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Recession not main cause of job loss in top companies

Study says older workers are 'bearing the brunt'

Early findings of a survey of some of Australia's largest companies pinpoint reasons other than the recession for labour-shedding programs.

Among the other more significant causes are company restructuring through mergers, improved management methods and the like, and the introduction of new technology.

The survey, which is planned to embrace 60 of the nation's top companies by market capitalisation, identifies voluntary early retirement as the preferred tool in implementing manpower policies.

But a question has been raised as to whether the new, higher rate of superannuation lump sum taxation will put the skids under early retirement schemes.

While much attention is focused on the problems of youth in relation to jobs, it is in fact older workers — whose expectation is that they will be in a job until age 65 — who are "bearing the brunt" of the labour market revolution, says Mrs Val Maxwell, tutor in Administrative Studies at Monash.

Mrs Maxwell is conducting the survey and compiling company case studies from the results as part of a two-year Ph.D. study for Melbourne University's Institute of Applied Economic and Social Research.

The research builds on work she has done on issues surrounding early retirement in Australia.

She points out that her finding on the relative impact of the recession on job shedding is based on companies at the "rock solid" end of the scale — companies which may have individual divisions with fluctuating fortunes but which are generally soundly-based. Her study, too, is yet to extend to the automobile and textile industries. It does include several large public employers.

Mrs Maxwell says that voluntary early retirement — wrapped up in an attractive "package deal" — is the preferred means of labour shedding because it is the least visible.

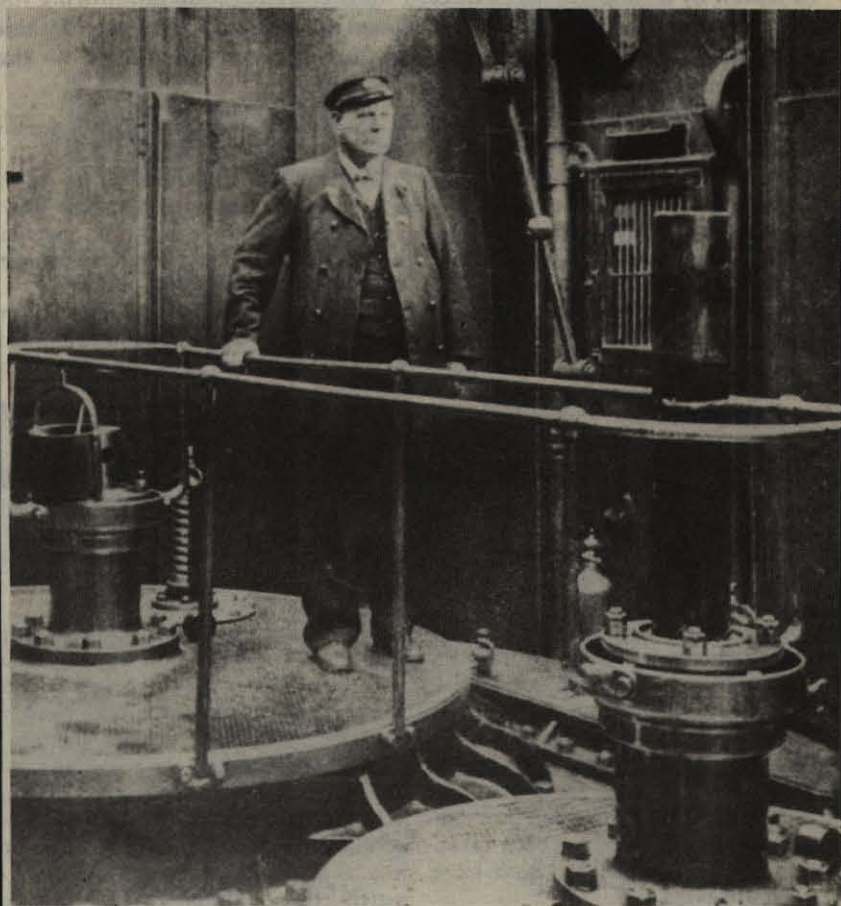
The "harder options" are involuntary retirement and retrenchment of younger workers — moves which can stir up a hornet's nest in industrial relations and tarnish a company's public image.

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ABOVE: Mrs Val Maxwell (Photo: Rick Crompton).
RIGHT: Early retirement is a "live" issue as these cuttings from just one recent edition of *The Age* testify. It is the preferred method of job shedding, says Mrs Maxwell.

This engineer saw steam triumph over sail — now computers tell his story



Master of all he surveys — chief engineer on a 19th century steamship. One suspects that such a man, riding on the wave of new technology in his own generation, would wholly approve of a new Monash Education project which uses the computer in the classroom to illustrate the impact of the transition from sail to steam. The story, centre pages.

Also inside:

'The Dreamers' Eve Fesl reviews the new Aboriginal play at the Alex. p.12

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Super payouts: a vital stress factor for our police?

The committee's chairman, Mr. Barry Rowe (ALP), said: "It has also been put to us in a number of cases that those persons seeking to retire on those grounds receive medical attention up until the point when they received their superannuation entitlement. They then find that they do not need to continue with medical attention."

Mr Rippon, who hotly contested the managing issue, gave the committee handwritten notes he had prepared on the Rowth of ill-health retirements from the force in the past two decades.

Rail strike called off

By TONY HARRINGTON, transport reporter

An indefinite State-wide strike which had been planned from midnight on Monday was called off late last night after eight hours of talks between the State Government and rail unions.

The Minister for Transport, Mr Crabb, announced soon after 11 pm that his department and the unions had reached a satisfactory agreement over a proposed early retirement plan for Ministry of Transport employees.

Steel lay-off terms upheld

Appeals against redundancy provisions laid down earlier this year for steel workers retrenched at Wollongong and Newcastle were dismissed by a Full Bench of the New South Wales Industrial Commission yesterday.

In February, the commission chairman, Mr Justice Fisher, set out a redundancy scale in which employees up to 54 years of age received 1.25 weeks basic pay for each year of service and employees over 55 and over received 1.5 weeks basic pay per year of service.

Workers shocked by the sudden sackings

At that time, GMH was running its second voluntary retirement program in six months. The aim was to reduce its workforce to a level that would enable the company to produce

enough cars for an expected 23 per cent of the reduced market. The voluntary retirement programs were designed to be the last de-maning the company would need for some years.

New maintenance approach aims at cutting costs

Research by a Monash Mechanical Engineering team on monitoring the condition of industrial machines is aimed at reducing the cost of their maintenance and improving productivity through less "downtime" — the time equipment is out of action during repair.

The team has produced an inventory of techniques which can be used to identify a maintenance need. From the initial area of detection, the researchers have moved on to improved methods of problem diagnosis and prognosis.

Application of the new techniques to date has been on equipment used in mineral processing — giant conveyors, crushers, winders and mobile equipment. Equipment maintenance as a percentage of operating costs has risen sharply in the mining industry in recent years and methods of reducing the maintenance bill are eagerly sought.

The research has attracted just over \$100,000 in funding from the Australian Minerals Industries Research Association.

From a modest start two years ago, the team now numbers seven. It includes senior lecturers, **Dr Robin Alfredson**, **Jack Stecki** and **Bruce Kuhnell**; research consultants, **Dr Joseph Mathew** and **Marion Gani**; and **Clinton Walker** and **Peter Dawson**, seconded from industry.

Dr Alfredson says that there are two basic approaches that have been taken to equipment maintenance. Both have their drawbacks.

One approach has been to maintain machines on a regular basis. The problem with this is determining an appropriate interval between checks so that the equipment is not being over or under-serviced. There is the associated problem that in any given maintenance procedure, faults can be introduced as well as eliminated. The more a machine

is maintained, the greater the chance this will happen.

The second approach is to allow equipment to run until it breaks down and then effect repairs. A machine breaking down unexpectedly, however, can cause great loss in production.

The new approach, advocated by the Monash team, is to maintain equipment when its condition indicates that maintenance is required.

The team has worked on three tests for determining this:

● **Examining wear debris in lubricating oil samples taken from the machines.**

Dr Alfredson says: "Minute particles of metal appear in the oil once a machine starts to wear. By using a ferro-scope to examine such aspects as the size, shape, composition and distribution of this debris we can get an idea of when and where abnormal wear is occurring."

● **Monitoring changes in the machine's vibration levels.**

In this test, the team evaluates a large number of acceleration parameters which describe the signal and, ultimately, the condition of the machine. Basically, an increase in vibration indicates wear.

● **Measuring the temperature of bearings.**

As bearings begin to deteriorate their temperature increases slightly. Such a method of wear detection is useful in only some cases, Dr Alfredson says.

The thrust of the team's work now,



● **Bruce Kuhnell** monitors a set of bearings in the Mechanical Engineering department's machine condition monitoring laboratory. Photo: **Eddie O'Neill**.

says Dr Alfredson, is to put together the information gathered from such tests as a guide to the "when" of maintenance.

"It is one thing to know something is going wrong," he says. "It is another to know how much time a maintenance manager has before the machine breaks down."

The experimental work continues in both the laboratory and in the field. One possibility being explored is micro-computer-based hardware which will reliably detect maintenance needs.

Dr Alfredson says that the research has general application in industry but is of particular importance in mining.

"The mining industry is typified by large equipment with a high capital cost — a set of gears alone on a crusher can cost half a million dollars.

"Most of the equipment is 'old' technology — it's about 25 years old — and designed at a time when labour costs were relatively lower and information costs higher than today. These two cost factors have altered dramatically.

"Machine maintenance has leapt from about 20 per cent of operating costs to 60 per cent."

Members of the team recently conducted a "technology transfer" short course for maintenance managers in which they outlined their condition monitoring techniques.

The companies backing the research — and whose sites the team has visited to conduct field experiments — are BHP, Comalco, Mt Isa Mines, Bougainville Copper, Shell, Energy Resources of Australia, Hamersley and Renison.

Are skids under early retirement?

● From Page 1

The survey records an actual minimum retirement age of 55 for salaried workers and 58.5 for those on wages. Fifty is a common age at which retirement packages are being offered and Mrs Maxwell says there are instances of them being offered at 45.

But have recent moves to tax lump sum superannuation payouts at a higher rate put the skids under most of these package deals and early retirement generally?

Mrs Maxwell says it is possible.

"People will have to stay at work until their super benefit (pension) based on final average salary is viable on its own. Double-dipping can be seen as a cheap way of disguising unemployment and easing unemployment in the young."

On the whole, Mrs Maxwell's impression is that companies act responsibly in voluntary early retirement schemes, offering help on financial management planning and quality-of-life-in-retirement counselling. And the package deals are actually popular with older workers when they can afford to retire — which is usually when they have no children at home to support.

One of the problems companies experience when they offer blanket early retirement packages, she says, is that they can lose key staff. People "retir-

ing" in their 50s often start a new working life and are not available when their old employer discovers that their shoes cannot easily be filled. Mrs Maxwell says that companies often "counsel" those employees they don't want to lose during acceptance periods of package deals.

The alternative to making early retirement packages generally available is to engage in "targeted separation" — making them available to staff members whose performance is considered not up to scratch. The "voluntary" aspect tends to get a little blurred in this method, Mrs Maxwell says.

