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# VicRoads News

Staff Newsletter

October 1997

## VicRoads a winner

VicRoads was a winner in the Victorian division of the 1997 Engineering Excellence Awards.

The South Eastern Freeway, a joint entry between VicRoads, Leighton Contractors, Ove Arup and Partners and Coffey Partners International, won a Special Prize, the 'Transurban Infrastructure Prize'.

VicRoads Chief Executive Colin Jordan received the prize at a gala dinner held at the Crown Casino on 21 August.

Another Special Prize, the 'Country Victoria Prize', was awarded to Sinclair Knight Merz, in conjunction with VicRoads and the City of Greater Bendigo, for their work on Heathcote Main Street.

VicRoads entered ten projects in the awards, the highest number of entries from a single organisation. The entries were an impressive testimony to the high standard of achievement across the organisation.



*VicRoads was well represented at the Engineering Excellence Awards. Pictured (L-R) are: Lyle Grinter, Tracey Gosby, Robert Gilpin (centre), Phil Kajewski and Rob McQuillen.*

Entrants included:

- South Eastern Freeway Grade Separation Project;
- Rosedale Road and Bridge Duplication Project;
- Ringwood Bypass;
- Great Alpine Road;
- Calder Freeway Black Forest Section Environment Effects Statement;
- Linking Victoria Strategy;
- Development of VicRoads Community Consultation Guidelines;
- Geotextile Reinforced Sprayed Seal Surfacing;
- Treatment of Road Slips with Expanded Polystyrene Blocks; and
- CrashStats interactive CD ROM (for analysis and mapping of road crash data).

The VicRoads entries provide a fascinating insight into the enormous scope of the term 'engineering'.

The Awards required entrants to demonstrate how well their

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Visit our web site

## What's in a name? A gift voucher from the ABC Shop!

We're looking for a new name for our new look newsletter.

Email your suggestions to newsletter editor Christine Elmer, and be in the running for a \$100 gift voucher from the ABC Shop.

If you have any ideas for stories, please contact the editor, Christine Elmer, on 03 9854 2779 or via email: [elmerc@vrnotes.roads.vic.gov.au](mailto:elmerc@vrnotes.roads.vic.gov.au)

# In-service produces great outcome

The Blackburn Community Policing Squad has received a gift of two convertible Century-Foldaway child restraints, thanks to VicRoads.



*Geoff Shanks, Regional Manager (left) and Gary Battershill, Road Safety Behaviour Manager, VicRoads Metropolitan South East Region, present the new restraints to Sergeant Norm Free, from Blackburn Community Policing Squad.*

At an in-service training session on child restraints presented by Helen Stricker of VicRoads Metro South East Region, the squad discovered a number of the child restraints they were using were out of date.

“The restraints are needed to provide safe transport for children in emergency situations,” explained Helen, who is an Early Childhood Road Safety Co-ordinator, “but unfortunately the Victoria Police was unable to fund replacements, so they turned to VicRoads for help.

“We approached Century-Foldaway Child Restraints, and they were only too pleased to offer replacement equipment.”

VicRoads Metro South East Region Manager Geoff Shanks presented Century-Foldaway’s gift to the Blackburn Community Policing Squad.



*Members of the South Western Region OH&S Committee (back row from left) John Wilson, Greg Quinn, Marc Telford, Greg Altmann and (front right) Alan Harman with (from left) Andrew Lindberg Chief Executive Officer, Victorian Workcover Authority and Colin Jordan, Chief Executive, VicRoads at the presentation of the first Safety MAP award for VicRoads. (Photograph courtesy of the Geelong Advertiser.)*

## South West Region puts us on the MAP

The South West Region has become the first VicRoads operating unit to receive a WorkCover Safety Management Achievement Program (MAP) Award.

The award was presented to VicRoads at the beginning of June, by WorkCover Chief Executive Andrew Lindbergh, in recognition of our commitment to a safety culture.

