Lumpur, Malaysia. The position will involve dealings with Government representatives in thirteen countries throughout the Asia/Pacific Region.

BRUCE GOES TO GIPPSLAND



Bruce Gidley has been appointed as Direct Works Engineer for Central Gippsland Region to succeed Geoff Hose.

Bruce took up his duties at the Regional Office at Traralgon recently and is pictured being welcomed by the Regional Manager, Norm Butler.

He is not a stranger to Gippsland, having completed his secondary education in Bairnsdale where he still has family connections.

During his 14 years with the RCA, Bruce has gained wide experience being involved in the Princes Freeway duplication, South Gippsland Highway duplication, Materials Research and more recently in the supervision of Road Design Works in Melbourne. He is looking forward to the challenges of the Central Gippsland Region.

Bruce and wife Helen have two young daughters, Kym and Elise. His hobbies are golf, tennis, squash and windsurfing (says he's hopeless but "loves it!"), and he is looking forward to some snow skiing next winter.

Bob Vincent Retires

After 33 years with the RCA, Bob Vincent retired from Central Gippsland on 18 September and was farewelled at morning tea with the Regional Manager, Norm Butler.

Over the years Bob has been associated with many roadworks in the Region, including the Princes Highway at Yarragon and the Walhalla Forest Road.

He is looking forward to his retirement and hopes to do some travelling in his 4-wheel drive. Along the Walhalla Forest Road, perhaps?

Jim Hits Jackpot



S.E.M.A.R.L. engineer Bob Woodhouse who, in his spare time, is Manager of the Noble Park BEARS Football Club, is shown above presenting a cheque for \$400 to construction worker Jim Heenan, winner of the BEARS 1987 V.F.L. Football Tipping competition. Jim, who plays football for St Kilda Under 19's and Noble Park, obviously had inside information this season as he works alongside Essendon footballer Steve Clark (left). The duo are known on the Project as "The Dream Team".

PEOPLE

MEET OUR TWO NEW RCA BOARD MEMBERS

The RCA welcomes Ray Holloway and Bruce Hartnett to the Board and trust that they find it a challenging and rewarding experience. Below is a background article on the two members.

Councillor Ray Holloway Bairnsdale Town Council

Councillor Ray Holloway was appointed to the Board from 6 October.

Cr Holloway has a long and distinguished record of community service. He was a municipal councillor with Bairnsdale Shire and later Bairnsdale Town Council for 28 years, and served as Shire President/Mayor on these Councils. He is actively involved in the Municipal Association of Victoria and is presently serving on five of its committees, including the Road Finance Working Party.

Ray's other affiliations include:

- President of the Provincial Cities and Towns Association of Victoria;
- Immediate Past President of the South Gippsland Municipalities Association;
- Member of the Mitchell Water Board;
- Member of the East Gippsland Hospital Board of Management;
- Member of the Bairnsdale High School Council for the past 28 years;
- Member of the Regional Education Committee on Planning for Tertiary Education.



• Cr Ray Holloway

Bruce Hartnett Deputy Director-General of Transport

Under Section 17(2) (a) of the Transport Act 1983, the Director-General of Transport is a Member of the RCA and is empowered to nominate another person to attend Board meetings in his stead. Accordingly, Mr Bruce Hartnett has been nominated to undertake this role until further notice.

Bruce is renewing his association with the RCA, having been an engineering cadet in 1965. In 1969 he undertook post-graduate studies, including three years at the University of London, and on his return in 1974 joined the Free-way Planning Division.

Bruce returns to the RCA with considerable experience in both government management and union administration as seen from the following resume:

- 1975 - 1977: Social Planner/Executive Director, Western Regional Council for Social Development;
- 1977 - 1979: Research Officer and Advocate for the Australian Council of Salaried and Professional Associations;
- 1979 - 1982: Industrial Officer for the ACTU;
- April 1982 - July 1983: Ministerial Advisor, Minister for Employment and Training;
- July 1983 - January 1986: Director, Policy and Research Branch, Department of Premier and Cabinet;
- January 1986: General Manager, Industry Development and Export, Department of Industry, Technology and Resources. Responsible for Industry Development, Business Policy and Planning and Export and Overseas Offices. The main task of the group is to promote economic, employment and export growth in trade exposed firms and industries.

January 1987 - August 1987:

Acting Chairman and Chief Executive Officer of the Victorian Tourism Commission.

September 1987: Deputy Director - General of Transport

Bruce holds the following degrees: Bachelor of Engineering (Civil) Melbourne University; Master of Engineering Science (Melbourne University); and Master of Philosophy in Town and Regional Planning (University of London).



• Bruce Hartnett

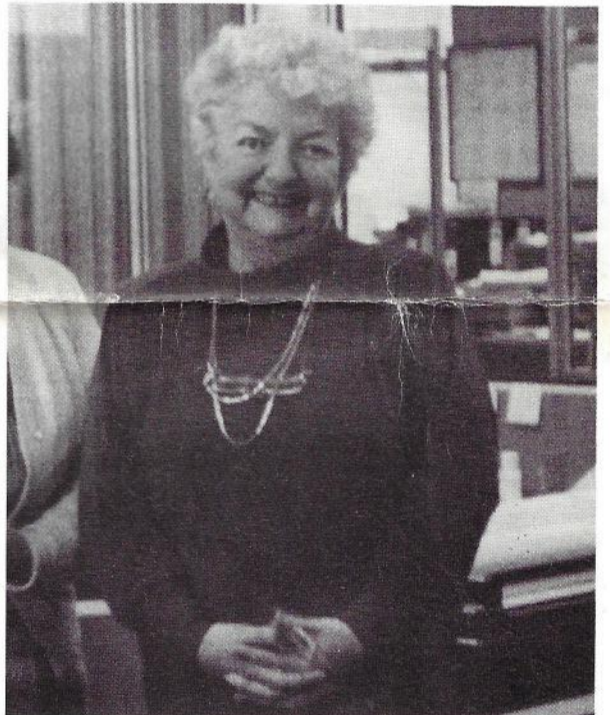
Morris (Morrie) McGuinness

Morrie McGuinness, Assistant Overseer B - Dandenong Region, retired recently due to ill-health after 23 years' service. A farewell was organized by the Pakenham Project at the Bunyip Site Office on Thursday, 27 August.