One of the chief prompts to early retirement is the stress older workers experience with change — whether it be in new office or industrial procedures or working with new technology.

There is evidence, she says, that the definition of stress-related illness is being eased in cases of disability retirement. This is partly because there is more understanding of the manifestations of such illness. Also, a few companies appear to use disability retirements to cushion the blow of retrenchment — particularly for wage workers with insufficient super.

Mrs Maxwell identifies several characteristics which are common to many early retirement package deals. First, they are usually promoted as limited

time, never-to-be-repeated offers. Quite often, indeed, they are repeated if manpower planning dictates.

Secondly, acceptance of the deals is often based on an appeal to the altruism of older workers. They are reminded of their fair innings and of the need to give younger people a go in changing times.

Mrs Maxwell says that early retirement programs can cause friction between personnel managers and middle management.

"Middle managers get quite a shock when their support staff, the people they have relied on, start leaving," she says.

The survey has found that only a few companies offer continued contact with the company after retirement — usually in the form of newsletters or membership of retirees' clubs. Little provision is made for the use of retired staff on a part-time or consultancy basis.

Mrs Maxwell approaches personnel managers of companies with a set questionnaire and also seeks about a one-hour interview — "although if they want to talk longer I'm prepared to listen", she says. Information given is treated confidentially on an individual basis. She is aiming to complete a case study a week.

Her interest in conducting the research was stimulated by participation on a State Government working party on disadvantaged workers.

A crossed line yields cross words!

The Monash phone system is capable of the odd crossed line as most users would be well aware.

The chance connections that result can have their lighter side, as a secretary in Education, **Bev Pocknee**, relates.

This is Bev's story:

The other day I was endeavouring to make an outside call and kept getting a crossed line.

After many unsuccessful attempts I realised that the other party was dialling out and I attempted to get their attention by saying "Hello", "Hello" between the clicks.

Eventually the dialling finished and my "Hello" was greeted by another "Hello".

"Who are you?" I asked (thinking that I might be able to get the technicians to check the two extensions for faults).

"Never mind who I am," came the reply. "I've just dialled my husband — who are YOU!?"

Any other anecdotes? **Reporter** would like to hear.

Some options when the library signs read 'full'



● Richard Stayner . . . 'limit to the growth of library buildings'.

Photo: Rick Crompton

What happens when a university library "fills up"?

No one would seriously suggest that it stop acquiring new material.

In Australia, the expectation grew among librarians from the late 1950s for a period of nearly 20 years that once one library building was full a new one would be built.

Externally-imposed funding constraints dashed that expectation — leaving some giant headaches on storage.

A new study from Monash's Graduate School of Librarianship looks at four strategies for dealing with storage problems and gives librarians practical advice on assessing the cost-effectiveness of each alternative in their own case — as just one source of information in decision-making.

Along the way, the study — "The Cost-Effectiveness of Alternative Library Storage Programs" — raises possibilities which challenge some cherished beliefs of librarians and library users (particularly in the case of research, as opposed to undergraduate, collections).

It has been completed by Richard Stayner, a lecturer in Librarianship with training in economics, and Valerie Richardson, a research fellow. The work was funded by an evaluative studies grant from the Commonwealth Tertiary Education Commission. It was based on a close study of the libraries at Monash, Sydney and Queensland universities.

Mr Stayner says that the issues raised by the study would have to be faced by libraries sooner or later even without arbitrarily-imposed constraints such as funding. "It has to be recognised that there is a finite upper limit to the growth of conventional library buildings" he says.

These are the four solutions to the storage problem the research examines:

● **The new building option.** This is an extension to the existing library, of relatively conventional design, offering open access to materials, with storage densities comparable to the existing accommodation, and with sufficient reader seating to allow use of the extended collection.

● **The own secondary store option** — a secondary storage facility, owned and operated by a single institution, housing materials at a higher density than in the primary collection, with closed access, few 'creature comforts', but at a standard of environmental control for library materials as good as in the primary collection.

● **The co-operative storage option** — a shared secondary storage facility with similar physical attributes to option two, for the use of several institutions.

● **No new building of any sort.** New material would be accommodated by a combination of: substitution of microform and other condensed form materials for paper; reductions in reader or staff space; discard of materials; increases in shelving density; and more reliance on the holdings of other libraries through the inter-library loan system, telefacsimile and the like.

Mr Stayner says that the study does not come up with a "global best" — "the solution to a particular library's problems will depend on local circumstances," he says.

What the study **does** provide is a format for cost-effectiveness analysis — a checklist of costs, some suggestions for estimating costs and combining them, and how account can be taken of effect over time.

Attitudes hurdle

Mr Stayner says that — issues of cost aside — the biggest hurdle in implementing any of the options other than the first is the attitudes of librarians and library users. Notions such as closed access and weeding a collection strike at the heart of firmly-held beliefs about a research library's role.

He says: "Often the objectives of a research library are expressed in terms such as 'the creation of knowledge', 'the store-house of civilisation' and so on.

"It is true that these may reflect the stated objectives of its parent institution (the university), and that libraries have important symbolic values. But it can also be argued that the library was created to serve a well-defined clientele with specific needs.

"For the purposes for which it is established, it can be argued that the university library is simply a device for making the search for materials more efficient. It exists so that the user's need to establish the existence and location of, and to obtain access to, materials can be efficiently served.

"If this is accepted as the primary role of the library, then the problem of size can be put in a clearer perspective. The focus is now shifted from **ownership** to **access** and it is recognised that access to virtually any material can be obtained at a cost. Ownership of material is sensible only if it is the most efficient way of pro-



viding users with knowledge of its existence and location as well as access to it."

The question becomes one of balancing two costs — those of storage (from on-site, open access, through secondary storage at high density and closed access, to inter-library loan) and delivery.

Provided library materials may be differentiated according to their level of use, then it makes sense to store high-use items in a facility with high storage costs and low delivery costs (on-site, open access) and to store low-use items in a facility with low storage costs and high delivery costs, Mr Stayner says.

"For a mature library collection, the definition of 'low-use' would be fairly conservative. For example it may require that only material which had not been used at all in the past 10 years would be relegated," he says. "Even then, many exemptions would be allowable without defeating the purpose of the 'low-use' criterion".

The very idea of closed access, however, cuts across the commonly-held belief that serendipitous discovery — made while browsing through open access collections — plays an important part in the research process.

"This is something that needs investigating," he says. "What has never been looked at rigorously is how scholars go about their work, how people use library resources in the process of creating knowledge — whether discovery at the shelf is crucial or not."

Mr Stayner says that the "bigger is better" attitude holds sway among librarians. They consider weeding collections to be an extraordinary action

born of evil necessity. Scant attention, then, has been paid to skills needed for "good" discarding.

Historical experience is that space problems recur but that a scarcity of capital resources for new buildings is only temporary. That is, the upper limit for library space has not yet been experienced.

Few librarians have had to accept that the final limit has been placed on the size of their library building, he says.

Substandard

"This leads to what seems to be the most important attitude of all: that housing library materials in secondary storage (remote from users) is seen as unusual, the exception rather than the rule, and caused by extraordinary circumstances which will prove to be merely transient," he says.

"This seems to have resulted in conditions of housing and procedures for the control of and access to materials in existing remote facilities being substandard. Secondary storage collections have not really been taken seriously because their management is not considered to be part of the natural function of librarianship."

Mr Stayner says that librarians must start viewing weeding and remote storage as "legitimate, routine and respectable aspects" of collection management worthy of careful professional attention and the development of professional skills.

● Continued Page 9

'Deregulate trading hours!' — economist

Total deregulation of retail trading hours — that is the policy advocated by the Assistant Director of Monash's Centre of Policy Studies, Mr Geoff Hogbin.

Mr Hogbin doubts that totally free shopping hours will be introduced but says this would be preferable to a partial change, say Saturday afternoon trading.

"At some time in the future the same set of problems will recur as pressures mount for further deregulation and the community will face the same sorts of disruptions."

Mr Hogbin, following evidence he gave to the 1981 State Government Committee of Inquiry into trading hours, has prepared a major report which will be published later in the year by the Centre for Independent Studies, a privately-funded social science research and education organisation.

He says his main aim is to make people think about why there are restrictions on retail trading times.

"I want to try to get people to think about what governments do — do they regulate shopping hours in the public interest or to further the interests of particular groups for political reasons?"

Mr Hogbin says there is no doubt that some employers and employees would be hurt by extended trading hours.

This is regrettable, he says, but similar to the situation caused by the introduction of the motor car.

"When motor transport was introduced the blacksmiths and coach-builders had to move to other occupations, but the community benefited immensely."

Mr Hogbin says the argument that family life and leisure time would be severely disrupted for retail industry employees is often used against the proposal.

"But roughly one million people — one-sixth of the workforce — work at the weekend now.

"These people provide what have come to be regarded as the weekend 'essentials' — meat pies at the footy, restaurant meals, service at hotels and

discotheques, pornography, movies, petrol, fast foods, airline travel and many other services."

This showed that the community did not regard working and trading at the weekend as unethical.

"Moreover, concern about the effects of this on family life and the fabric of society does not seem to be a major issue.

"This suggests that those who oppose the introduction of weekend trading on these grounds are being unduly selective about the objects of their concern."

Mr Hogbin says the demand for extra shopping time can only grow with the increased participation of women in the workforce and increased spending power in the community.

He believes the advantages to consumers, the vast majority of the population, heavily outweigh the disadvantages to the minority who would be harmed.

"Either consumers must continue to bear the costs which restrictions on shopping hours impose on them or some retailers must suffer losses following the introduction of weekend trading."

Mr Hogbin points out that shopping is time-intensive.

At present consumers must either choose to shop hastily, to pay higher prices or to buy fewer items or to shop normally and lose out on leisure time.

"Opponents of weekend trading frequently argue that with careful organisation of time anyone can arrange to do their shopping within the times available under the existing laws.

"However this almost entirely misses the key point about the effects of restrictions on consumers.

"If they wish, most people could manage to dispose of an entire week's income on a Saturday morning. The reason why many people prefer to spend more than the absolute minimum amount of time to dispose of their income, is to attempt to get maximum satisfaction from their outlays.

"Restrictions on weekend trading simply reduce the satisfaction that con-



● One of the many Melbourne supermarkets operating at the weekend. (Right): Mr Geoff Hogbin.

sumers derive from spending their incomes."

Mr Hogbin says removing the restrictions would benefit those who worked normal hours — including retail employees — particularly single parents, wives in two-income households and unmarried people living independently of their parents.

"For example, we do not know how many housewives choose not to work, or choose to work shorter hours, because of anticipated difficulties in scheduling their time within the current constraints on shopping time."

Mr Hogbin says that if prices rose as a result of extended hours it would be only by a very small percentage.

Extended hours would end the Saturday morning peak and would mean capital savings for retailers which would offset the cost of higher wages, he believes.

For example, supermarket car parks could be smaller and extra cash registers, used only at the peak period, would not be needed.

"We regularly pay more for higher quality service. If it were true that prices



rose this would be indicative that people were prepared to pay for the weekend service."