In joining regional manager John Wilson in accepting the award, VicRoads Chief Executive Colin

Jordan said “The South West Region is an inspiration for all other VicRoads operations to achieve excellence in health and safety”.

Congratulations to John Wilson and all his staff for this outstanding effort.

## VicRoads a winner cont

project met a set of five mandatory and five elective criteria. The criteria cover topics such as sound engineering practice, development of new products and practices, technical complexity, community benefit, community consultation, and co-operation with other disciplines and professions.

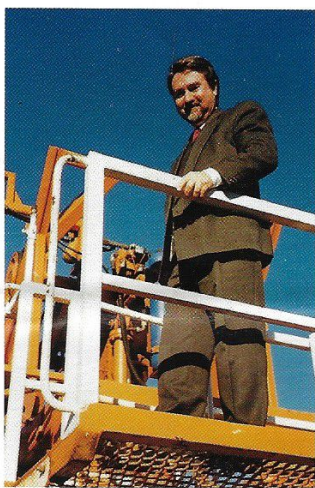
The first stage was a written submission, which demonstrated the ‘engineering excellence’ of each project. Each entry team

then made an oral presentation to a panel of judges and, where appropriate, took the panel on a tour of their project. The Corporate and Public Relations team worked closely with entrants on the presentation of their submissions. Judges commented on the high quality of all VicRoads entries.

Congratulations to all of the VicRoads entrants in the 1997 Engineering Excellence Awards!

# Who's who in the road business - Part 1

Australia has a number of organisations involved in roads and traffic policy at a national level. VicRoads makes a major contribution to their work through the expertise of many VicRoads people. In the first of a two part series we look at Austroads, and some of the many VicRoads people involved in this key national road organisation.



**Lance Midgley on board ALF, the Accelerated Loading Facility, during his pavement research project.**

Austroads is the association of Australian and New Zealand road and traffic authorities. Its members are Australia's six State and two Territory road authorities, the Commonwealth Department of Transport and Regional Development, the Australian Local Government Association and Transit New Zealand.

Austroads develops strategies for improving the management, performance and use of roads. It focuses

on five program areas: road system management, road use management, road safety, business systems, and technology and environment. Each program is managed by a senior officer from one of the member organisations.

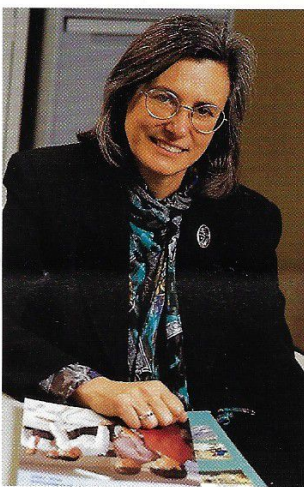
VicRoads makes a major contribution to Austroads. Colin Jordan is the current Chairman, and David Anderson has just moved from Manager, Road Use Management Program, to Manager of the Technology and Environment Program, where he is being assisted by another VicRoads colleague, John Griffith.

During 1995-96, Austroads also completed a major theme project, 'Roads in the Community'. This involved significant input from David Berry, former Deputy Chief Executive of VicRoads, who was Project Manager, and Alan Collins, Manager Secretariat in VicRoads Corporate Resources.

Practically speaking, an Austroads project could draw in almost any member of VicRoads staff. For example, Lance Midgley, Manager Materials Technology Department, has recently been involved in a pavement research project; Kerry Willis, Manager Environmental Services, has been working on guidelines for strategic planning; and Warwick Pattinson, who manages a number of Austroads projects, has been working in the heavy vehicles area.

This ongoing commitment to working with Austroads reflects one of the key issues identified for the 1997-2000 Corporate Plan: maintaining a leading role in national road transport reform and development of 'Best Practice' within Australian road agencies.

Other transport policy committees and organisations to which



**Kerry Willis worked with Austroads on strategic planning guidelines.**

VicRoads makes a significant contribution are the Australian Transport Council, the Ministerial Council for Road Transport, the Standing Committee on Transport and the National Road Transport Commission. The operations of this group of inter-related bodies are currently being reviewed. As soon as the review is completed, they'll be introduced to you in Part 2 of 'Who's who in the road business'.