Morrie was thanked for his efforts and contribution over the years by Raleigh Robinson, Operations Engineer - Dandenong and Ted Goddard, Project Engineer at Pakenham on behalf of all his past and present supervisors and work mates. Morrie, a keen fisherman, was presented with some fishing gear, and all his friends at the RCA wish him a happy and relaxing retirement making good use of this gift.

People...in brief

- Brian Doyle, Workshop Foreman at Central Gippsland, has been appointed District Governor Elect for Lions International. He will be the top Lion in District 210 V3, an area extending from Sorrento to Mallacoota and embracing 64 clubs.
- On 23 October Ray Smith, Senior Property Management Officer, retired from Property Services.
- Mr C De Krestler is the new Manager-Internal Audit with Audit Services.
- Phil Evans, Senior Drafting Officer with Road Design, retired in July for a life on the land.
- Mr A Murphy, Experimental Officer at Wimmera-Mallee, retired on 9 October.
- Bruce Van Every has been appointed Planning and Design Engineer at Dandenong. He has been Major Works Engineer at Central Gippsland.



- A large farewell was held recently for Vicki Pearce who retired from Finance on 7 October.
- The new Head Office Assistant Nursing Sister is Christine Arnold who replaces Sue Kennedy in the Occupational Health area.
- The new RCA/RTA Liaison Officer is Ken Russell who will be based within the Ministry of Transport.
- John Wilson, Direct Works Engineer at East Gippsland, has been appointed Regional Manager at his region. He replaces Peter Balfe who is now the new Manager-Corporate Planning.

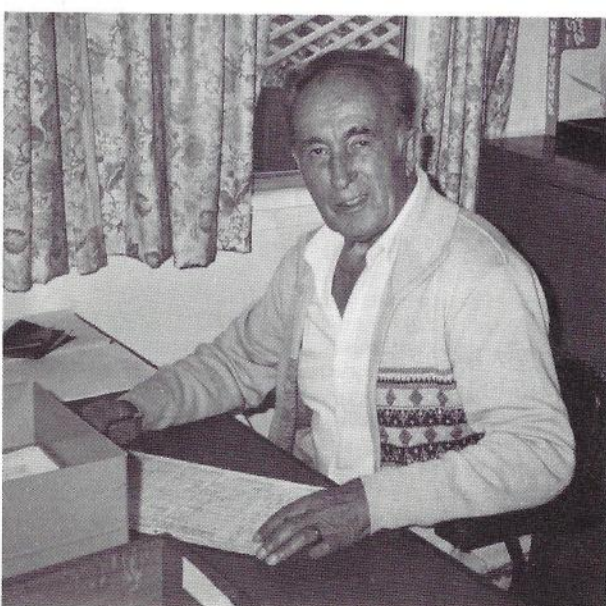
Expo on Asphalt

The 7th International Asphalt Conference is to be held in Brisbane from 7th to 11th August, 1988, and the Australian Asphalt Pavement Association (AAPA) invites individuals or parties to register their interest in presenting a paper during the Conference.

The theme "Expo on Asphalt" reflects the Association's wish to bring before attendees an up-date of asphalt construction relevancies.

In calling for papers, AAPA encourages prospective authors to consider all aspects of asphalt and asphalt construction such as the determination of pavement materials' properties relevant to mechanistic design methods, pavement design techniques, asphalt recycling, binders, innovations in asphalt practice, economic considerations, road financing, training and education. Authors are invited to submit a synopsis of the papers of up to 150 words outlining aims, content, conclusions, etc., to the AAPA by 31 December, 1987. Notification of acceptance will be made by 10 February, 1988 with the closing date for full text being 10 May, 1988.

Relevant details, with the synopsis, should be sent to the Executive Director, Australian Asphalt Pavement Association, 21 Burwood Road, Hawthorn, Victoria, 3122.



Bruno heads off

On Friday 28 August Bruno Prugar, Cost Clerk A-Dandenong Region retired from the RCA after 27 years' service. Approximately 60 of Bruno's friends attended a function at the Stamford Hotel, Rowville, to say farewell and wish Bruno and his wife Janina a happy and healthy retirement.

Stan Hodgson, Regional Manager - Dandenong and Ted Goddard, Project Engineer at Pakenham both paid tribute to Bruno's long and dedicated service to the CRB/RCA. Bruno originally joined the CRB at Benalla in November 1958 as a Cost Clerk Grade 2. In September 1965 he left the CRB but rejoined the organization as a Trainee Cost Clerk at Metropolitan Dandenong in April 1967. In May of that year he transferred to Dandenong Region where he worked until his retirement; spending the last four years at the Pakenham Project Office.

Bruno made many friends in that time and was highly regarded by all who worked with him. We wish Bruno all the best in his retirement.