Both shoppers and retailers would gain from the end of the Saturday morning congestion, he says. People are likely to shop less hastily and gain more satisfaction from their purchases and, from the retailers' viewpoint, they are likely to buy more.

African aid threatened?

The African Studies Association has expressed concern that Australian aid to Africa might be reduced if the emphasis in our aid programs is shifted further towards "regional concerns".

The Association, which held its sixth annual conference at Monash last month, has made a submission to the Committee to Review the Australian Overseas Aid Program set up by the Department of Foreign Affairs.

It says there are disturbing implications for Australia's aid program to Africa in the Committee's terms of reference and especially the instruction to "consider the geographic distribution of Australian aid programs, and in particular whether more emphasis should be given to the Pacific and Southeast Asian regions".

The submission says that if Australia is committed to tackling the problem of global poverty then it should, in fact, provide greater assistance to Africa, which contains two-thirds of the world's poorest nations.

"If Australia were now to reduce its aid to Africa at a time when Africa is experiencing its worst famine in a

decade, it would be turning its back on a potential human tragedy of immeasurable proportions," the submission continues.

"In doing so, Australia would also be dissociating itself from the clear and growing international consensus that the human needs of Africa must now be seen as a paramount concern of the international aid effort."

The submission says that humanitarian considerations should be primary in determining our aid approach to Africa — but Australia's own interests are at stake.

First, Australia would be bound to enjoy more Third World support if it showed a genuine commitment to policies directed to assisting those most in need.

Second, our own economic situation depends ultimately on global and not simply regional well-being.

Third, within the context of Indian Ocean strategy, Australia stands to gain from the greater political stability in Africa which economic improvement would bring.

Fourth, an Australia which has earned

Bushfire symposium

As Victoria approaches another summer with memories of last season's devastating bushfires still fresh, a weekend symposium at Monash this month asks a provocative question: Can you fight fire with fire?

The Minister for Lands and Forests, Mr Rod Mackenzie, will open the symposium which is being organised by the Graduate School of Environmental Science, the Forests Commission and the Conservation Council.

It will be held in Rotunda Theatre R1 on September 17 at 9 a.m., with a field trip by bus on September 18. The symposium is free; the field trip \$5.

Speakers will review present knowledge of fuel reduction burning —

a practice in forest management in which "fuel", such as dead wood on the forest floor, is reduced in a controlled burning program. This, it is argued, limits the impact of wildfire.

The keynote address will be given by Dr Ed Komarek, of the Tall Timbers Research Station, Tallahassee. Other speakers will be from universities, State government departments and conservation bodies. They will look at the relationship between fuel and fire, the causes and extent of bushfires, the effects of fuel reduction burning on wildfire behaviour, and the effects of fire on soil, water, flora and fauna.

Results of an opinion survey on fuel reduction burning conducted by a Monash Environmental Science research team will also be presented. Early this year the Graduate School of Environmental Science secured a \$24,000 contract with the Forests Commission to conduct an evaluation of fuel reduction burning. The report on this study should be completed by March 1984.

For further information about the symposium contact Dr Tim Ealey on ext. 3840.

Chinese volleyball team plays at Monash

The Chinese universities volleyball team, on its first tour of Australia, will meet a combined Victorian universities team in a public match to be held at Monash tomorrow night (Thursday, September 8).

It will start in the Recreation Hall, part of the Sports and Recreation Complex, at 7.30 p.m.

The Chinese party consists of 12 players — some of the best in the nation — and four officials. The team recently competed successfully at the Universiade — university games — in Edmonton, Canada.

Tickets for the match are on sale from the control desk, Sports and Recreation Centre, and cost \$3 and \$2 (concessions).

PARADISE LOST?

Bob Mitton was entranced by Irian Jaya — but when he travelled there extensively in the '70s he could see it was a society under threat. The story, Page 9.

Do trial judges have a role in "checking" police behaviour . . .

. . . By, say, rejecting in some circumstances a confession which is legally admissible but obtained by improper or illegal methods?

The Australian system, like Scotland's and Ireland's, gives judges the nod to exercise such a discretion. The English system has been reluctant to do the same.

The Australian approach is more satisfactory, says Mr Bob Williams, Reader in Law. The paper in which Mr Williams argues his case has just been published — in England — in the *Oxford Journal of Legal Studies*.

Much has been written on the legal requirements for admissibility of a confession but Mr Williams' research breaks relatively new ground on a trial judge's power to reject a legally admissible confession.

The requirement for admissibility is that the confession be voluntary in the sense of not having been obtained as the result of oppression or of a threat or promise exercised or held out by a person in authority.

The governing principle behind such requirements is that a breach of them could well render a "confession" unreliable.

But a few rungs down the ladder from "oppression, threats and promises" are procedures which may well yield a reliable confession but may be considered improper or even illegal.

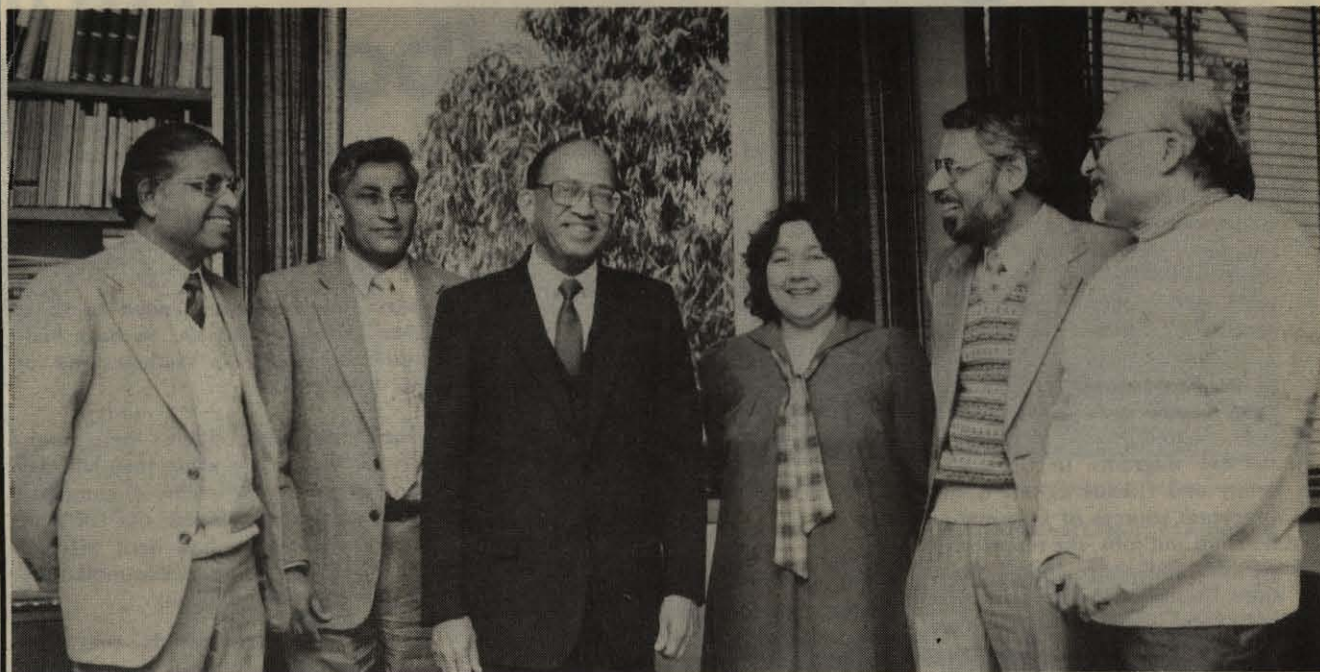
For the most part it would be police behaviour in breach of the so-called Judges' Rules — the term used to describe the rules laid down to govern police in their interrogation of suspects.

In Victoria the "rules" are adopted in the Standing Orders of the Police Commissioner. They are, in fact, no more than instructions to police and guides as to what courts will regard as fair treatment of suspects by the police.

They cover such aspects as cautioning a suspect; questioning a suspect after he has been cautioned or charged; access to a solicitor, relative or friend; use of information received and statements by co-accused; and unlawful detention and the use of holding charges.

In the Australian system, it is not simply a case of a judge rejecting a confession because one or two of these "rules" have not been complied with.

High Commissioner visits



Members of the Monash Indian Community got together last month for the first visit to the University of the new Indian High Commissioner, His Excellency Dileep S. Kamtekar. Pictured in the Vice-Chancellor's office are some of the group, from left: Mr Fausto Gomes (Library), Dr Naunihal Singh (Mathematics), Mr Kamtekar, Mrs Gloria Moore (Anthropology & Sociology), Dr Kishor Dabke (Electrical Engineering) and Dr R. H. Desai (Anthropology & Sociology).

True confessions

— but at what price?

'At a certain point the evil of acquitting a guilty accused becomes less than the evil of tolerating lawlessness on the part of the authorities.'

But where impropriety reaches a sufficiently grave level, says Mr Williams, then a consideration of competing requirements of public policy may properly result in rejection of a confession.

The two elements of public policy here are bringing the guilty to justice and protecting citizens from unauthorised and improper treatment by police.

"What is involved is an attempt to balance the desirability of placing cogent evidence tending to show guilt before the court on the one hand, and the undesirability of judicial approval or encouragement being given to unlawful conduct on the part of the police, on the other," he says.

"At a certain point the evil of acquitting a guilty accused becomes less than the evil of tolerating lawlessness on the part of the authorities."

Mr Williams has been examining a large number of cases to see in what circumstances a judge is likely to reject a confession because he considers the police "disciplinary" principle outweighs the evidence "reliability" principle.

For example, despite the significance of the caution in advising a suspect of his legal right to remain silent, the courts seem not to reject confessions merely because a caution was not given.

However, the lack of a caution combined with other improprieties, such as denying access to a solicitor or keeping a person in custody without being charged, could lead to rejection.

Similarly, if police mislead a suspect

by advising him that they have information they in fact do not have, then, if such deception were perpetrated knowingly, any admission is likely to be rejected.

The courts also show a greater willingness to exercise their discretion where proper procedures have not been carefully observed in investigations of Aborigines, non-English speakers, children and intellectually handicapped people.

English courts adopt a much narrower view of the scope to be accorded to the discretion to exclude.

Says Mr Williams: "One reason is acceptance of the argument that the duty of a trial judge is best confined to ensuring that the accused receives a fair trial and that the task of disciplining the police should be left to other bodies or pursued in separate proceedings."

But, he asks: "Why should not the prime duty of the trial judge to ensure the accused receive a fair trial be qualified by a secondary duty to act so as to deny curial approval to the unlawful conduct of those whose task it is to enforce the law?"

He says that the greater part of the explanation lies in a general distrust of the concept of judicial discretion. It is seen as being unpredictable, capricious — in the realm of the subjective.

Mr Williams says that people who hold this attitude fail to appreciate that a decision on the exercise of discretion is a decision governed by law just as much

as one on the applicability of a legal rule.

A decision on discretion is reached by the application of principles rather than rules, and is in no sense arbitrary.

