

More understanding of 'mainstream' issues is aim of new video

Increasing community awareness of the issues related to integrating disabled students into mainstream schools is a major aim of a new Chisholm-produced video.

The 30 minute video highlights the work of the Nepean Special School which provides a comprehensive program geared to the special needs of its primary and secondary students whose disabilities include cerebral palsy, spina bifida, accident trauma, epilepsy and muscular dystrophy.

Focussing on five children in particular, the video provides a sympathetic yet unsentimental view of their special educational and physical requirements.

The project is the work of staff at the school and Mr Joe Dora, lecturer with the School of Education, in conjunction with the Educational Development Unit.

Mr Dora believes that there is widespread misunderstanding about the ability of disabled people to function in a 'normal' school environment, despite recent State Government legislation which for the first time gave parents the right to send their disabled children to mainstream schools.

Many such schools are still very apprehensive about developments in 'mainstreaming' — they are ill-prepared and unsure of how to go about catering for the needs of the disabled children already moving into their classrooms.

The video is an attempt to promote thoughtful consideration of the schooling potential of disabled children, Mr Dora says.

'We wanted to hammer home the reality that these children are normal except for the specific effects of their disabilities.

'It is vital that this is understood and accepted.

'There still is widespread misunderstanding about the ability of disabled people to operate in a "normal" environment.

'Much of that results from people focussing on the disability rather than the total person — and thus getting a very distorted view of the person and his or her abilities', Mr Dora says.

Due for release in December, the video will be used by the Nepean Special School for its own purposes, and by Chisholm's School of Education as a means of preparing its students for the reality of teaching disabled children.

Many third year students already work with disabled children at Nepean as part of their course, while others assist on a voluntary basis.

A preview of the video will be held for interested staff on 8 November at 1 pm in Lecture Theatre A2.4, Frankston campus. The public launch will take place at Nepean School on 5 December.



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Pictured - Two of the Nepean Special School children who feature in the video - Annette Corrigan (below) and Campbell Tweatyman.



Amphitheatre for Frankston?

A proposal for an outdoor amphitheatre at Frankston campus has been put to Council's Buildings and Property Committee.

Senior Lecturer with the School of Education, Dr Richard Trembath, says people have been talking about the idea for many years, but now is the time to act before scheduled building developments at the campus get underway.

Dr Trembath says the area east of the present Library Block has a natural amphitheatre shape.

Any necessary earthworks to enhance the site could be done when building works begin, he says.

Dr Trembath believes such a development would be of 'immense value' to the Institute and the community as a venue for plays, music, public speaking, and so on - an ideal 'open air theatre in a parkland setting'.

He says construction of an amphitheatre would be inexpensive and could be done

in stages as funding becomes available.

The steps in the development would be:

- Designating the area.
- Constructing a concrete stage with electric power.
- Installing stage lighting.
- Possibly lowering the gradient of the grass seating area.
- Paving in front of the stage for portable seating.

Dr Trembath has observed such simple amphitheatres in the USA and considers them 'a marvellous venue for student and community activities'.

Such a development would be an ideal project to commemorate the State sesquicentennial, and could be designated the '150th Anniversary Amphitheatre' (150 AA) or 'Sesquicentenary Amphitheatre' (SC A).

Dr Trembath's proposal was tabled at the September Buildings and Property Committee meeting, and referred to the Resources Advisory Committee for a recommendation.



Nurse educators and librarians from both hospitals and colleges attended the seminar on 24 October.

Library concern on nurse transfer raised at seminar

The implications for libraries of the transfer of hospital based nurse education to the tertiary sector was the focus of a recent seminar at Chisholm's Frankston campus.

Organiser, Ms Megan Lilly, who is the Academic Services Librarian at Caulfield, said a number of areas of concern were addressed, notably funding levels for libraries at both hospitals and colleges affected by the transfer.

There was general agreement at the seminar that the Victorian Post Secondary Education Commission (VPSEC) steering committee on nurse education and the Federal and State Governments had not paid sufficient attention to the issue of information needs in colleges and hospitals, Ms Lilly explained.

Other issues which were a focus for discussion included:

- The unclear role for hospital libraries when college nurse education students are there on practicums.

- The responsibility of libraries at both colleges and hospitals in providing information services for graduates, in terms of staff development material and day to day information needs.

About 50 nurse educators and librarians from both hospitals and colleges were addressed by a range of key speakers.

They included:

- Mr Mike Selway of VPSEC

and Mr Kevin McMahon of the Victorian Nursing Council who backgrounded the transfer and touched on questions of funding for training and capital works and equipment.