• Continued

SURVEY

Yes, the rumours are true, "Honest Jim", better known as James Tullberg, has finally taken the plunge. Jim and girlfriend, Vicki, were engaged in August. Jim has had a busy time lately - he is also involved with the local Benalla Theatre Company's production of Sentimental Bloke. Jim plays the character Mr Smithers.

Bruce Wood has recently returned from 3 months in central and north-western Australia. Bruce came back with a suntan and no bullet wounds as one of his more revealing photos showed.

Doug Aldridge and Phil Baker managed to work after six months long service leave.

NEW STAFF

John Byrden, Engineer Class 3, has recently transferred from the Regional Office and Paul Tucker, Class 3 Engineer, has taken over duties from John Moylan who has gone to work in Fiji.

GENERAL

Project Fun Run (results in next edition)

The "Frank Pierce Handicap" is to be held again on the 26th August 1987. A new 6 km track around the Benalla Airport has been selected by Chief Handicapper Paul O'Connor, as the original track "the Hume Freeway" has now been opened to traffic.

Lester Watt has been in training for 6 months and has trimmed down to a neat 90 kg. He is the early favourite for the event although officials will be watching him closely to make sure he takes the right course.

The Occupational Health & Safety Officer for the Project Office has had to issue a circular to All Filing Cabinets, instructing them that they must cease opening up and tripping people over.

Project Manager and ardent Collingwood supporter, Bill Peyton, has hit the lead in the Football Tipping Competition and has a two point lead with 2 games to go.

FUND RAISING

The Baddaginnie-Bowser Project Office has undertaken to raise \$500.00 towards expenses for Survey Officer Greg Dennis's wife, Raelene, who has to go to New Zealand to have a special heart operation.

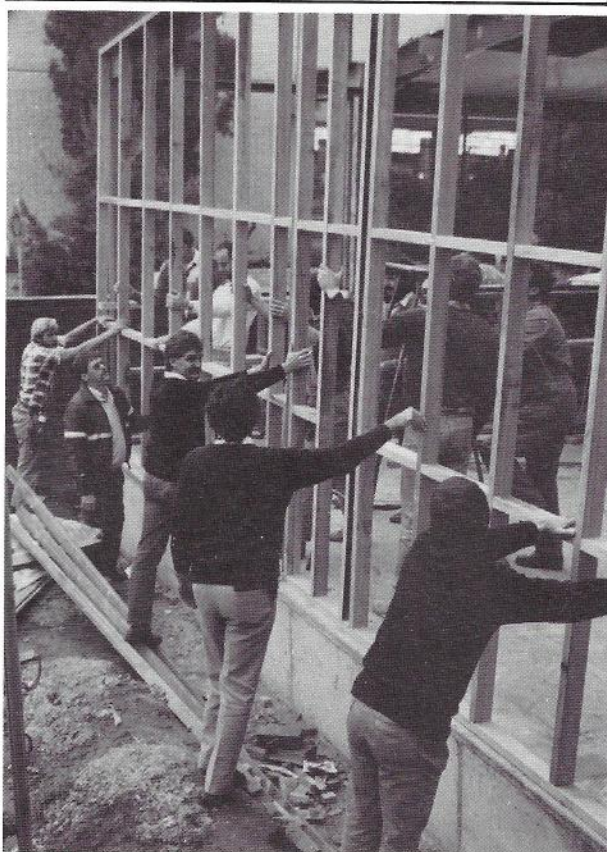
The Project has held a very successful Bush Dance and barbe-que which was attended by both Project and North-Eastern Region staff. All who attended agreed it was a very successful night.

A Trivia Night run by "Honest Jim Tullberg" has also been held to raise money. The winning team was Ian Jack, John Trounce, Phil & Sharon Mathie-



• Seen at the HOSA annual dinner dance earlier this year was Michael Glaser (Finance) and friend.

The Hangers On



son and Matt & Johanna DeNatis.

Talking of trivia, Paul White, Shane Schaeche, John Trounce, Paul Doherty, Paul O'Connor and Jim Tullberg recently won a Trivia Night run by the local Benalla Tennis Club. They all enjoyed an evening out at the local Chinese restaurant.

Northern From Sandra Grace in Bendigo

We welcome a number of new faces to Bendigo. They include Lisa Todd (Typing), Bill Cagney (ex West Gate Bridge), Tom Harris our new R.A.O. (ex Horsham), Glen Cullen (Apprentice Painter), Janice Riordan (Tea Lady) and fitter Wayne Davis who has returned to the fold after a stint in Central Gippsland.

On the debit side, popular Pat Keighran retired as Depot Yard Cleaner after serving the Road Construction Authority for 24 years. Ina Ross (Precast Yard), Gaven Smith (Cost Clerk), Dot Johnson (Tea Lady) and John Burtonclay have all left us. Peter Gibbs (Lab) has transferred to Benalla Project. Trish Pilcher is on twelve months maternity leave, but no sign of the baby yet.

The last of our goodbyes goes to Renny Duckett who, after 9½ years in Bendigo, has transferred to Central Gippsland Region as Construction/Maintenance Engineer. Renny was a popular member of staff who was very active on the social scene, being social club president for a number of years. He was also well known for his jokes (not always good!) but we wonder who got the last laugh here?!

Renny was presented with some Bendigo Pottery (soon to be a collectors item) at his farewell function and all his friends wish him well in the future.

When is a carport not a carport? When it is converted into a new office. Opening day for the new Maintenance Section office (which used to house the Regional manager's and Direct Works Engineer's cars) was Friday 10th July and celebrations were in the form of champagne and caviar. Construction of the office by our Depot boys took approximately 2 months under the careful guidance of Greg Watkins, not to mention all the others that seemed to "hang" around.