## Bravo, Pierre

**South East Metro Manager Geoff Shanks has received a letter from Mr William Rose of Knoxfield, warmly commending staff member Pierre Castelino.**

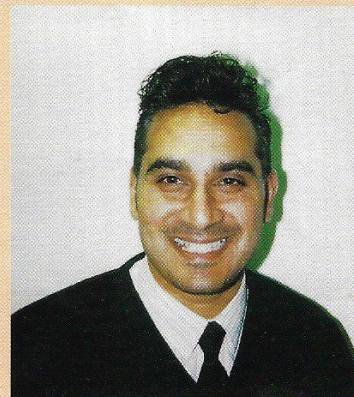
Pierre, who works in R&L at Burwood East, gave considerable support to a young man with literacy problems who was a competent driver but was having difficulty passing his written test.

"Your Mr Castelino took this lad aside and gave every possible support until the lad passed his test (finally!)," Mr Rose wrote.

"The lad's father is dying of cancer and the licence was critical for him to be able to work.

"In my 15 years as City Hall Manager at Malvern, never have I seen a more dedicated officer than Mr Pierre Castelino.

"In these days of pressure and sometimes lack of concern for others, it was indeed refreshing to see Mr Castelino give up his lunch period to assist."



**Pierre Castelino – a great ambassador for VicRoads.**

# Everybody's guide to Corporate

VicRoads has recently been developing its corporate plan. VicRoads News asked Clive Mottram, Manager of Corporate Planning, to explain the process.

"The corporate plan sets out the key directions VicRoads will take for the next three years," Clive explained.

"The Corporate Management Group (CMG), together with John Wilson (Regional Manager, South Western) and Trevor Boyd (Project Manager, South Eastern Freeway) identified the key issues for the next three years, and developed a preliminary set of key initiatives.

"The Directors and General Managers then hosted a series of staff workshops, where participants examined, discussed and commented on the CMG's proposals."

Workshops were held in every VicRoads region across the State and in all divisions. They were half-day or full-day sessions and involved staff nominated by the relevant Director or General Manager.

The feedback from the workshops was collated and considered in detail at a CMG Workshop held in mid-June.

"We were particularly impressed by the quality and number of initiatives proposed by staff," VicRoads Chief Executive Colin Jordan said. "They have led to a substantial number of changes to the original draft documentation."

Once the corporate plan has been finalised, CMG members will conduct further workshops with staff to discuss how each business area can address the corporate plan's key issues.

## Planning is a must in a complex environment

"VicRoads has been involved in this sort of planning process for about ten years, and it has become increasingly important because of the rapid rate of change around us," Clive said.

"The general economic and social environment has changed considerably, and the election of the current State Government in 1992 resulted in a major change of emphasis.

"The Government and the community are demanding greater effectiveness and efficiency from organisations such as VicRoads, which invest large amounts of public money.

"We are also influenced by demands for higher levels of customer service, and increasing community concern about issues such as road safety and the environment.

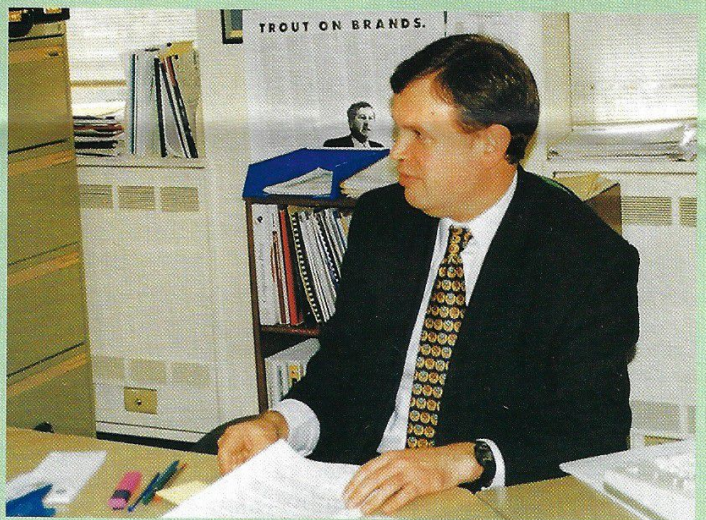
"We need to keep up with rapid rate of change in technology, and use it to improve our performance wherever we can.