He says: "Rules clearly are most suitable for situations in which the value of certainty is at a premium — in particular to property and commercial transactions and the substantive criminal law.

"Discretion is more suitable for situations in which it is difficult to anticipate all future cases, where such future cases could not be described with sufficient certainty or comprehensiveness, and where such cases may involve a conflict between competing principles or policies."

Mr Williams urges that courts develop and refine principles and guidelines to be used by trial judges in the exercise of discretion. It is an area of law which will grow by gradual evolution, case by case, and not one ripe for codification.

He says that the High Court in *Bunning v. Cross* spelt out some of the principles to be taken into account by trial judges.

In its decision, the Court suggested that:

- Account should be taken of whether the police deliberately disregarded the law. If the illegality occurs because of a mistake, that is a factor pointing in favor of admissibility.

- Consideration may be given to whether the illegality affects the cogency of the evidence.

- Another consideration is the ease with which the law might have been complied with in procuring the evidence in question. While a deliberate "cutting of corners" ought not to be tolerated, the fact that the evidence could have been obtained easily under correct procedures may point towards admissibility.

- Regard should be paid to the nature of the offence charged. The more serious the offence, the stronger the arguments in favor of admissibility.

- Regard should be had to the scheme of any legislation the police failed to comply with. If the legislation shows a deliberate attempt to restrict narrowly the police in their power to obtain certain evidence, that consideration will point towards rejection of evidence obtained in breach.

New light on Vietnamese settlement in Melbourne

The need for readily available information about housing and jobs was an important, but neglected, reason for migrants concentrating in certain areas.

This is one of the findings of a report by three candidates for Master of Environmental Science degrees. The students investigated Vietnamese settlement in Springvale.

With the help of interpreters they interviewed people in 52 households in Springvale, Richmond and Fitzroy.

Vietnamese migrants in Springvale gave family and friends as one of the most important sources of information about housing and jobs, the report says.

Vietnamese and other Indo-Chinese were more "visible" in the Australian community and their residential concentration therefore more noticeable.

This concentration was potentially divisive particularly if local employment and housing shortages became severe, so it was important to understand the causes of it, the report says.

The majority of Indo-Chinese in the Springvale area are concentrated in Springvale Central and Westall.

"General public opinion attributes this concentration to a desire of the Indo-Chinese to 'stick with their own', and is vaguely suspicious of it," the report says.

But lack of information was an important constraint on non-English speaking migrants.

"The main channel of information is relatives and friends within the ethnic community. They are likely to hear of jobs and housing in the areas close to the people they know."

Of those surveyed, 41 per cent had found their first accommodation in Springvale through Vietnamese friends and relatives. Real estate agents — at 29 per cent — were the second major source.

Only six per cent found their accommodation through the housing officer employed at the Enterprise Migrant Centre in Springvale. The report says this could be because the officer has less access to information about likely vacancies than residents in the community.

Thirty-six per cent of those in the survey said Vietnamese friends and relatives had told them about their current jobs. This was the second major source of job information.

Forty per cent had obtained their jobs through a personal approach to the employer, 18 per cent through the Commonwealth Employment Service and four per cent through Australian friends.

Information network

The report says that in a tight housing market, friends and relatives were often the best sources of information.

"In this case, those who use a network of friends with an ear to the ground to get information on future vacancies, have an advantage.

"Use of the ethnic community networks as the main channel of information on housing is likely to result in concentrated settlement.

"The handing on of leases from one household to another means that the pattern can become fairly permanent, as happens with student housing," the report says.

But only eight per cent gave "close to other Vietnamese" as the reason for choosing their current accommodation. The major reasons given were closeness to work, public transport and schools.

The report found that Vietnamese settling in Springvale tended to be more accustomed to a western urban lifestyle in Vietnam than those moving to Richmond and Fitzroy.

Springvale residents tended to have higher ability in English, to have had "westernised" jobs in Vietnam, and to come from cities.

The Springvale residents were more likely to have a job when they left the migrant centre whereas Richmond-Fitzroy residents moved out of the centre because they had been offered Housing Commission accommodation and then job-hunted locally.

The report recommends that the maximum stay at a migrant centre be increased to 12 months — the minimum waiting time for Housing Commission accommodation — instead of the current six months allowed.

Other recommendations include increasing initial English courses at migrant centres from 300 hours to 900-1500 hours; making English classes, particularly for professionals, more accessible; increased provision of public housing in the Springvale area; information on tenancy rights in all languages and more education of Vietnamese on nutritional and dental aspects of a western diet.

The report says more work should be done on the effects of a westernised high-fat, high-sugar diet on Vietnamese health. Schoolchildren and young adults were adopting the Australian diet most readily.

The report was edited by Mr Frank Fisher of the Monash Graduate School of Environmental Science from theses by Rob Gardner, Helen Neville and John Snell.

The 1983 Budget

— How it affects us

The Commonwealth Government will award 50 postdoctoral fellowships in 1984 to promote better utilisation of the national research effort and help close the gap between research and industry.

This was one of the initiatives contained in the Budget brought down by the Treasurer, Mr Keating, on August 23.

It is intended that the fellowships will:

- Support research in areas of national interest, including 'sunrise technologies' and areas of economic and social significance. (20 fellowships)

- Promote industry-based research. (10 fellowships)

- Strengthen research teams undertaking fundamental research, including those funded by ARGs. (20 fellowships)

The Government has earmarked \$600,000 to fund the fellowships.

Major provisions of the Budget as they affect universities and research institutions include:

- An increase of 11.2% (from \$19.6m to \$21.8m) in the allocation to Queen Elizabeth II Fellowships and the Australian Research Grants Committee.

- A substantial lift in funds allocated to Queens Fellowships and the Marine

Research Allocations Advisory Committee — from \$2.1m to \$3.6m (up 71.42%).

- An allocation of \$6.9m to the Australian Institute of Marine Science (up 7.8% on 1983 figures).

- The provision for medical research has been increased by \$8.4m to nearly \$38m in 1983-84 — an increase of 28.4%.

- Funds made available to the Australian Universities International Development Program (AUIDP) will rise from \$2.94m in 1982-83 to \$5.2m in 1983-84.

For the student:

Living allowances for students under the Tertiary Education Assistance Scheme are to be increased by 5%, and the maximum eligibility for student assistance raised by 6%.

In 1984, an eligible student living at home will receive \$40.58 a week under TEAS (\$38.65 at present), and a student living away from home will be entitled to a maximum of \$62.60 a week (\$59.62 at present).

Commonwealth Postgraduate Awards will be increased by 7% — from \$6850 a year in 1983 to \$7330 in 1984.

Prof. Logan joins the Universities Council

Monash Pro Vice-Chancellor and professor of Geography, Professor Mal Logan, has been appointed to the Universities Council.

Professor Logan is one of three new faces on the Council — a body of the Commonwealth Tertiary Education Commission — announced late last month by the Minister for Education, Senator Susan Ryan.

The other new members are Hilary McPhee, director of McPhee Gribble Publishers Pty Ltd of Fitzroy and a member of the Board of Meanjin Quarterly, and Professor Dianne Yerbury, of the Graduate School of Management at the University of New South Wales.

Senator Ryan also announced appointment of two new members of the Advanced Education Council — one a Monash graduate.

She is Rhonda Galbally, executive officer of the Myer Foundation and the Sidney Myer Fund, who holds a Bachelor of Economics degree and Diploma in Education from Monash.

COMPUTE history t

Computers are set to make a widespread appearance in Australian classrooms, as a matter of government policy.

A common assumption, perhaps, is that their use will be in mathematics and other sciences, and in business courses.

But four Monash educationists are out to convince their colleagues that computers have a legitimate place in the humanities — in the history classroom as the case in question.

And they believe that that's a "practical" place — as a tool in learning — as well as a subject of study (as in an examination of the Computer Revolution in much the same way as earlier industrial revolutions have been studied).

A computer being used in a unit on Australian colonial steamships? Or the use of irrigated land in Victoria from the turn of the century on? Or the role of Australian women in two world wars?

It all sounds either incongruous or futuristic. But it has been done — and done legitimately — in the design of three units for use at middle secondary level by History Method staff, Dr Ann Shorten, principal tutor, and Mrs Anne Feehan and Mrs Eleanor McCoy, part-time tutors, and lecturer in Computer Education, Mrs Anne McDougall.

The four women share some basic enthusiasms. They believe that students should have first-hand, confidence-building experiences with the new technology they will encounter throughout life — not to be intimidated by it for a start, and to gain an appreciation of its possibilities and limitations. This is particularly important for students with non-scientific interests.

But, above all, they feel that computers can enhance the essentially literary study of written evidence of and commentary about the human past — just as the lantern slide, gramophone, radio and television have added visual and oral dimensions to history teaching in decades past.

"The age of the paperless desk for history teachers and students might be a little more remote than the age of the paperless office," says Dr Shorten. "But if historians fail to realise the potential of the new technology then they will confirm the view that theirs is a discipline of the 'mouldy old cupboard'."

The three units look at aspects of social and economic change — how the shift from sail to steam affected the maritime industry and indeed the lives of ordinary Australians in the second half of last century; how settlement and agriculture was shaped by the introduction of irrigation; how women began participating in the workforce and other spheres during the two world wars.

In talking about their projects, the educationists come back to a requirement of "legitimate" or "valid" use of the computer.

How has this been achieved? The use made of the computer is the same in all three projects — the storage, retrieval and analysis of historical data which through its volume or rarity, say, would not normally be available in a school. Such data can be used to allow

AS set sail into teaching

the student to see a graphic extrapolation of a trend over time, for example, or to test the validity of a tentative hypothesis against further evidence.

This is not the only way in which computer use has been proposed for the history classroom — simulations have also been pioneered.

The historical raw material stored on floppy diskette for use in the first unit, "Beyond the Breakers", came from the Mercantile Navy List of Australia and New Zealand and the Register of Australian and NZ Shipping.

(The land use unit, incidentally, is titled "Beyond the Limits", the women in the war unit, "Beyond Hope".)

Dr Shorten says that the team faced a horned dilemma in the selection and preparation of database material.

"If the database was neither sufficient in quantity nor adequate in its complexity to justify the use of computer storage, retrieval and analysis, then the chances of undignified use of computer technology in a trivial and unworthy fashion and of lese-majeste in the supersession of the printed word by mere technological gimmickry would be raised against us.

"On the other hand, if the material was too voluminous and the analytical concepts were too complex, the material would be inappropriate for middle secondary use. Furthermore, the micro-computer might well be too slow in its operations on the database for effective classroom use by individual pupils.

"Heeding the traditional requirement of stringent selection of history curriculum materials adapted to the cognitive abilities of the adolescent pupil, the team decided that integrated printed and computerised resource materials provided a solution."

Design of the units had to pay heed, too, to the probable availability of only one microcomputer in the class of 30. Computer work, then, had to be only one avenue of investigation.

Another aspect the team was mindful of in selecting data was that it must be encoded without distortion of the evidence.

One of the objects of the units was to set students on a course of genuine historical inquiry — with all its frustrations and dead-ends in incomplete data, as well as its successes.