We were all pleased to welcome back Ted Ricardo who had spent some time on sick leave. Ted looks better than ever now and has apparently postponed his retirement to a later date.

• Northern staff building their new office... "are you SURE this is the right way up?"

Working overtime can really get your appetite going. While manning a night time vigil during summer bushfires, hunger pangs struck our three night owls around 3.00 am, so a pizza was ordered and delivered. Nothing silly about that you say? The following week a yellow L2 appears from a Mr Perry claiming the cost of ½ of a pizza!

Classies

BIRTHS

ADAMS : Neil (Central Gippsland) and Caroline, a girl, Hayley Louise.

BOYCE : Sonja (Data Prep) and John are pleased to announce the safe arrival of their daughter Jacqueline Maree on June 30th.

DALTON : Greg (South Western) and Tanya, a boy, Luke.

FOX : Greg (Central Gippsland) and Roberta, a daughter, Jenna Kaitlyn, on September 23.

LOCKIE : Congratulations to John (Northern Region) and Jenny on the birth of their son, Jason Alex on 17. 6.87

PASHULA : Charles (Northern Region) and Genni welcome a daughter, Julia Mary on 4. 6. 87.

WALKOM : David (Materials) and Jenny, a son, Nelson Ross, born 31 March. Sister for Germaine.

MARRIAGES

McCARTNEY : Ian (Bendigo Workshop) and Suzanne Lund will be married on September 19th 1987.

TO RENT

Holiday House - COWES

Two Bedroom Holiday House available for rental from 1st February 1988.500 metres from beach and town centre. Contact David A Jones, Dandenong Region 875 4075 (B). (A.H. 882 2894).

Holiday House, MT MARTHA

3 bedrooms, sea views. Period - Christmas Day until end of January (2 week period minimum). Contact Geoff Allen, 848 1343 after 7.00 pm.

NOW YOU'LL BE ABLE TO SHOP ON THE BRIDGE

Motorists will be able to buy petrol and a meal, get their car washed and shop on the West Gate Freeway, following the announcement on 8 October that Shell Australia is to build a multi-million dollar service centre on the eastern approaches to the bridge.

Transport Minister, Mr Tom Roper, announced that Shell's proposal to develop the West Gate Service Centre had been selected from a number of excellent proposals.

"The Centre will be located on either side of the old toll plaza," Mr Roper said.

"Originally, it had been intended to simply grow grass on the toll plaza area, but on a weekend drive to me that a Service Centre type development would be both better economically for the State and for the motorist public.

"I asked the Road Construction Authority which at that time had a policy against service development on highways to consider the best use of the area.

"The result will assist in the provision of surveillance of the bridge and help the 30

per cent of those who break down through running out of petrol.

"The design, with its distinctive canopies, reflects the structure of the bridge and its bayside location.

"I believe that a service centre development would be of great benefit, providing much needed services to the 72,000 motorists who cross West Gate Bridge each day.

"Shell Australia has been granted a 10 year lease on the site following the independent assessment of proposals submitted to the RCA by major oil companies and private developers earlier this year.

On the Alpine Road



Four stalwarts who maintain the Alpine Road up to Mount Hotham are David Young, Noel Rooney, Len Ohlson and Peter Carroll. The chaps also cruise along a section of the Omeo Highway between Mt Tongio and Bingo Munjie, and belong to East Gippsland Region.

Interchange

CLASSIES Coupon



To : Editor Interchange Gr Floor Head Office

Please include the following in Interchange:

Advert

Name of contributor.....

Signature Tel.....

Category

(Births, Deaths, Marriages, Engagements, To Rent, For Sale, Wanted to Buy, Public Notices, Retirements, Birthdays,

Divorces, Turning 40, etc.)



Good Living

Rob and Bob Get Ready For The Big One

Engineers Rob Aitken and Bob Carr have been doing a lot of pedal pushing lately. And it's not simply because they are the RCA's two Bicycle Facilities Co-ordinators.

During October and November the duo were in training for the annual Caltex Bike Ride, held in December, between Stawell and Melbourne.

"Training rides are the order of the day," says Rob, who is based with Traffic Engineering. "On some days during the event there is more than 100 km of riding required."

Rob says that the daily cycling distance averages about 75 km with 'a few steep hills' thrown in to keep participants on their toes.

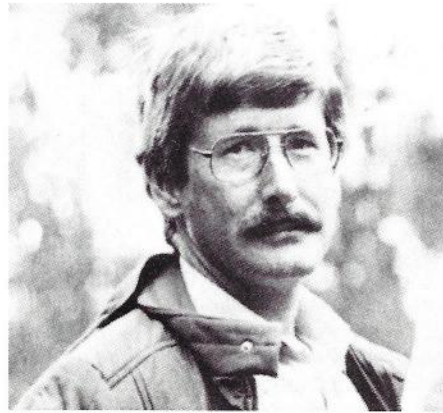
But the aim of the exercise for Rob and Bob is more than just to keep fit.

"We are interested in expanding the RCA's involvement with cyclists," he says. "The RCA has already been assisting the organisers by providing advice on signing and arranging traffic controllers at intersections along the route. That's an important task when one considers the number of participants will probably be in excess of 3000."

Rob has plans of riding for the first four days of the event, while Bob was enthusiastic to complete the whole distance.

"We're both looking forward to it," adds Bob.

"As the RCA's representatives on the ride," says Rob, "we hope to gain a greater understanding of the needs of cyclists and how our organisation can assist them."



• Rob Aitken

This year the ride takes on a distinct nautical atmosphere as participants have the chance to explore Western Victoria.