"Our corporate planning has to take all these things into account."

## Planning is the key to success

"A successful organisation needs to know where it's going and should consciously choose the best direction and the best method of getting there," Clive concluded.

"The corporate planning process enables us to achieve this."



## Key issues identified in the 1997-2000 Corporate Plan

### • National Transport Strategies

VicRoads will continue to take a leading role in national road transport reform to reduce transport costs for business and consumers. It also has an opportunity to lead the way in the development of 'Best Practice' within Australian road agencies to boost the nation's international competitiveness.

### • Customer Service

VicRoads has significantly improved its products and services during recent years and will, within funding limits, continue to shape its products to meet customer expectations. It will use new

# rate Planning

plan until the year 2000.  
Corporate Quality  
ess.

technology to make key information more readily available and to provide additional convenient customer payment facilities. It will tailor products and services to meet the needs of the multicultural Victorian community.

- **Integrated Infrastructure Planning and Delivery**

Infrastructure involves both the provision of essential facilities, such as roads and rail, and facilities that enhance quality of life for current and future generations. VicRoads will help shape the direction of infrastructure planning and development beyond its current purpose and capabilities. It will also contribute to integrated processes within the Department of Infrastructure that will better shape the State's future.

- **Commercialisation**

VicRoads has been steadily moving towards a more commercial approach in the way it manages its business. It has established purchaser/provider and off-budget operations and has recently taken steps to ensure competitive neutrality with the private sector. VicRoads is committed to improving its effectiveness and efficiency by strengthening its commercial approach to service provision.

- **Funding and Finance**

VicRoads receives both Federal and State funding to manage the road system. Federal roads funding for National Highways, Roads of National Importance and accident blackspots has been steadily decreasing during the past few years, while State Government funding for roads has remained at higher levels than previously. The State Government has also been successful in attracting private sector funding for the City Link project. VicRoads is committed to increasing its ability to demonstrate the value of the programs and projects it proposes.

- **Organisational Capability and Performance**

Our overall performance goal is to reach and maintain 'Best Practice' standards of performance. The organisation is committed to maximising the creativity and innovativeness of its staff, and to equipping its staff with the right skills to meet the challenge. It is also committed to ensuring that it has the right technology and systems in place.

## Words at work

Are you ever foxed by some of the jargon that inevitably creeps into our language at work? *VicRoads News* will tackle a few terms in each issue.

### commercialisation

The Collins Concise Dictionary (Australian Edition) defines commercialisation and related words as follows:

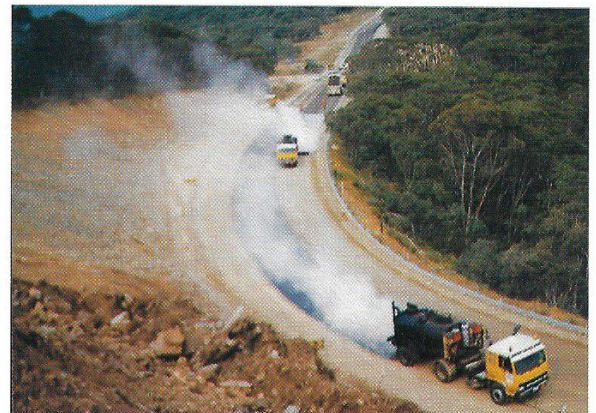
commerce	the activity embracing all forms of purchase and sale of goods and services
commercial	of or engaged in commerce; having profit as the main aim
commercialize	to make commercial

commercialisation at VicRoads means:

- the organisation of purchaser activities to obtain the product or service which provides the best value in terms of cost, quality and time. Purchasers must rigorously specify outputs and manage their responsibilities in relation to the contract.
- the organisation of provider activities so that they are run along profit-making lines. The goods or services provided must be sold at prices that, over time, cover all costs plus a profit margin, to earn a specified return on assets or turnover.