"It is not a case, then, of distorting data going in to make it fit coming out — so that there are nice, tidy answers to all the questions posed," says Dr Shorten.

"An inconclusive exercise illustrates the nature of historical inquiry — and it also highlights awareness that a computer will do only what it is programmed to do and what the data in it permits it to do."

How have the students themselves reacted to computers in the history classroom?

Part of "Beyond the Breakers" has had a trial run and been judged a success by students and teachers. The one criticism students made was that in the unit's pilot form there was not enough computer work — a criticism which is being met in its redesign.



• Steam changed the face of the maritime industry — and indeed life for ordinary Australians — last century as 'Beyond the Breakers' teaches.

One thing it meant was the availability of sophisticated cooking facilities, hot water — the arrival of 'luxury' travel for those who could afford it. The old type of sea cook (above) had had his day. Waiters and below-deck diningrooms were making an entry.

These photos and one on Page 1 are from the 1909 book *Below and Above the Water Line* by 'Seafarer' (Capt. Walter Manning, 1854-1929) published by Whitcombe and Tombs.



• An early steamship — The Shamrock — which arrived in the colony for the Melbourne-Sydney run in 1841.

Photo: National Library of Australia.



Deciding the future ourselves

What will Australia be like in 2020?

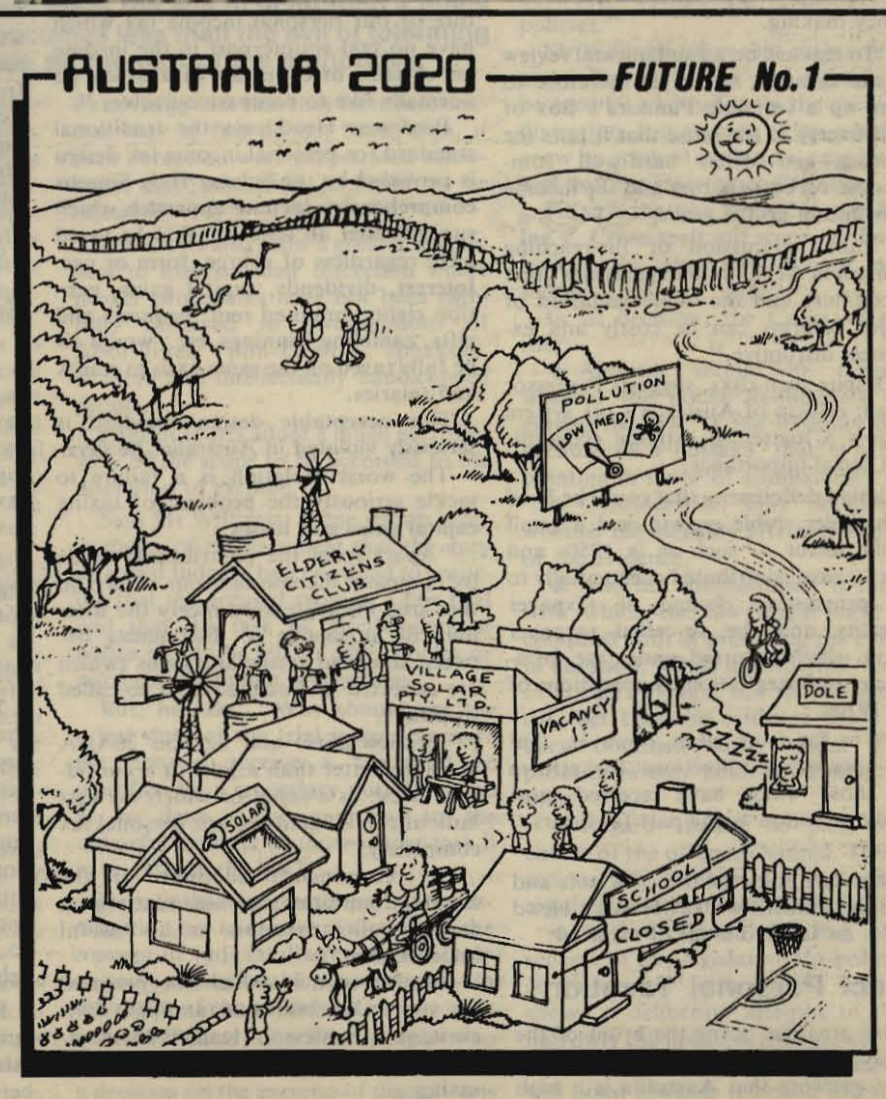
Today's schoolchildren are being given a glimpse of a number of possibilities — and some ideas on how they can opt for ones more environmentally desirable — in a new handbook and associated classroom kit published last month by the Graduate School of Environmental Science and the Gould League of Victoria.

In the classroom, *Australia 2020* invites students to identify key aspects of the lifestyle they would like to have as adults. They do this by selecting from a range of coded lifestyle indicators.

The codes lead students to a model (13 are possible) which describes what their society would be like if their first choice lifestyle were to predominate.

They are then invited to identify the good and bad features of that society compared with salient features of the other 12 possibilities and then substitute good for bad, arriving at a more desirable model.

The student handbook sells for \$1 a copy, the classroom kit for \$5. They can be ordered from the *Gould League of Victoria*, PO Box 446, Prahran 3181.



Taxation: it's time to open the Pandora's Box

A Monash taxation economist says that it's time for Australia to fundamentally rethink its outdated and ramshackle tax system, despite the Pandora's Box such an exercise will open.

Professor John Head, of the Economics department, urges establishment of a Royal Commission along the lines of Canada's Carter Commission to provide "the framework we need to promote serious and responsible discussion and public understanding of the real issues in taxation policy".

Professor Head says that the present tax system ignores accepted principles of equity and efficiency.

"Our tax system bristles with outrageous design deficiencies and, as a result of decades of neglect, a major public asset in the form of taxpayer compliance and community acceptance has finally been disastrously eroded," he says.

Professor Head makes his remarks in a book, *Taxation Issues of the 1980s*, published last month by the Australian Tax Research Foundation. The book is a collection of papers presented by leading Australian and overseas tax scholars at a conference organised by Monash's Centre of Policy Studies.

Professor Head says that there are good reasons why a country's tax system should be rarely altered.

"The prevailing tax structure establishes, both in principle and in practice, the way in which the burden of resource transfer is to be shared among different individuals and groups in the community, and in combination with the transfer system it has a crucial impact on the shape of the income and wealth distribution," he says.

"Extremely controversial and potentially divisive issues of equity are thus intrinsically of central concern in tax policy making.

"To embark on a fundamental review of the taxation system is therefore to open up a veritable Pandora's Box of controversy in the sense that it puts the existing and often hard-won compromise on cost-sharing and the income distribution up for grabs.

"Public discussion of far-reaching changes in the tax system generates great uncertainty and the implementation of major reforms can be costly and extremely disruptive."

Despite such risks, suggests Professor Head, reform of Australia's tax system is now a matter of extreme economic and social importance.

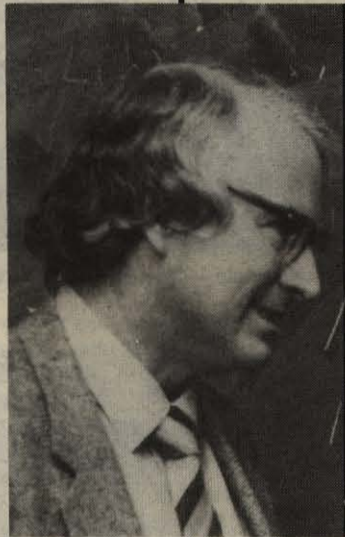
Design deficiencies that could be lived with under stable growth and a small public sector — such as in 1950s and '60s — have contributed substantially to the progressive decline of taxpayer morality and the so-called taxpayer revolt which occurred under the inflationary and stagflationary conditions of the 1970s.

"It is far from clear, however, that the appropriate directions for reform are those which have received most public attention in the past few years," he says.

These are some of the criticisms and recommendations Professor Head makes on selected areas of taxation:

Direct Personal Taxation

This area has borne the brunt of the taxpayer "revolt", he says, with the belief growing that Australia is a high tax country.



John Head, tax economist, says Australia needs:

- ★ Comprehensive taxation of income — including capital gains, retirement money and 'imputed rent'
- ★ A broad-based consumption tax
- ★ An inheritance tax or modest wealth tax

In fact, Australia is a relatively low tax country. The weight of personal income tax as a proportion of GDP is well below the OECD average. Even the share of personal income tax is not significantly out of line with comparable countries — when, for example, employee contributions to the social security are included in North America and European countries.

Professor Head says that part of the reason for a sinking acceptance of income-type taxes in Australia is the absence of direct earmarking for specific purposes.

"The greater part of the answer, however, is to be found in primitive design deficiencies and loopholes in the structure of our personal income tax which have no real counterpart in the income tax systems of countries with which we normally like to compare ourselves."

Professor Head says the traditional standard for personal income tax design is provided by the Schanz-Haig-Simons comprehensive income approach which suggests that all types of gain be taxed alike regardless of source, form or use. Interest, dividends, capital gains, pension rights, imputed rent, bequests and gifts, gambling winnings, etc., would all be fully taxed on the same basis as wages and salaries.

This acceptable design standard is seriously violated in Australia, he says.

The worst violation is a failure to tackle seriously the problem of taxing capital gains and losses.

"Apart from the contribution made by company income tax, our efforts in this area illustrate very nicely the utter folly of attempting to discriminate between so-called systematic gains (which are expected or intended) and so-called windfalls.

"Section 26(a) and Section 26AAA are little better than a joke or a confidence trick, as a result of which the vast bulk of capital gains escape personal tax completely."

He recommends adoption of the Asprey Committee recommendations on capital gains taxation as a "useful improvement".

Another area in which the personal tax system has been outstandingly deficient, says Professor Head, is the taxation of pension rights and retirement saving.

He calls the long-standing failure to

adequately tax lump sums a "grotesque absurdity". While welcoming the Government's "modest reforms" in this area, he adds: "I see no reason why we should not attempt to approximate equal treatment of different forms of employment compensations by a system of deductions for employee and employer contributions, taxation of pension fund income and full income taxation of the benefits received on retirement."

The third major gap in the personal tax base is in the area of owner-occupied housing.

"The comprehensive income approach would require that the imputed rental return on this form of investment should be taxed as far as possible on the same basis as other types of income from capital," Professor Head says. Concessions for owner-occupied housing have served to produce a seriously distorted and extremely conservative pattern of saving and investment "totally inconsistent with the requirements of a dynamic and growing economy".

Sales Taxation

Professor Head urges sales tax reform as a matter of high priority although he says there has been much "nonsense and hypocrisy" in recent debates on changing the tax mix away from direct income taxes towards indirect consumption taxes.

He says that one advantage of changing the mix would be to allow cuts in income tax rates which could then be used as a "sweetener" for reform of the income tax base.

What is unusual in Australia, says Professor Head, is the relatively very small share of broad-based consumption taxes, such as the sales tax, and the remarkably narrow base and highly discriminatory character of our consumption tax system. Some 80 per cent of total revenue from the taxation of goods and services comes from liquor, tobacco, petroleum products and motor vehicles and parts.