The ride is not aimed to attract Sunday entrants to cycle regularly on quiet roads to get an idea of what items they will require for the event.

"In the last eight weeks go for a 40 km ride every weekend, and then three rides of 80 km to 100 km just before the event," says one official. "We advise people to practice cycling and stopping on various surfaces and in different situations."

Be Prepared

Planning to go on a long weekend bike ride this summer?

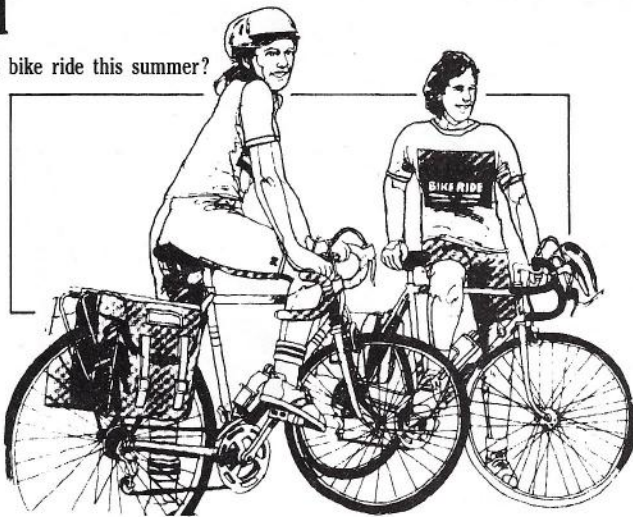
The organisers of the Caltex Bike Ride have several useful 'touring tips' for cycle enthusiasts.

Logically, the first area to start is with the bike itself.

"Make sure your bike is in good condition before starting out," says an organiser. "Unless you are a competent bike repairer yourself, you will need to take it to an experienced bike mechanic. The following should be carefully checked: handlebars and headset, front/rear brake and brake blocks, condition of tyres and wheels, bottom bracket and chain and the puncture repair kit."

On the road, the rider should be prepared to always select the right gears for the varying conditions.

Make sure you are in a comfortable riding position. During many Caltex rides, one of the



major problems for rider discomfort is that the seat is adjusted too low. Reduce strains by varying your grip and riding posture, and avoid tiredness by using gears to maintain a smooth pedalling pace.

A good idea to keep up energy is to have 'nibbles' every 15

minutes or so, especially if it is a long ride.

On the Caltex Bike Ride, entrants are advised to wear a quality helmet, and close fitting clothing of a natural fibre. And don't forget the suntan lotion, vaseline—to avoid chafing, and the ever helpful sunglasses.

were successful. Even the runner-up in the singles has been the same for the last two tournaments.

Congratulations to Paul Low who showed us that last year's win, on forfeit against an injured Keith Story, was not necessarily the miscarriage of justice that some people claimed. Congratulations also to Keith Story and Rob Weatherson who, after three tournament wins in a row must be coming close to convincing some of the detractors that perhaps it has not been a fluke. However, they didn't have it all their own way this time, as Anthony Rees and David Vernon achieved some-

thing unique in the final—they were the first to take a set off Keith and Rob over the last three tournaments. With this chink in their armour the combination felt that they should seek new partners.

This year's finals attracted crowds that were large, exalted and at times vocal. The cynics still maintain that the size of the crowd is inversely proportional to people's disposable income and morale—perhaps they are right.

Thanks to all who helped and/or participated—special mention to Graeme Perkins for his assistance on behalf of the RCA Tennis Club.

Free wheeling news

Rob is our 'Bicycle Facilities Co-ordinator'

Robert Aitken (Traffic Engineering) has assumed the role of Bicycle Facilities Co-ordinator, although he will continue his duties as Team Leader in the Layout Design and Investigation Section.

Robert will be responsible for the following in relation to the Bicycle Facilities position.

- Monitoring and co-ordinating the activities of the RCA relating to the planning, design and provision of bicycle facilities and facilities for other non-motorised road users.
- Providing advice on standards, guidelines and practices for activities related to the planning, design and provision of bicycle facilities.
- Providing advice on standards, guidelines and practices for facilities for other motorised road users, including pedestrians and disabled persons.
- Representing the RCA on the State Bicycle Committee.
- Evaluating the effectiveness of bicycle facilities provided, including usage, user characteristics, safety and costs.

Pushing pedal pushing into the '90s

If Antonio Hernandez is correct, cycling is about to experience its biggest turning point since the first humble pedal pushing machine was invented way back in 1839.

The portly Spanish metalworker has designed a racing bicycle which, he claims, halves the leg power needed in conventional machines while having the potential to increase speed by 50 per cent.

That would push a fast cyclist's top speed up to around an impressive 90 km an hour, compared to the current average speed of 60 kmh. Hernandez devised the new bicycle in his Madrid workshop and displayed a prototype at a large fair in the Spanish capital.

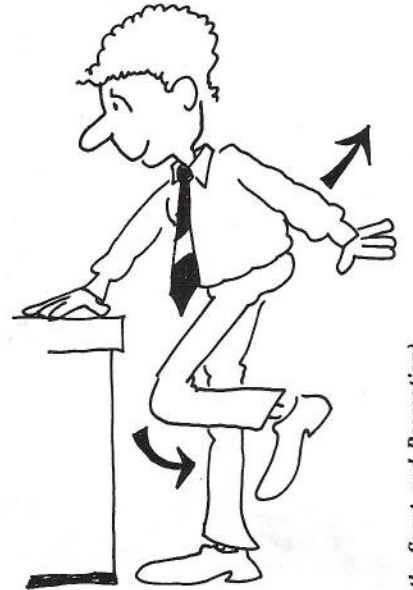
The version on show had a conventional frame with the pedals linked to pistons. The pistons move back as the pedal moves down, pushing the rear wheels forward. Instead of revolving the legs, the cyclist moves them up and down on the pedals in a stamping motion. It may look awkward, some may say silly, but Hernandez assures that it is more effective because it allows for longer and more powerful leverage.