'off-budget' is used in VicRoads to describe a form of commercialisation which involves the creation of a separate operating entity (or business) within the VicRoads structure. This operating entity must be entirely self-supporting, because it receives no allocation of funds from VicRoads. That is, it must earn enough money, by competing in the market place for paying customers, to cover all current and ongoing costs and provide a profit.

If there are terms you would like Words at Work to clarify, contact Christine Elmer on extension 2779.



*SprayLine Surfacing Services, seen here sealing Slatery Cutting on the Great Alpine Road, is an off-budget VicRoads operation.*

# Run, ride, roll the Eastern with Yooralla

Hundreds of enthusiasts are expected to run, ride or roll the new Eastern Freeway Extension on Sunday 7 December as part of a mass family event being staged by Yooralla and Doncaster East Rotary.

Run, Ride, Roll the Eastern provides the unique experience of travelling a brand new freeway without having to cope with motor vehicles. The recommended means of transport are bikes, roller blades or plain old feet.

Runners, riders and rollers then join in a grand carnival on the freeway.

"VicRoads is delighted to support Yooralla and Rotary in developing this important fund-raising event," says Gary Liddle, Eastern Projects Manager.

"Yooralla helps children and adults with disabilities do everyday things that most of us take for granted, like eating, moving about, talking,

showing, working and in general, living independently.

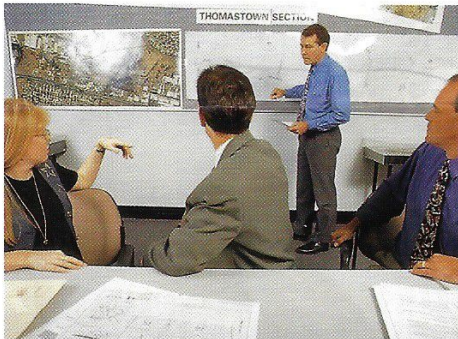
"More than 30,000 people throughout Victoria currently rely on Yooralla's services, and the number is growing each year.

"All funds raised by the event will go to maintaining and extending these services, and I

encourage as many VicRoads people as possible to participate. You'll have a great day, in support of a great cause," says Gary.

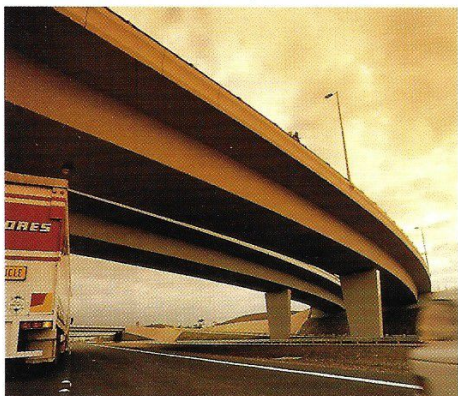
If you'd like to enter, contact Yooralla on 03 9650 4077 during office hours.

## Liz takes time out



Liz at work in the Western Ring Road Working Party...

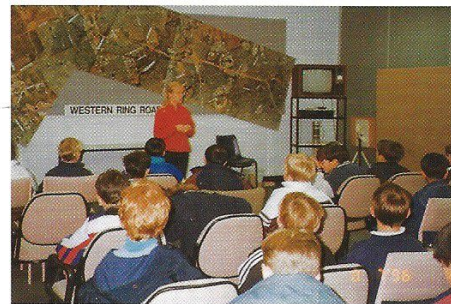
The Western Ring Road will be without its house model for the next 12 months, as Liz Evans takes time out from her job as Community Support Officer to become a mum.



...admiring the view from the Fullarton Road Overpass....