He says that there has been a misguided attempt to "humanise" wholesale taxation by drawing a distinction between so-called necessities and luxuries, dating from World War II.

"In the process, we forgo large amounts of revenue from the consumption of the exempted and lightly-taxed items by the great mass of taxpayers living comfortably above the poverty line, while the poor pay heavily for their consumption of 'luxuries' such as a car or TV," he says.

He says that comprehensiveness or generality should be the cardinal principle for indirect consumption tax design.

"If we wish to avoid an undue burden of sales tax on low-income families the appropriate measures would include sales tax credits, increases in welfare payments and adjustments in the lower wage-rate categories," he adds.

Is value-added tax (VAT) the most desirable form of a broad-based indirect tax?

"In a country like Australia with a tradition of single-stage sales taxation, I am inclined to think that the administrative disadvantages of the VAT in having to deal with firms at all stages of the production and distribution process must weigh rather heavily. There are, however, closely comparable single-stage alternatives such as the retail sales tax; and almost as much could be achieved with less disruption under the existing Australian wholesale tax by broadening the base and removing or narrowing the exemptions and rate differentials."

Wealth Taxation

Professor Head says that Australia enjoys the "dubious distinction" of being virtually alone among developed industrialised countries in imposing no general tax on wealth or wealth transfers.

The Commonwealth decision to follow the States' example in the field of estate and gift taxes by abolishing the federal estate tax was "totally incomprehensible, short-sighted and irresponsible".

He says that, from the design point of view, wealth transfer taxes have very substantial administrative and economic efficiency advantages over other forms of wealth tax.

In a number of West European countries a modest annual wealth tax — at a rate of one or two per cent and with reasonably generous exemptions — is imposed invariably alongside traditional forms of inheritance tax.

Professor Head says that there is no precedent overseas for a substantial wealth tax such as has been canvassed in some quarters in Australia recently.

"A much better alternative would be the Carter Commission proposal to tax bequests and gifts as ordinary income to the beneficiary, under an appropriately reformed income tax, with perhaps a linear rate schedule and certainly with comprehensive averaging provisions and generous annual and lifetime exemptions.

"If taxation of bequests and gifts of any form is no longer an option, and looking ahead to the problems of tax equity likely to be created by tax avoidance and by developments in the resources sector over the next decade, it seems to me that top priority should be given to capital gains taxation and/or resource rent tax, with, at most, a very modest wealth tax supplement on the European model."

Images of a paradise lost . . .

When the Minister for Science and Technology, Barry Jones, launched "The Lost World of Irian Jaya" last month an important person was missing.

It was the book's author and photographer, Bob Mitton.

A Monash student in the late 1960s, Bob died from leukaemia in 1976, at age 30, when the book about the part of the world he considered "the nearest to paradise" was but an idea — to be put together from a large collection of notes, letters, diaries and photographs.

Bob left this material to Sue Galley whom he met at Monash. Sue, Jim Peterson, a senior lecturer in Geography, and Catriona Eberling (nee Shannon), another fellow student, have guided his ambition to reality.

Actual editing of the book was done by Dr Peterson, Dr Malcolm Walker, an anthropologist, and Colin Brooks, a geologist, for Oxford University Press.

Bob's interest in Irian Jaya grew from when he took time off studies in 1969 to travel north to Papua New Guinea where he worked as a mining exploration field officer. Working close to the PNG-Irian Jaya border he was attracted

by "the distant view of the ice-capped Mt Juliana."

By 1971 he was in Irian Jaya working for the Indonesian subsidiary of the American company Kennecott.

He travelled extensively as part of his work — and travelled even further in his time off, preferring that to pining for Australia over a jug or two of beer.

He encountered groups of people along the Balim River who had never seen Europeans or Indonesians, groups living a Stone Age style of existence, people who were headhunters and cannibals.

It was a part of the world that was becoming far less "remote" very quickly. Bob's aim was to record its original nature before it disappeared forever.

He has some harsh words on the "reckless and needless destruction" that has happened to the land and its people at the hands of its Indonesian masters and some missionaries.

Bob also collected artifacts on his travels. These have been donated to the Macleay Museum in the University of Sydney.

"The Lost World of Irian Jaya" sells for \$50.

ABOVE: Young girl with pet pig — one of Bob Mitton's photos. RIGHT: Barry Jones, Minister for Science and Technology, launches 'The Lost World of Irian Jaya' at the Melbourne University Gallery. (Photo: Tony Miller). BELOW: Bob Mitton, camera ready, in Irian Jaya.



18th Century exhibition

An exhibition of rare and interesting 18th Century books, manuscripts and prints is currently being held in the Main Library.

The exhibition — titled *The 18th Century Milieu* — is based on Monash's Swift and Blake holdings and concentrates on works which illustrate various aspects of 18th Century life and thought in England.

It coincides with the Great 18th

Century Exhibition in the National Gallery and the Sixth David Nichol Smith Memorial Seminar. This seminar is a leading event in the field of 18th Century studies and will attract to Melbourne visitors from interstate and overseas.

The exhibition is on show in the area adjacent to the Rare Books Room until the end of the month.

The 'full' library

• From Page 3

Although the study does not come up with any best solution to space problems, Mr Stayner says that it would appear that significant cost savings could be made with the co-operative storage option.

"There are, however, difficulties with this option not revealed in an economic analysis," he says. "It could be that it is not so much co-operative storage as co-operation that is difficult to get right".

He says that support for co-operation in librarianship has been a motherhood-type notion.

"These days, however, library co-operation must be based on much more than the traditional professional solidarity and pride in helping one's colleagues. Librarians are, quite legitimately, looking for evidence that participation in the co-operative enterprise will provide positive net benefits to their own institution and are tending to discount any altruism that their membership might display to other participants."

He urges that the Commonwealth should finance the capital and establishment costs of a shared facility directly, while the operating costs should be met by the participating libraries on the basis of their relative volumes of use.

Many researchers would feel uneasy about relegating material to remote co-operative storage but Mr Stayner urges them not to make a rushed judgment on this option on the basis of their experience, say, with inter-library loans.

"New and better methods of storage and document delivery have to be demonstrated," he says. "But there is no great mystery in how it can be done.

"With on-line public access catalogues, on-line loan requests from the library to the co-operative facility, and a courier service, I can't see why a 24 hour turn-around on the delivery of any material wouldn't be possible."

(*The Cost-Effectiveness of Alternative Library Storage Programs*, by Richard Stayner and Valerie Richardson, is published by the Graduate School of Librarianship, Monash University.)

ECOPS' strength — legacy of a great scholar

THE DEBT of the faculty of Economics and Politics to its founder, **Donald Cochrane**, is very great. His contribution to scholarship and the public interest has been acknowledged on several occasions, notably the conferment of the honorary Doctorate of Economics. What this faculty must acknowledge now is the scale of his achievement in establishing one of the significant faculties of Economics and Politics in Australia.

Donald Cochrane was appointed Professor of Economics at Monash on March 1, 1961, and Foundation Dean of the faculty of Economics and Politics shortly after.

The air was charged with high promise and excitement. Don Cochrane made it plain from the outset that the pace of growth was to be fast, with little or no room for hesitation. Superbly self-confident, difficulties were swept aside with the greatest ease. The faculty was the first of the new. Its target was excellence and the resources were plentiful. The energy that Don Cochrane released was immense. He was totally in control of the endeavour. He was economic of speech. He rarely raised his voice. His arguments were always cogent and disarming. He promoted his belief in the great possibility of the faculty, and his enthusiasm and drive spread over all those who were gathered into the adventure of Monash.

Under his style of leadership, the faculty grew at a pace that no other faculty in Australia has ever known. It was incredible; and overseas visitors who came to Monash marvelled at the achievement.

The founding team that began the journey with Don Cochrane was four people — one professor and three lecturers. The curricula diet consisted of three subjects and the first intake was 58 students.

Within the space of the first 10 years the number of professors had grown to 12, lecturers 121, the student number from 58 to 2000, and the number of courses within the faculty grew from three in 1961 to 90. Within the first five years, honours courses had been established and the first MAs and PhDs had begun their way.

By 1981, the year in which Don Cochrane retired, 25 professors and 127 lecturers had been appointed, 4510 Bachelors of Economics, 474 degrees with Honours, 136 Masters of Economics, 322 Masters of Administration, and 22 PhDs had been conferred.

To say the very least, it was a notable achievement on the part of the whole faculty; chaired, watched over, counselled, managed, controlled and encouraged by Don Cochrane.

It was inevitable that a community of scholars that had grown with this speed would generate a vast range of feelings — of pleasure, of stress, of tension, of emotion, of hurt vanities, unrequited egos, of friendship, of hostility, of conflict. This was a community of interesting humans, not only scholars and teachers.

Countless issues were debated about a vast number of things — the purpose of the degree, the proper weighting of different disciplines within the degree: how much of politics, how much of accountancy, how much of statistics, and indeed how much of economics?

Emotions often ran high. But through all these heady years of rapid growth when there was hardly time to look back to see what had been done, Donald

• This is the text of an ECOPS Faculty Board minute of appreciation written by **PROFESSOR RUFUS DAVIS**, of the Politics Department.

Cochrane moved the faculty with a persuasive voice, calming the hostility of the disappointed, encouraging those who were frustrated by the heat of the development, reassuring those who entertained different visions of their disciplines that it was worthwhile. The faculty always felt secure in the strength of his hand, the integrity of his purpose, the clarity of his ideas, and the wisdom of his counsel.

No one had a deeper concern for the reputation of the faculty than he did. Whenever its reputation was attacked, he fought to defend it. Whatever his severest critics might have remarked about his style of leadership, no one could conscientiously quarrel with his great sense of responsibility to the faculty and his concern for the welfare of its members.

No Dean was more convincing or insistent on the claims of the faculty to a fair share of the University resources. While other Deans might occasionally shout and storm at Board or Deans' meetings, Don Cochrane pursued the interests of the faculty with a quiet strength, composure, and single-mindedness. Indeed, many spoke openly of their envy that this faculty was represented by so skilled and so successful a Dean.

It may seem a paradox that a man of Don Cochrane's assertive and driving style would also have been responsible for developing a faculty of such liberality. Yet this is also Don Cochrane's achievement.

The Board of the faculty of Economics and Politics has always been a forum where those who wished to speak could do so to their hearts' content. The sole inhibitions upon them were the opinions and attitudes of their colleagues, rarely Don Cochrane's chairmanship.