The leverage is almost doubled from 22 cm on a normal bicycle to 42 cm, says Hernan-

dez, who estimates that, if sold on the market, it would not cost any more than what is currently retailed. However, at this stage, the model has yet to attract a potential manufacturer.

The optimistic bicycle inventor says he was inspired to devise the new bicycle when he became disenchanted with the high volumes of traffic in Madrid.

Workercises



Pedal on the spot while standing. (For the upper leg muscles). Hold onto your desk or a wall. Move one leg continuously as if pedalling. Swing your free arm at the same time. Change legs and repeat.

(Text from the Department of Youth, Sport and Recreation)

Putting you in the picture!

Want to send a photograph to Interchange for publication? Please remember to submit it in an envelope with some cardboard to prevent any damage, and make sure its caption includes all details including full names, etc. We accept both colour and black and white, and material will be returned if desired.

Want to plug a sporting event? Notify everybody of your next Horticultural Society General Meeting? Advertise a roading symposium? Write to the Interchange 'What's On' and we'll publish details in our next issue.

Tips for the Top

Guidance on the mistakes managers make comes from James Fleet, a managerial motivation consultant, who lists 22 big mistakes that managers make and how to correct them.

A few are:

- Trying to be liked rather than respected; wanting to be popular.
- Failing to ask subordinates for advice and help.
- Failing to develop a sense of responsibility in subordinates.
- Emphasizing rules rather than skills; thwarting personal talents.
- Failing to keep criticism constructive; offering no guidance.
- Not paying attention to employee gripes and complaints.

Golf in Gippsland

Entries close on 22 January 1988 for the Inter-Regional Golf Day at Central Gippsland. There will be a number of trophies presented including Best Team, Best Individual Score, Best Non RCA Employee Score, Nearest the Pin (two awards) and Longest Drive.

Entry Fee

"The entry fee is \$12 which includes lunch," says organiser, Brian Kleehammer, from Morwell Project. "We can also arrange accommodation at Traralgon."

"The event will be held at the Traralgon Golf Course," adds Brian, "and enquiries can be made to me or Mick Hayes at the Central Gippsland office."

Interested golfers can ring Brian on (051) 34 8777 or Mick on 74 3311.



Same Old Story!

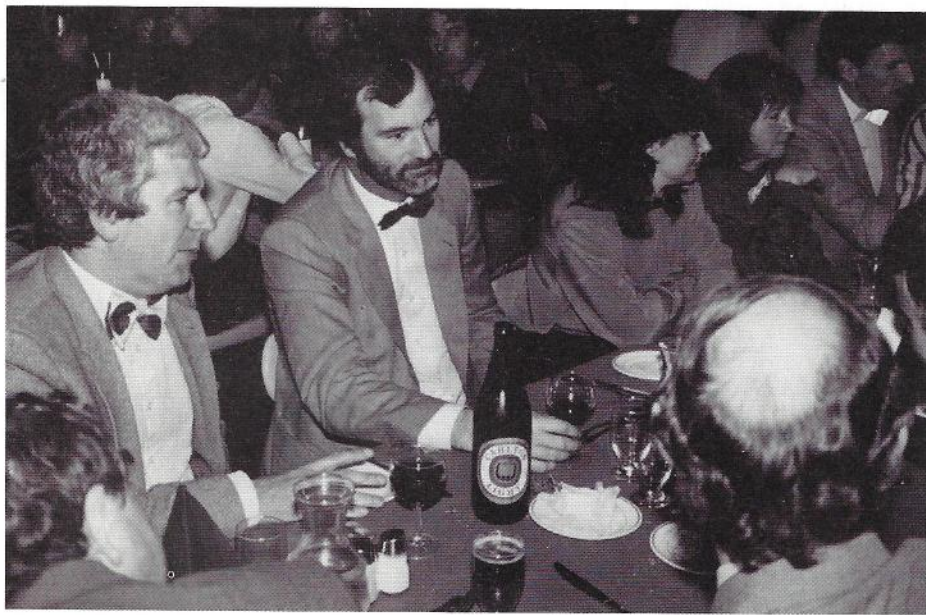
In these days of rapid changes it is almost like being caught in a time warp when one reads the winners' names on the Materials Tennis Trophies!

The 1987 Materials Invitational Tennis Tournament has been won by the same three players as the 1986 final. In fact, back in 1986, we ran an additional doubles tournament and the same two players

Good Living

New Age Eating in Kew

Caf turns on some culinary delights



• The Caf - the place to be seen in cuisine circles

Have you been to the new restaurant at 60 Denmark Street, Kew?

It was on Friday 26 June that 14 eager members of the Corporate Development Branch, handsomely attired in state of the art bow ties, decided to go out for lunch. But then came the inevitable, weighty question: "what does everyone want to eat?"

Several suggestions were forthcoming. "Let's tuck in to a pub meal at the local" . . . "how about Italian cuisine?" . . . "Gourmet seafood?" . . . "Traditional Bulgarian?"

The kosher conference was suddenly deadened when a voice loudly replied: "why not go to the Head Office Cafeteria? I'm sure if we asked nicely they would let us push a few tables together and bring in a cask or two to help lubricate the throat."