Liz has appeared in enough photographs of the project to fill an album, the latest taken on a cold night in the middle of nowhere when she was 8.9 months pregnant.

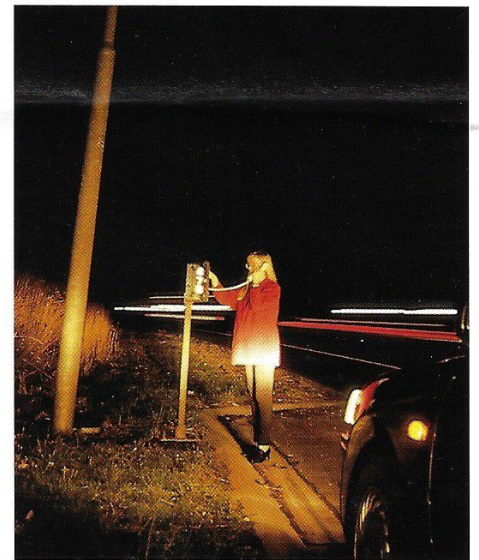
"I've worked on the Western Ring Road Project for nearly eight years", Liz said. "I began in administration, then was appointed Community Support Officer in 1993.



...teaching the tots...and

"The Broadmeadows section had just been completed and work was beginning on the next 20 km from the Tullamarine Freeway to the Princes and West Gate Freeways, so things on the community relations front were very busy and exciting."

Liz has passed a lot of personal milestones during her time with the project: bought a house (only ten minutes away from work!),



....demonstrating the Western Ring Road solar-powered phones on a freezing winter's night.

was the first person at VicRoads to receive a marriage proposal on a billboard, married the man in question and now has a baby son, Aran James, who was born on 1 July 1997.

She says she's looking forward to returning to the project "after I survive the next 12 months".

She's even threatening to come back with a new hairstyle, "so no-one will recognise me from the back of all those brochures."

# Turbo-charged executive



*Peter Sammut discussing his driving career with Minister for Roads and Ports, Geoff Craige...*

**Australian National Drag Racing is now drawing audiences of more than a million people each year. Mild mannered VicRoads manager Peter Sammut is one of the star attractions.**

You could run into Peter Sammut in the lift at Head Office, and not realise you were hanging out with one of Australia's champion drag racing drivers.

Peter has recently been appointed Project Manager, Planning and Investigations at VicRoads, and looks every inch the executive in his business gear.

But he is also a member of the Nissan Genuine Parts Racing Team and has won more than 60 events on the Australian National Drag Racing circuit during the past ten years.

Peter's vehicle is a 1996 Nissan 300ZX with a 925HP twin turbocharged 3.0 litre Nissan in-line six cylinder engine, and was developed exclusively by Peter and his team.

"One of the things I like about this sport is that it provides me with the opportunity to be innovative and to use my engineering skills to compete against others, including professional teams," Peter said.

"Our vehicle can reach 288 km/h in 7.95 seconds over 400 metres, which is a world record for its type, and we've also won a

number of titles for Best Presented Vehicle and Best Engineered Vehicle.

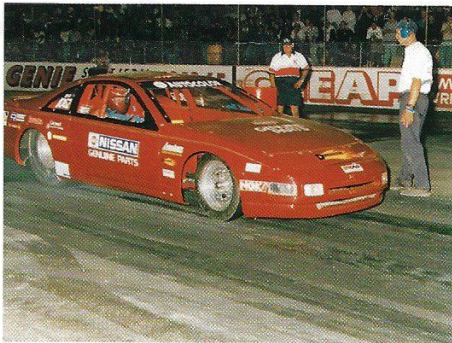
"In terms of acceleration, we reach 100 km/h in 1.1 seconds.

"The other members of the core team are my brother John and my sister Michelle, so perhaps keeping it all in the family helps!"