- Nurse educators from both the Alfred Hospital and Phillip Institute of Technology, who spoke on the effects of the transfer on style and methods of nurse education.

- Hospital and college librarians, who dealt with the implications for information services of the transfer, in addition to information networks in nursing, including types of coverage, priorities and the need for a 'core collection'.

- Ms Vicki Williamson from Armidale CAE who spoke on that college's experience in introducing nurse education and the approach it took.

The outcome of the seminar was the formation of a group comprising Ms Lilly, St Vincent Hospital Librarian, Ms Sandra Russell and the Head of the Department of Nursing at Ballarat CAE, Ms Margaret Stevens.

Ms Lilly says the group will look at target groups for lobbying on behalf of libraries, to ensure the VPSEC steering committee is made aware of the concerns of libraries, and establish ways of achieving their objectives.

The seminar agreed to a follow-up meeting in 12 months.

Engineering responds to changing scene

More emphasis on industrial issues will be a feature of engineering courses at Chisholm in response to changing legislation.

Head of the Division of Engineering and Industrial Technology, Dr Brian Jenney, says an elective subject in the Bachelor of Engineering (Industrial and Computing), Safety and Environmental Engineering, has been converted into a compulsory subject prior to pending changes in the area of workers' compensation and occupational health and safety.

And the new emphasis on industry safety standards and dangerous goods legislation will be included in the syllabus of the new common core Management III subject to commence in 1987.

'We believe that far greater awareness and exposure to

aspects of industrial legislation, for example, workers' compensation, is essential in the education and training of today's engineer,' says Dr Jenney.

He says the Division's moves towards 'the practical side of industrial legislation' are a logical extension of the major course revision put into affect this year, in which, starting with a common year, the engineering degree in all disciplines have a strong computing focus.

In addition, the 'already significant collaboration and co-operation outside the Faculty of Technology itself will be enhanced by such changes.

'We look forward to closer ties with the School of Social and Behavioural Studies and David Syme Business School as we make greater use of the Chisholm potential for a broad range of

highly relevant studies.'

Dr Jenney says the Division's 'sound response to the changing scene that our students are facing on graduation' is already being put into effect through compulsory Institute of Engineers Australia industrial employment, and practical industrial case work which now involves students from all areas of engineering on a one day per week basis.

Timber testing rig hits market spot

A low cost timber grader developed by Chisholm's Timber Engineering Technology Centre is proving popular with small sawmills.

Inquiries have come from throughout Australia, with orders for six machines already placed with the Radiata Pine Research Institute (RPRI) for whom the Centre designed the original prototype.

Executive Director of the Centre, Dr Bob Milner, says the prototype itself was bought by a sawmill near Adelaide where the machine was sent for trials.

It was specifically designed with small sawmills in mind.

Relatively cheap to buy, it accurately grades sawn timber to be sold at a guaranteed strength for structural engineering purposes.

Sawmills can order the machine components (at a cost of around \$1700) from RPRI and build their own, or Chisholm will build the machines complete for \$3500.

Dr Milner says the components include deflection detector and analyser units which are currently being built by the Departments of Civil and Electrical and Electronic

Engineering, and sold for a total of \$700 per machine.

The first batch of 10 units manufactured at Chisholm are finished, and ready for sale through RPRI.

Dr Milner believes up to 40 sawmills throughout Australia could be interested in buying the machine, in addition to potential overseas customers.

The TETC has also been busy carrying out tests for a variety of organisations recently.

One project involves testing of blackwood handbasins for resistance to surface scratching and resistance to thermal shock for a Tasmanian company, Carter Industries.

The TETC has also carried out interpretation of results of tests on the use of vitreous clay sewerage pipes for a local company, Vitclay.

Dr Milner says the company is hoping to supply clay pipes for an MMBW sewerage scheme in Caulfield. The tests were aimed at determining how much pressure the pipes could withstand in the normal 'jacking' process of installation.



A painting by post-graduate Fine Arts student, Bradley O'Brien, has been acquired by the National Gallery at a cost of \$1200.

This has been a good year for Mr O'Brien, who also won the 1985 St Kilda Festival Acquisitive Prize (won last year by Fine Art lecturer, Mr Craig Gough).

A graduate of Caulfield Institute's Diploma of Fine Arts

Canberra acquires O'Brien

in 1982, Mr O'Brien spent the next two years concentrating on painting and preparing for exhibitions.

He has had several one-man shows in Melbourne and Brisbane, along with a two man show in Sydney.

He is planning for three exhibitions next year both here and interstate.

Mr O'Brien is pictured in the Fine Arts studio at Caulfield with his painting, 'Store', a 5' x 5' oil on canvas soon to feature at the National Gallery.