The Head Office Cafeteria? "You've got to be kidding?" queried one aghast engineer. "I wouldn't be caught dead in the caf!" responded another equally agog staff member. "I've worked here for ten years and I've only ever had one meal in the caf. . . and I still remember the pumpkin."

"Well I've been to New Age Thinking and they put on a fantastic spread," said the voice in a composed yet firm response. "I'm sure all we need to do is ask."

Well they did—and to their surprise they found that Paul Hoffman and his bevy of workers do, indeed, put on a good spread.

"Paul assured us he could provide the best cuisine for the best prices in Kew," recalls Bill Shum, "we asked for the 'ten dollar special' and left everything else up to him."

A long table was prepared and, much to the astonishment of other patrons, beer, wine and orange juice were placed onto the table.

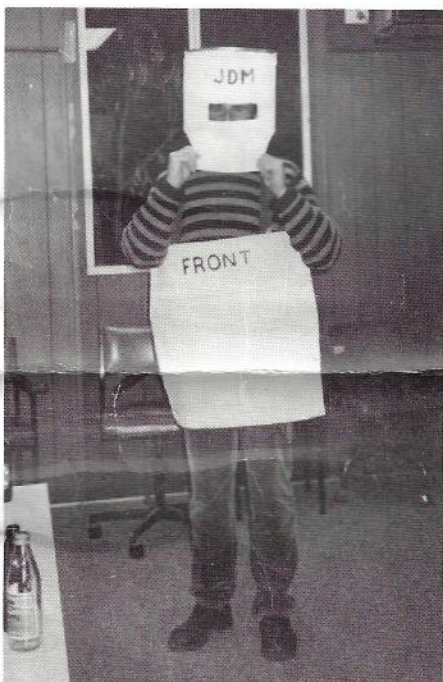
Says Bill Shum "The luncheon consisted of soup, a choice of three main meals, apple strudel with cream and finally, cheese and biscuits, fruit, coffee and, naturally, after dinner mints".

All this, says Bill, for an impressive \$10 a head!

"We were most impressed by the excellent food, friendly service and total presentation," says Bill. "And it didn't take long for some of those who were rather negative to say 'are we really in the Head Office Caf?'. We will all be back for another serve, without doubt."

So keep in mind—next time you are considering a business lunch, keep in mind the best value in Kew . . . it is literally right at your doorstep.

Such is Life



John Moylan, an engineer at Baddaginnie-Bowser Project, is now working in Fiji. At his sendoff his workmates pitched in and bought him this elegant tailor made Ned Kelly outfit. "Just in case he ran into any trouble over there," says colleague, Lester Watt.

A crafty idea

Why go trudging around the streets of Kew when you can go shopping in Head Office? The trendy place to be seen nowadays is in the HOSA Craft Shop, first floor, which has an impressive array of handmade goods for sale.

You have a choice of wooden toys, soft toys, decorated windcheaters and other goods - all at realistic prices. The items are all produced by RCA staff, too, so a visit will give you a good idea of what your colleagues are doing in their spare time.

The shop is open 1 pm to 1.30 pm on Tuesdays, Wednesdays and Thursdays. Further details about "summer clearances" and selling products can be directed to Penny Lamble (2577) or Julie Colborne-Veel (2281).

New Flexi Time Program

Are you sick of doing the flexitime sheets the old manual way?

Well, work experience student Martin Dubaj has developed a program on dbase 3 plus to take away the monotony of flexitime calculations. MIS have refined it and no doubt it would be a welcomed program to the staff who calculate the flexitime. For further information contact Andrew Chapman ext 2608.

B Grade Team Issue Challenge



After five seasons at the Nunawading Indoor Cricket Centre the Dandenong Region Indoor Cricket team recently won the B2 Grade competition.

Team members shown in the attached photo are (back row) Bruce Lyons, Warrick Peel, Dennis Maxwell and Craig Spalding and (front row) Geoff Pullin, Peter Velcek, Norm Bettess (Captain) and Len Bettess.

Other team members Richard Warwick, David Vimpani, Mike Jordan and Gary Veith who helped get the team into the Final were not present for the photograph.

The Dandenong team were a winning combination at the recent Sports Weekend at Wodonga.

□

Do Something For Yourself JOIN THE ENGINEERS ARMY RESERVE



The 22 Construction Regiment, Army Reserve, has opportunities for a whole range of professional, technical, trade and construction and maintenance engineering skills.

- | | | |
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| Professional Engineers | Bricklayers | Surveyors |
| Drafting Officers | Plumbers | Construction Industry Workers |
| Carpenters | Overseers | Painters and Decorators |
| Electricians | Clerks of Works | Cooks |
| Mechanics | Plant Operators | Administrative Officers |
| Welders | Drivers | Storemen |
| | | Medics |



Find out if Army Reserve life is for you!

Contact Peter McCulloch on 2398 or Les Bull on 7 291 for details about Army Reserves.

Been there, done that

Just a line to say I'm living
that I'm not among the dead
Though I'm getting more forgetful
and mixed up in the head.

I've got used to my Arthritis
to my dentures I'm resigned
I can manage my Bi-focals
But Oh God I miss my mind.

Sometimes I can't remember
When I'm standing by the stairs
If I should be going up for something
or if I've just come down the stairs.

And before the fridge so often
my mind is filled with doubt
Now did I put some food away
or come to take it out.

Sometimes when it's night-time
with my night cap on my head
I don't know if I'm retiring
or just getting out of bed.

If it's not my turn to write dear
I hope you won't get sore
I think I may have written
and don't want to be a bore.

So remember I do love you
and wished that you lived near
But now it's time to mail this
and say goodbye my dear

At last I stood before the mail box
my face it sure got red
Instead of mailing this to you
I opened it instead.