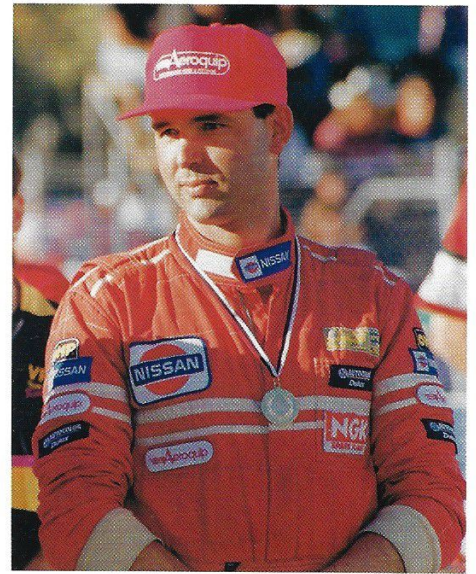
The team has a support crew of four or five people, and competes in events in four States. Over the years they have taken out many national titles and set many national records.

Peter's most recent successes have included the 1997 Victorian State Championship and a 60 per cent win record at all events attended.

Peter has been an ambassador for his sport at many trade shows and exhibitions, and through his contribution to a children's road safety awareness program developed by the Victoria Police.



*...and at the wheel.*



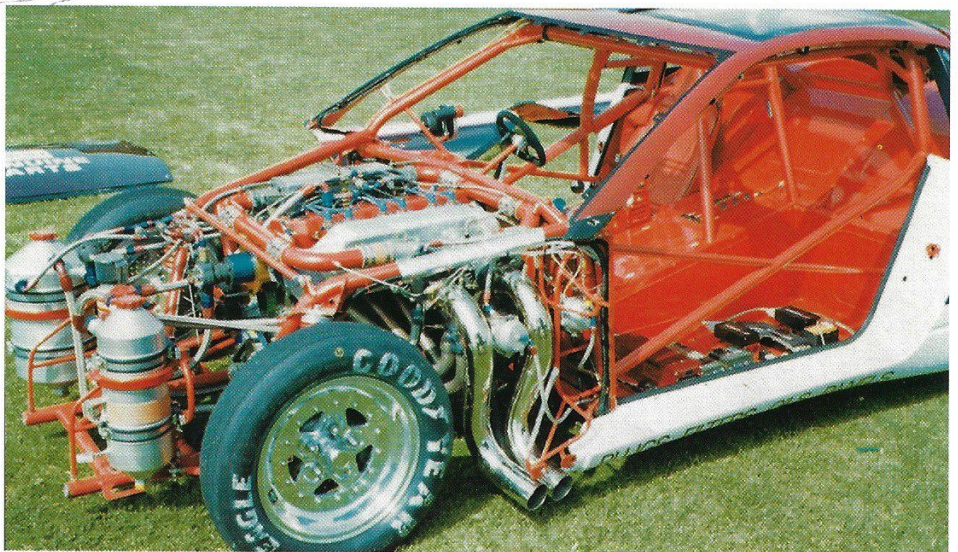
*Top qualifier at the Australian Championships*

Married to Jane, with young daughters Leah, 6, and Julia, 3, he is keenly aware of the need to set a positive example to young road users.

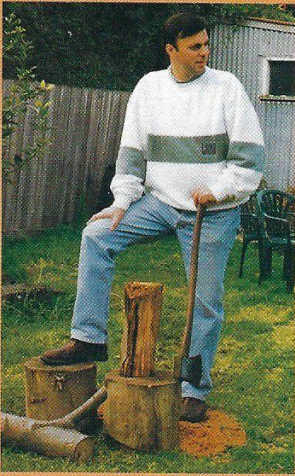
He is also a National Competition Committee member for the Australian National Drag Racing Association.

"I enjoy the pressure of competition and facing challenges, even though the challenges sometimes seem insurmountable," Peter said.

"There is a great satisfaction in being successful, and it gives you the drive to want to keep getting better."



*Getting to the guts of the matter – a glimpse under the hood of Peter's Nissan 300ZX.*



# Getting to know George Mavroyeni

George Mavroyeni joined VicRoads in 1978, and is currently Project Manager of the Western Ring Road. George revealed the following information to our fearless investigator.