The simple way to computer literacy

A high-tech system that helps people to teach themselves computer packages was recently hired by David Syme Business School's Technology Services department.

DSBS staff had access to the Videodisc Interactive Learning Centre for a trial two weeks, and according to Technology Services' new Manager and NEC Director of Training Services' Dr Ian Beaman, it was a great success.

He says a big advantage of the system is that it offers self-paced training in a range of popular programs (for example, LOTUS, dBASEII, MULTIPLAN) — students can skip forward or backward to any section of the course at any time, pausing or repeating lessons as required.

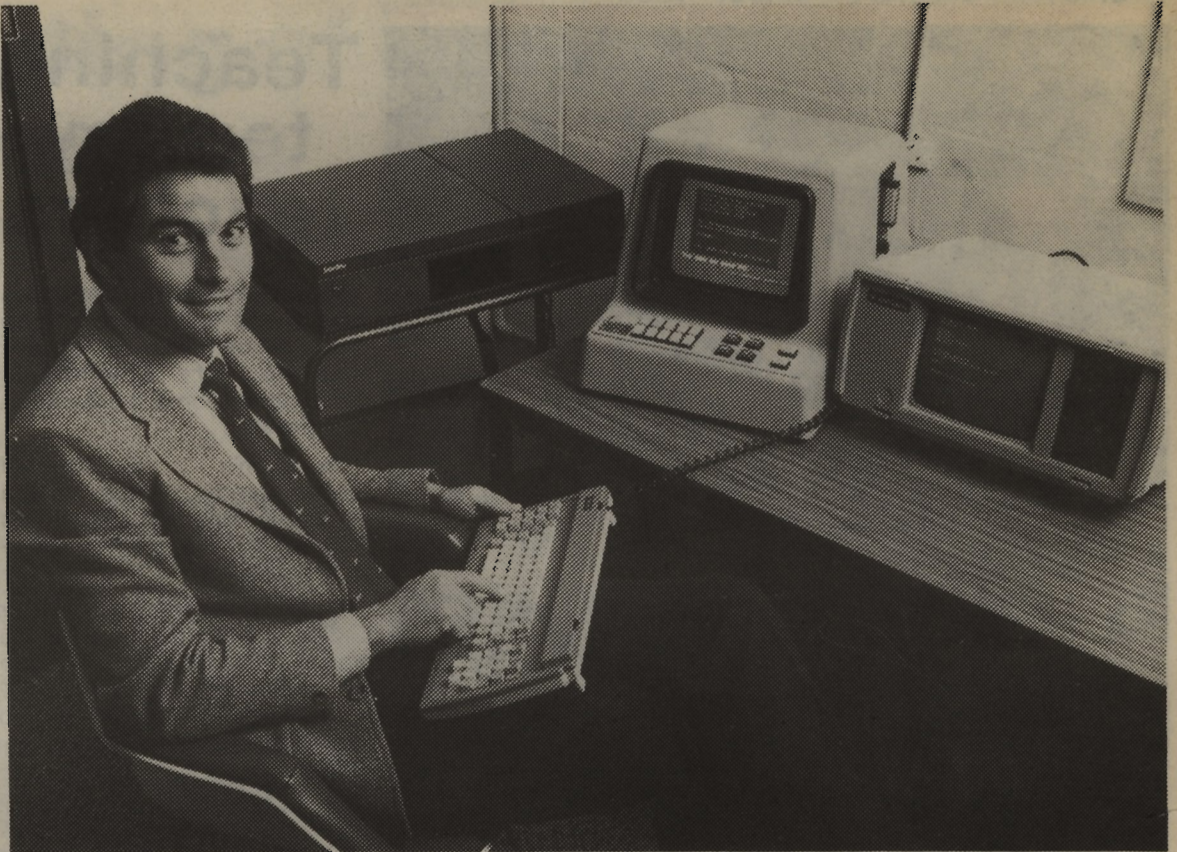
In addition, anyone can use it — being computer literate is not a prerequisite.

Dr Beaman believes such a system would be invaluable for both staff and students at Chisholm, and that the library would be an ideal location.

Students could teach themselves in their own time the packages currently learned in class time, and since 'practically every School would use one or more of the packages it teaches' the system would benefit all areas of the Institute.

Dr Beaman joined the DSBS staff two months ago, after 13 years lecturing in computing for accountants at the University of Newcastle.

In his new role as Technology Services Manager, he is responsible for the computing needs of staff and students of DSBS, including the School's microcomputers, and access to the PRIME system.