He presided at the meetings of the Board and its committees not as an autocrat at the breakfast table, but as a patient but confident primus who encouraged opinions from everyone. He never rushed to resolution, but neither

Scholarships

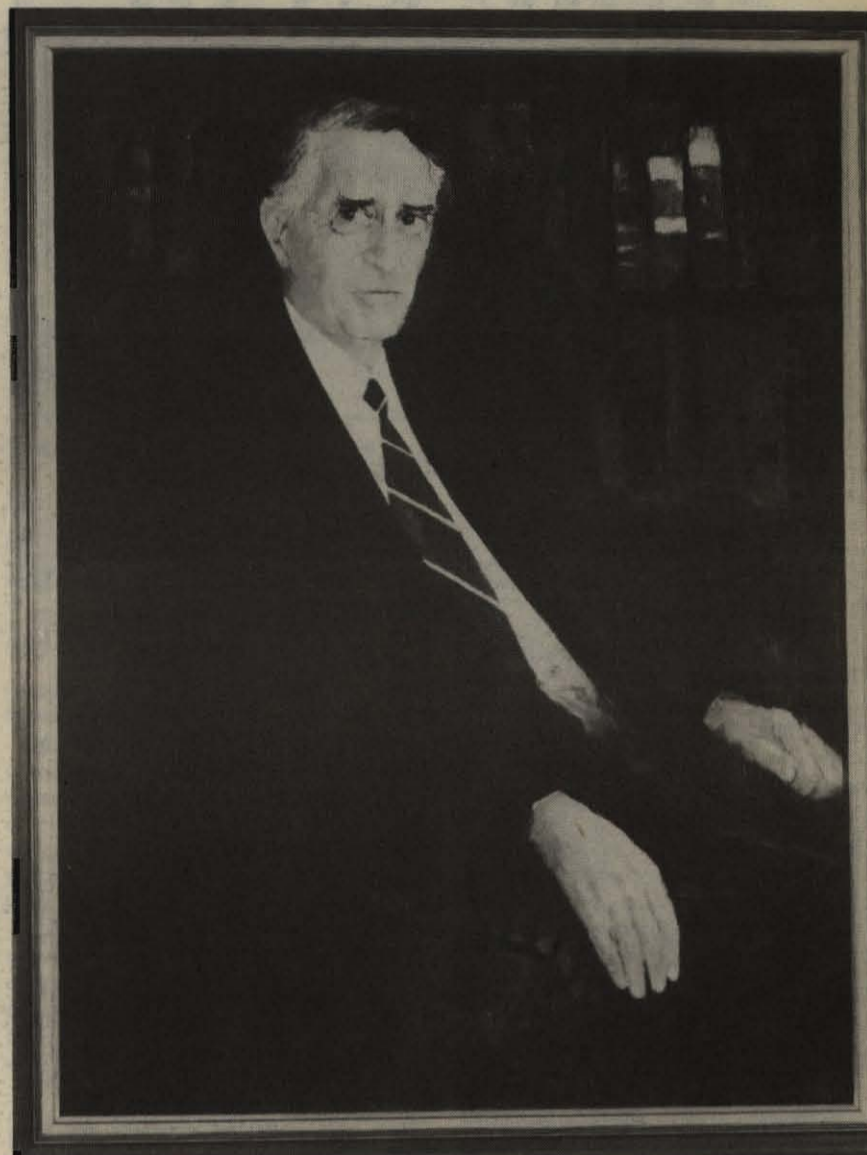
The Registrar's department has been advised of the following scholarships. The Reporter presents a precis of the details. More information can be obtained from the Graduate Scholarships Office, ground floor, University Offices, extension 3055.

Frank Knox Fellowships 1984-85

Open to recent graduates who are British subjects and Australian citizens. Tenable at Harvard University, renewable for a second year, and available in most fields of study. The award includes tuition fees and a stipend of \$US6000 p.a. Applications close with the Graduate Scholarships Officer on October 14.

Royal Commission for the Exhibition of 1851 Science Research Scholarships Rutherford Scholarships

Open to graduates in the physical and biological sciences, pure and applied, and in engineering. Tenable abroad. Valued at £3800 p.a. plus allowances. Applications close at the Graduate Scholarships office, February 17, 1984.



• Clifton Pugh's portrait of the late Professor Donald Cochrane 'captures him in a way that hardly any of his colleagues knew.'

did he refrain from entering the argument. He was a fair critic who entertained even the toughest of comments with a great deal of humor. The faculty has a tradition of intellectual openness and it owes much to the liberality of its first Dean.

As the great Robert Burton author of the "Anatomy of Melancholy" observed, all men are mixtures of many humours; no man is one thing. Don Cochrane was a scholar and a man of many parts. A few knew him well; some

knew him moderately well, some hardly at all, and no one knew all of him.

He was a just Dean, a strong Dean, an ambitious Dean, a responsible Dean, and a humane Dean. Clifton Pugh's portrait of him captures him in a way that hardly any of his colleagues knew.

But while many things will stand as a testament for Don Cochrane — the man — the scale of his achievement in establishing a faculty of such an enviable reputation as it has in 20 years, is his greatest testament.

Applications close on September 30 for 1983 Caltex Woman Graduate Scholarships.

This year, in addition to six State scholarships, a national scholarship worth \$40,000 over two years is being offered for the first time.

The scholarships are open for competition among women (who are Australian citizens or have resided here for seven years) who are completing a degree or postgraduate diploma in an Australian tertiary institution this year.

A selection committee in each State will award a scholarship valued at \$5000. The six winners will then be candidates for the national scholarship for postgraduate study overseas. The national scholar will be expected to begin her studies not later than the northern hemisphere's 1985-86 academic year.

Selection of scholarship holders will be based on a combination of factors including: scholastic attainment, social awareness, achievements in other than the academic area — sport, community

service, culture, or innovatory enterprise, for example — sense of purpose, and potential for future influence on the Australian community.

Intending applicants should discuss their eligibility with the Academic Services Officer, Mrs Joan Dawson, ext. 3011, in the first instance.

★ Interested in incorporating Canadian studies into your teaching?

The Canadian Government, together with the Australia-New Zealand Association for Canadian Studies, is offering aid in the form of an annual Canadian Studies Faculty Enrichment Awards program.

Awards are offered to members of academic staff (with a PhD) to undertake study and research relevant to Canada.

Applications for 1984 must be with the Canadian High Commission in Canberra by the end of September.

The Information Office is holding for perusal a leaflet outlining details of the awards.

Cast fails to come to grips with Equus

The Play (An excerpt from the program)

"Equus is based upon an incident told to Shaffer by a friend: the blinding of six horses by a seventeen year old boy. The boy's arrival in hospital provokes a crisis in the psychiatrist Martin Dysart who has come to view with increasing repugnance his role as a kind of Priest, sacrificing to the God of Normality."

TO REFLECT upon a play in production, one recalls moments both good and bad; therefore we must look to the elements that constitute the whole, to see if, indeed, the whole is greater than the sum of its parts. We must look to the direction which, among other things, embraces set design and the measure of the work as executed by the cast and stage crew.

It is in the direction where the framework is determined, where conventions are tried, tested and then fixed if they prove appropriate to the need.

The essential quality inherent in 'convention' is that once it is determined it must remain constant. Even if a director wishes to establish conventions within performance in order to break them down, this must be seen to be a conscious decision and remain constant.

In this production nudity is used as a means of dramatically strengthening the final climax. However, the script calls for nudity at the climax of Act One: for some reason the actor mimed taking off his clothes.

This lack of clarity in establishing the "rules" which govern the performance persisted throughout. Actors mimed the use of props and then used real props. Such miming needs to be precise and constant or not used as a performance style. Stanislavsky argued that what cannot be projected by the actors does not belong on stage.

The end of Act One had the actor playing Nugget (the physical embodiment of Equus) lean over "mid-illusion" and pluck from a cranny in the stage floor a

In Review

Equus, by Peter Shaffer. Performed by Monash English Department in the Union Theatre. Director: Andrew Enstice.

hinged pole to lean on. This enabled him to support the actor raving and ranting on his back.

If an actor portrays a horse on stage, his immediate work is to weave a sustained illusion. When he leans out of the image, as a man, to make certain adjustments to his physical situation, he is asking the audience to suspend mid-moment their trust in what is happening on stage.

Another primary function of the director is to unite the set design functionally with the development of lines of action to delineate space. Add to this light and an impression of time present and passing is created.

In this production, the blending of 'present' action and action recalled was not clear as the use of light did not make the bridge in time apparent. This function of 'light' was made more difficult by the design of the set. It was constructed out of raw pine giving it a clear line and lending an earthly warm tone to the space. The set's function only made full sense at the climax of the play when the horses surrounded it and we experienced 'stable'.

It had ladder-like structures linking the floor to the ceiling that aesthetically "closed" the space but which functionally served only as hat racks for the skeletal horse-head masks. These structures lent nothing to the

atmosphere created by the action, only imposing height which served to draw the eye over and beyond the action.

As a static design which did not alter its shape, the set worked against the script. When the plot moved from the Stable to the private world of Dr. Dysart, the audience was asked to make the leap without adequate assistance. In all fairness to the production this difficulty is perhaps inherent in Shaffer's script.

Although much of the play works on a naturalistic level, the script also requires the cast to use non-naturalistic modes of performance to express inner conflict and emotion. Rarely did the cast come to grips with the expression of emotion that could at the same time touch and unite an audience in a common experience.

Each member of the cast showed evidence of hard work, but the levels of performance were very uneven. This has little to do with ability; rather each actor appeared to be working from very different premises.

It was unclear who was on stage. Was it, as Plato argues, an actor imitating another being, or narrating another being's story? Or were actors playing out ideas of what makes up the character? Was the work based on a method of slipping on cunningly-contrived masks? In this production we seemed to be given not solutions to these questions but situations where actors were still grappling with basic issues.

Unless a common understanding of text and process permeates the work it is very difficult to be true to the form of theatre. If we as an audience cannot give of ourselves and trust what is happening on stage, we can often find ourselves being taken for a ride.

Peter Farago
Drama Department
Victoria College
Rusden Campus

Can you help Amnesty?



Sir: Amnesty International was founded in 1961 following an appeal launched by British lawyer Peter Benenson which reflected his concern at the number of people detained for political or religious beliefs. Two months later, at a meeting in Luxembourg, representatives from five countries established an international movement to organise practical help for these prisoners.

In recent years people throughout the world have become aware of the urgent need to protect human rights effectively in every part of the world:

- Countless people are imprisoned for their beliefs. They are being held as prisoners of conscience in crowded gaols, in labour camps, in remote prisons.
- Thousands of political prisoners are being held under administrative detention orders and denied any possibility of a trial or an appeal.
- Others are forcibly confined to psychiatric hospitals or secret detention camps.
- Many are forced to endure relentless, systematic torture.
- More than 100 countries retain the death penalty.
- Increasingly, political leaders and ordinary citizens are becoming the victims of abductions, "disappearances", and killings: carried out by both government forces and opposition groups.

Many of the people affected by violation

of human rights are academics who could benefit by the pressure which their colleagues here at Monash might be able to exert on their behalf with the authorities concerned.

A small step in that direction would be to establish a special Target Group of Monash academics concerned with issues of human rights and of the treatment of prisoners of conscience.

That Target Group's work could include:

- Adopting a prisoner of the month scheme where academics who have become prisoners of conscience and are in need of extra help can be selected and letters written on their behalf to the authorities concerned.
- Forming an urgent action scheme and be "on call" to send immediate appeals (by way of letters and telegrams) to the appropriate authorities regarding impending or actual cases of torture, capital punishment, inadequate medical care, disappearances and other cases of urgency.

The amount of work involved would be variable depending on the time the members could devote.