## How did you come to join VicRoads?

On graduating as a civil engineer from Victoria University, I applied for jobs far and wide, and was among 400 plus applicants for 20 positions with the (then) Country Roads Board. At first I missed out, but I received a second round offer. I feel I was very fortunate to be able to join a reputable organisation, which has been a tremendous place to be.

## What does your present job involve?

My team and I are involved in the design and construction of the section of the Western Ring Road between Hume Highway and Dalton Road, which should take just over two years to open to traffic and cost about \$150 million. We are also involved in planning for two major tentacles of the Ring Road, the Hume Freeway Link and the Western Freeway Link.

## Where else have you worked in VicRoads?

I began in the metropolitan area, then moved on to Project Materials Engineer on the Hume Freeway at Wodonga. I was Manager, Construction for Western Ring Road and Eastern Projects, Project Manager on the Ballarat Bypass for about 14 months, and

Project Manager South Eastern Arterial for the past two years. I also fitted in a couple of years' experience in the Pavements section.

## Is your career turning out the way you expected?

It's been better! When I first joined, I thought it would be fantastic if I could become a team leader by the time I retired. I've been privileged to take on higher levels of responsibility and management, and I've had excellent tutors to get me where I am.

## What is your long-term ambition?

I'd like to continue making a significant contribution to infrastructure in Victoria and Australia, and not necessarily only roads. I'd like to travel round Australia in a working capacity, and even to work overseas. I like variety.

## What are your personal interests?

Mostly sports. I used to play cricket, football, baseball and basketball, but now I'm mainly a spectator, particularly AFL and test cricket. I do jog and I like skiing, and I spend time at Anglesea, fishing, swimming and bushwalking. I was forced to take up home renovations, but now I really enjoy being in a home that requires little maintenance.

## Can you tell us a little bit about your family?

I am married to Helen, and we have four daughters - Crystal, 17, Michelle, 13, Zara, 5, and Ebony, nearly 4. They all play cricket and football, and Michelle played in the Ballarat District Little League football when I was working in that region.

## Do you have any pets?

We have a female rabbit and a female cat, and I'm afraid to ask the sex of the budgie. We're negotiating about a dog, preferably a Golden Retriever, and I'm hoping for a male. We used to have a male cat, but it didn't last.

## What is your favourite food?

Seafood, and lots of it. I really like Japanese barbecue style cooking.

## What football code do you follow?

AFL - and of course, the only team to follow is the black and white.

## What makes you laugh?

Mr Bean, Jerry Lewis, but especially the kids getting up to (limited) mischief.

## What one thing would you change about the world?

If I could wave a magic wand, I would have a golden rule - that it's OK to argue amongst each other, but not to take up arms.

# Visit our friendly Web Site

Be sure to connect to the Internet soon and catch the latest on the VicRoads Home Page.

The VicRoads web site has undergone a major update during October and several new features have been added.

The home page (or 'front page') has been re-designed for easier navigation and is now quicker to download.

A 'What's New' button has been added to the home page, enabling visitors to see up-to-date information on major events involving VicRoads.

A photo gallery has been created, showing visitors the diverse work undertaken by VicRoads.

The Real Time Traffic Information has been supplemented by a map reference, to make it easy to pinpoint traffic trouble spots.

Motorcycle safety tips and comprehensive information on restraint fitting have been added to the Road Safety pages. Other new items include commercial vehicle information (under 'Travelling in Traffic' pages) and the *Community Participation Guidelines and Strategies* (under 'Victoria's Roads' pages).

Details of our graduate recruitment program and the *VicRoads Annual Report 1995-96* are also now available on the web site.

The VicRoads internet address is <http://www.vicroads.vic.gov.au> (remember not to enter a full stop at the end). If you don't have access to the Internet at work, contact your business area manager to discuss being connected. For Internet training, contact Iris Whittaker on extension 2447. Send your feedback and suggestions for improvements to Christine Elmer via the special feedback form on the VicRoads Home Page.