WIN a \$240 Maintenance Service!



Summer is almost upon us and it's time to get out the suntan lotion, plan the holidays -- and SERVICE THE FAMILY CAR!

But before you frantically flick through the yellow pages to see where your nearest garage mechanic is operating, hold the phone! Interchange and Home Tune (Australia) have teamed up to give you an offer too good to refuse: our gala summer 'Motoring Trivia Quiz'.

The competition is open to all RCA staff and receiving personnel -- and look at the prize. The winner will receive, courtesy of Brian Foo and Home Tune, a FREE comprehensive SERVICE on your vehicle.... it would normally cost you \$240, including parts.

The check-up includes an electronic tune, oil change, maintenance/service report and a specialised thirty minute diagnosis.

Front to Back

"We go from the front number plate to the back," says David Streicher, Home Tune's Victorian Sales Manager. This involves a safety check on all aspects of your car including brakes, tyres, suspension, exhaust and so on. Our slogan

is "We Drive Ourselves To Fix Cars ...Perfectly!" The prize, adds David, also includes oil and filters.

All entries must be on an original Interchange entry form (no photocopies), and must reach The Editor by 28 January 1988. Please PRINT or TYPE all entries which will be drawn during the following week.

Home Tune operates in the Melbourne metropolitan area with agents in Albury, Ballarat, Bendigo, Healesville, the Mornington Peninsula, Geelong and Warrnambool. The company can do house calls Mondays to Saturdays, but will also service your car at work (or even the supermarket - it's your choice).



How Bruce Foo Can Help You!

Bruce Foo (above) is Home Tune's representative in Kew... and that's good news for everybody working in Head Office, the annexes and Metro Region. If you're going on holidays and can't wait for our quiz results, call Bruce NOW on 846 3888 and arrange for a personal visit. The \$240 prize is courtesy of Bruce's Home Tune business--so give him a call. Elsewhere, readers can ring (03) 873 4333 and ask for David Streicher. And don't forget: Home Tune ("We Drive Ourselves To Fix Cars ... Perfectly") is offering a 10% discount to all Interchange readers!

• Bruce: under another bonnet! ^{SCM}

It's a great prize - so get out your pens and fill out your entry NOW!!! ^{3 1/2}

Interchange

HOME TUNE

Motoring Trivia Quiz

1. What is the name of the first freeway bypass which was opened in Victoria in 1961?
2. What do the acronyms ALTP and ABRD stand for?
3. In which Australian capital city would you find the Riverside Expressway?
4. What maximum speed limit was recently introduced on most Victorian rural freeways?
5. What is the toll rate for interstate motorists with pool-car vouchers travelling off peak across West Gate Bridge?
6. Home Tune's slogan is: "We Drive Ourselves To Fix Cars"?

Enter Today!

Name

Location

Phone No.

Position/Title



Return to

Motoring Trivia Quiz
C/o RCA Corporate Relations
Editor, Interchange - HEAD OFFICE

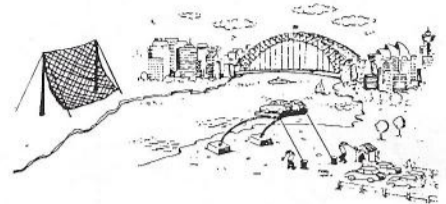
Your Answers:

- 1
- 2
- 3
- 4
- 5
- 6

ENTRIES CLOSE - 28 JANUARY 1988



Diversions



A Sydney cartoonist recently came up with this innovative plan when he was asked to create a few ideas for the second harbour crossing. Innovative—but will the insurance companies buy it???



Kenya's Ministry of Transport has had its phones cut off in its Head Office in Nairobi. According to a local newspaper, the phone corporation cut services to the Ministry because it was too slow in paying its overdue bills. The newspaper claims that scores of other government authorities owed the phone corporation more than \$25 million in overdue payments.

The forlorn Ford or Commodore found in company car pools rarely enjoy the same affection granted to private vehicles. A reader from Northern Region came across the following observations about pool cars and their special characteristics:

- They travel faster in all gears, especially reverse.
- They enjoy a much shorter braking distance.
- They have a much tighter turning circle.
- Battery, water, oil and tyre pressures do not need to be checked nearly so often.
- The floor is shaped just like an ashtray.
- They do not require to be garaged at night.
- Can be driven for up to 160 kilometres with the oil warning light flashing.
- They need cleaning less often, especially inside.
- The suspension is reinforced to allow carriage of concrete slabs and other heavy building materials.
- They are adapted to allow reverse gear to be engaged whilst the car is still moving forwards.
- The tyre walls are designed to allow bumping into and over kerb stones.
- Unusual and alarming engine noises are easily eliminated by the adjustment of the fitted radio volume control.

THE GHOST

OF WEST GATE ?

It would appear that a ghost from the long defunct West Gate Bridge Authority lurks in the environs of the Bridge if a story in the Sunday Press of August 16 can be believed. Reporter Ross Burdett came to grief when his car aquaplaned in wet weather across four traffic lanes on the freeway approach to the Bridge and crashed into shrubs planted at the roadside.

Seeking solace for a bruised ego, as his car was being towed away, Burdett mused to an onlooker "I guess this sort of thing happens all the time".

The onlooker, identified only as Albert from THE WEST GATE BRIDGE AUTHORITY, gave the reporter a strange sideways glance before setting his mind at ease ...

"I'd reckon you're the first", the mysterious Albert replied.

Jeff MacNelly, US cartoonist, looks at the LA Freeway shootings...