There are similar special Target Groups comprising members of parliament (31 members), lawyers (51 members) and doctors (93 members). An academics group could do much to assist academic colleagues in less fortunate circumstances. Anyone interested in meeting to discuss the formation of

such a group is invited to phone or drop a note to Tony Pagone (ext 3322) or Jenny Sharpe (ext 3351) — both in the Law Faculty.

It is hoped that a first meeting will be arranged in September.

Tony Pagone
Jenny Sharpe

Objectivity questioned

Sir: I was intrigued and amused to read the press release of the Australasian Middle East Studies Association, (Monash Reporter, July '83) describing itself as a "non-partisan association".

If an organisation composed of members with a long track record of anti-Israel publications, an organisation some of whose executive members were nominated last year by the Director of the Arab Information Bureau, an organisation whose actual 1982 conference program and whose advertised 1983 conference program are heavily weighted against the Israeli side of the Arab-Israeli conflict, can be described as "non-partisan", then, pray tell me, what would a partisan organisation look like?

Still, maybe organisational leopards can change their collective spots. I offer a simple challenge to AMESA: let it carry a resolution at its next conference supporting the right of all Middle Eastern states — Israel and her Arab neighbours — to live in peace within secure, recognised borders.

Alternatively, if it wants to be an Arabist organisation, why doesn't it have the intellectual honesty to be open about it and say so?

Paul Gardner

Birthday concert

The Monash University Choral Society and the Monash University Orchestra will join forces for a gala birthday concert in Robert Blackwood Hall on Friday, September 30.

The Choral Society is celebrating its 21st birthday and the Orchestra its first.

Works to be performed include Elgar's *The Music Makers* (with alto soloist Margaret Arnold), Haydn's *Te Deum* and *Military Symphony*, and a specially-commissioned work by Jacqui Clark, *Tinuviel*, based on the poem by J. R. R. Tolkien.

Jacqui is a Monash graduate and one-time conductor of the Chapel Singers. Her work is scored for chorus, piano, harp, orchestral solo and counter-tenor solo (Curtis Bayliss).

Jacqui will also be taking up the baton again to conduct a chamber group of choir members in the first items of the evening — Britten's *Festival Te Deum* and Faure's *Tantum Ergo*.

The main part of the concert will be conducted by the Choral Society's resident conductor, Greg Hurworth, and his MUO counterpart, Noel Ancell.

For old times' sake, there will be a display of Choral Society archival material in the RBH foyer.

The concert starts at 8 p.m. Tickets are \$7 and \$4 (concession) and may be obtained from the Hall, members of the choir and orchestra, a table in the Union during the week before the concert, or at the door on the night.

Further information: Denise Lawry — 277 1336; Katie Purvis — 531 7996 (a.h.).

'The Dreamers' is quite simply 'a must'



THE DREAMERS, by Jack Davis, with an all-Aboriginal cast, runs in the Alexander Theatre until September 17. It is on a national tour from WA. Booking details, see diary.

The ethos of Australia is the background to this play!

All sensitive Australians longing for a national culture of their own will despair that the mystique, the beauty and the reverence of the Aboriginal culture that "The Dreamers" brings to us, may soon fade entirely into the past and be lost to Australia, the world and Aboriginal Australians before they too have had a chance to share in its experience.

In dramatic visual and aural portrayal, the contrast of the world in which Aborigines find themselves today and that in which they played a complete and integral part presents the audience with a disturbing reality.

The strength of the play lies in the actors' abilities to convey the humour, the tenderness and the calm acceptance of adversity in the European world.

Every Aboriginal in the audience last night recognised a part of him or herself in the play and, at the same time, felt both excitement and despair.

Non-Aborigines came to a realisation that although Aborigines lived in the



● The playwright, **Jack Davis**, appears in **The Dreamers** as Uncle Worru ('Popeye'). Here he explains traditional ways to his nephew Shane (**John Pell**).

European world, they were in fact people of two worlds — that assimilation had begun but had not been completed. "The Dreamers" is a play for all Australians — an education — an experience and a **must** for all those non-

Aborigines who would seek to understand the indigenous people of this land.

Eve Fesl
Director

Aboriginal Research Centre

September diary

The events listed below are open to the public. "RBH" throughout stands for Robert Blackwood Hall. There is a BASS ticketing outlet on campus at the Alexander Theatre.

- 7-17: **PLAY** — "The Dreamers", an Aboriginal play by Jack Davis. Pres. by the Australian Elizabethan Theatre Trust. 8 p.m. **Alex Theatre**. Admission: adults \$12.90; students, pensioners, unemployed \$8.90. Performances for schools on Sept. 9 & 14 at 1.30 p.m. Bookings at all BASS outlets.
- 7: **ARTS & CRAFTS CENTRE** — start of Spring program in day and evening courses. One-day and weekend workshops available in papermaking, calligraphy, padded picture frames, pine needle basketry, hand made soap and cosmetics, Christmas trinket box, reproduction porcelain dolls. Further information: exts. 3096, 3180.
- ENVIRONMENTAL FORUM** — "Social Aspects of Environmental Research", by Neil Taylor. 14: "Environmental Decision Making: The Failure of Science?", by Chris Nobbs. 21: "Governing the Local Government", by Ian Thomas. 28: "The Proposed State Conservation Strategy", by Michael Crowe. All forums at 5 p.m. **Graduate School of Environmental Science Seminar Room**. Admission free. Inquiries: ext. 3840.
- 7-28: **JAPANESE FILM FESTIVAL** — "Floating Cloud", "Ballad of Narayama", "Fuefuki River", "The Woman of the Dunes". Pres. by Japanese Studies Centre and Japan Foundation. 7 p.m. **Rooms 512 & 503, Engineering Building, Swinburne Institute**. Admission free. Inquiries: exts. 2165, 2270 or 819 8038.
- 8: **ABORIGINAL STUDIES LECTURE** — "The Aboriginal Development Commission", by Mr Graeme Atkinson. 15: "Role of the National Aboriginal Conference", by Ms Nessie Skuta. 29: "Land and Religion", by Mrs Noel Wallace. All lectures at 1 p.m. **Lecture Theatre R6**. Admission free. Inquiries: ext. 3335.

LUNCHTIME CONCERT — Organ Recital by Merrowyn Deacon. 15: Dorothy Hicks — soprano, Margaret Schofield — piano. 22: Brian Chapman — piano, Marco Van Patee — viola. 29: Medieval Ensemble directed by Carol Williams. All concerts at 1.10 p.m. **Religious Centre**. Admission free.

11: **HSC ECONOMICS LECTURE** — Pres. by department of Economics. 9.45 a.m.-4.30 p.m. **Robert Blackwood Hall**. Admission free. Inquiries: exts. 2308, 2385.

12: **MIGRANT STUDIES SEMINAR** — "Current developments in the laws relating to human rights and racial discrimination: some priorities for change", by Mr Al Grassby. 26: A panel discussion on the position of ethnic workers in the emerging, segmented labour market of Australia during a period of technological and structural change. with Bob Birrell, Des Storer, and Kathy Sdrinis. Both forums at 7.30 p.m. **Lecture Theatre R3**. Admission free. Inquiries: exts. 2925, 2825.

LUNCHTIME CONCERT — Javanese music featuring the Monash University Gamelan orchestra. 1.15 p.m. **RBH**. Admission free.

14: **PADDY'S MARKET** — Arranged by Monash University Parents Group. 9 a.m. **Union Building**.

19: **MIGRANT STUDIES SEMINAR** — "The Work of George Baldessin", by Ms Memory Holloway, department of Visual Arts. (Re-scheduled from August 1.) 7.30 p.m. **Exhibition**

Gallery, Menzies Building. Admission free. Inquiries: exts. 2925, 2825.

23-**MUSICAL COMEDY** — "Iolanthe", pres. by the Babirra Players. 8 p.m. 1: Matinee on Sept. 25 at 2 p.m. **Alex Theatre**. Bookings: 878 5810.

24: **SATURDAY CLUB (Blue Series)** — "Dance Spectacular". 2.30 p.m. **Alex Theatre**. Admission: adults \$6, children \$4.75. Bookings open Sept. 14.

25: **CONCERT** — "La Romanesca", works by John Dowland, Thomas Morley, William Byrd, Jacob van Eyck. 2.30 p.m. **RBH**. Admission free.

26: **SEMINAR** — "Hearing Impairment", for health/welfare professionals. Speakers include Dr Aram Glorig, USA, and local experts. Fee: \$28.50 (includes dinner). Inquiries, enrolments: exts. 3718, 3717.

And also . . .

Dr Colin Clark will speak on "Depopulation" in the 1983 John Henry Newman Lecture to be delivered at Mannix College early next month.

In March when Monash awarded Dr Clark an honorary Doctor of Economics degree, Professor W. A. Sinclair, Dean of Economics and Politics, described him as being "at the very forefront of those who have shaped the subject of economics in the 20th century".

Dr Clark, now an associate of Queensland University, held an honorary position as fellow of the Monash ECOPS faculty for a decade from 1969. He had worked at Cambridge and Oxford universities and served as an adviser to the British and Queensland governments in the years from 1930 to '69.

The Newman Lecture will be held on Tuesday, October 4 at 8.15 p.m.

The film "Tootsie" and sandwiches and champagne to boot.

That's what's being offered at the Alexander Theatre on Monday, September 26 at 5.30 pm.

It's a benefit night to raise funds for the Monash Art Fund. The cost is \$8 a head.

Mrs Rena Martin, wife of the Vice-Chancellor, is convener. Bookings can be made at the Alexander Theatre or by phoning Mrs Brenda Holloway (857 7171) or Mrs Joan Westfold (20 1101).

The Playbox Theatre will present two productions at Monash this month as part of its free lunchtime series in association with the English department.

On September 14 the play will be "Choir of Male Voices" by Walter Dolan. On September 28 it will be Clem Gorman's "Juggernaut".

Both performances will start at 1.10p.m. in SGOI, ground floor, Menzies building.

Important dates

The Registrar advises the following important dates for students in September.

- 12: Last day for discontinuance of a subject or unit taught and assessed in Medicine IV for it to be classified as discontinued*.
- 19: Third teaching round begins, Dip.Ed.
- 26: Last day for discontinuance of a subject or unit taught and assessed in the second half year for it to be classified as discontinued (excluding Dip.Ed., B.Sp.Ed., M.Ed., M.Ed.St., and Medicine IV, V and VI)*
- 30: Closing date for applications for

Commonwealth Postgraduate Course Awards and Commonwealth Scholarship and Fellowship Plan Awards.

*If a subject or unit is not discontinued by September 12 or 26, as the case may be, and the examination is not attempted or assignment work is not completed, it will be classified as failed. In exceptional circumstances the Dean may approve the classification of a subject or unit as discontinued between the appropriate date above and the end of the appropriate teaching period.

MONASH REPORTER

The next issue will be published in the first week of October, 1983.

Copy deadline is Friday, September 23. Early copy is much appreciated.

Contributions (letters, articles, photos) and suggestions should be addressed to the editor (ext. 2003) c/- the information office, ground floor, University Offices.