Dr Beaman with the Videodisc Interactive Learning Centre.

Technology education should recognise social implications

As science and technology increasingly determine the way society is shaped, there is a growing need for a multi-disciplinary approach to its teaching and research.

That's the view of a group of Chisholm staff which has been meeting on a regular basis since May to discuss the issues and explore possible ways of achieving such a goal.

Informally called the 'Technology and Society Discussion Group,' it comprises about 10 academics from the Faculty of Technology, David Syme Business School and the Schools of Art and Design and Social and Behavioural Studies.

All have expertise in some area of technological change, says Mechanical Engineering lecturer, Mr Paul Wellington, whose PEP experience 2nd semester 1984 at the Department of Science and Technology Policy, University of Manchester, convinced him of the need for Chisholm to actively pursue a trans-disciplinary approach to the teaching and research of science and technology.

At Manchester, Mr Wellington says, staff were involved in studying issues such as:

- Theory of technology innovation.
- Evaluation of government science and technology policy.
- Evaluation of alternative electronic communications systems.
- The role of technology in industrial competitiveness.
- The influence of technological change on employment.
- Mechanisms of technology transfer.
- Introduction of technology into third world countries.

In his PEP report he recommended that the Faculty of Technology liaise with DSBS and SOSABS to examine the feasibility of establishing a co-ordinated approach to teaching and research of the area.

The discussion group was one outcome, with staff from four disciplines meeting 'to see whether there was any way in which we could develop our existing interests in this area'.

Topics currently being researched by some group members include industrial relations problems which have

resulted from mismanaged technological change, and development of a theory of technological innovation and diffusion.

According to Mr Wellington, the group agreed on four basic points:

- That the introduction of new technology does have an enormous impact on individuals and society in general.
- That therefore, 'all reasonably well educated students in all disciplines should be aware of the diverse aspects of such change — that science and engineering and business students are ultimately going to be the people who have to introduce the changes, but by the same token the art/social sciences students really need to be aware of the choices between the technologies and the alternatives they offer'.
- That 'the sort of tunnel vision resulting from narrow disciplinary studies has led to numerous problems which a broader perspective could have prevented, for example, the effects of some chemical industries on the environment and health.
- That Chisholm has the expertise and is a small enough institution to enable good communications to take place across disciplines. As such, 'we think we are as well equipped as anyone to make useful moves in this sort of area'.

Mr Wellington, and fellow group member, sociology tutor, Mr Bruce Wearne, believe the time is ripe for discussion of this kind, with increasing emphasis being given, particularly during the past six months, to issues relating to technological change.

During that time, the 'Revised Discussion Draft of the National Technology Strategy' has been released, new journals, including 'Link' and 'Tech-link' have appeared, television programs on both the ABC and commercial stations have been screened, and discussion has been taking place about the need for more emphasis on new technology in school curricula.

'There is a growing awareness that the problems arising from

technological change are not going to be solved by specialisation in narrower fields.

'There has got to be a much more holistic approach,' says Mr Wearne.

Mr Wellington says the group is aiming to play a more active role next year in realising its objectives.

It is exploring a number of possibilities, including in-service training ('business talking to engineering, engineering talking to sociology, and so on', says Mr Wearne), bringing students from different disciplines together to provide them with a view of each others' perspectives, short courses, and consultancy work.

Mr Wellington says it is also hoped that the existing cross-disciplinary teaching of some subjects will be further developed.

The group's interests, he says, 'tend to be peripheral but related to' the Faculty's new Centre for Science and Technology Education, established to make science and technology more appealing and accessible to the wider community.

The group recently invited the Director of the Federal Government's new Commission for the Future, Ms Rhonda Galbally, to attend one of its meetings.

'We found there seemed to be considerable overlap between her objectives and our interests, and there seems to be a good opportunity for co-operative development,' Mr Wellington says.

The Commission was set up to increase community awareness of science and technology, stimulate discussion and debate on its economic and social implications and disseminate information.

It aims to stimulate debate by:

- Publishing discussion papers, broadsheets and cassettes.
- Contributing to television and radio programs, preparing newspaper and magazine articles.
- Making direct contact with the community through local government organizations, educational bodies, trade unions and special interest groups.
- Promoting seminars and discussions, especially in areas particularly threatened by change.

Legislation should give workers more say, says McPhee

An opportunity exists for employees to work towards greater employee participation in the workplace through the implementation of the new Victorian occupational health and safety legislation.

The legislation should 'not only help achieve safer working conditions, it should also provide an opportunity to improve industrial relations', says specialist in the field, Mrs Joan McPhee.

Mrs McPhee, Senior Lecturer with David Syme Business School, and research adviser on secondment to the Metal Trades Industry Association (MTIA) will direct a seminar (on 12 November) and workshop (on 26 November) addressing these issues.

'Implementing an Occupational Health and Safety Program With Worker Participation' will be held at Chisholm's Caulfield campus, and run in conjunction with the MTIA.



Mrs McPhee

Aimed at managers who will be involved in policy development and planning of an occupational health and safety program, the seminar will assist in identifying key issues likely to arise in the workplace, highlight the cost of not developing programs and consider the legal and industrial relations aspects of programs with a view to achieving worker participation.

Speakers at the seminar will include Dr David McIvor, the Director of Occupational Safety and Health Associates (Australia) P/L; Dr Breen Creighton, National Director of the MTIA and Mr Andy Doull of the Australian Postal & Telecommunications Union.

Mrs McPhee says speakers will:

- Assist managers identify problems which arise as occupational health and safety issues.
- Identify the savings which can be achieved.
- Highlight the need for management action and the benefits which can result, especially in the area of rehabilitation.
- Help managers to understand the legal requirements and industrial relations implications of the legislation.
- Provide a case study of a program in practice.

The workshop will help managers in policy formulation and devising safe work procedures using worker participation.

Mr Peter Davidson, who has been responsible for developing MTIA's policy on occupational health and safety, will be one of the workshop leaders.

Occupational health and safety was also the focus of one of four very successful seminars directed by Mrs McPhee at Chisholm last year which examined new and emerging Federal and State legislation affecting industrial relations in the private and public sectors.

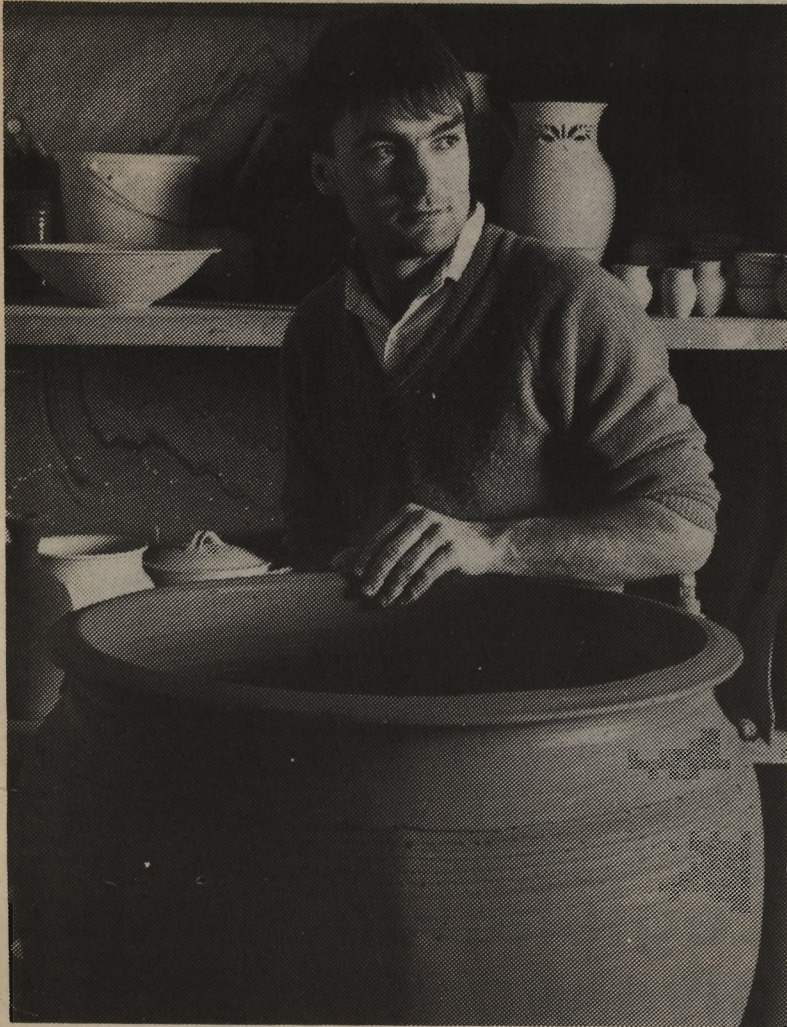
Farewell expo for students

Graduating students of the Bachelor of Arts (Ceramics) are presenting an exhibition at Chisholm's Caulfield campus from 2-9 December.

Work on show will feature a balance of functional and non-functional pieces in a variety of mediums, including ceramics, hot glass, flat glass, gold and silversmithing, large sculptural forms and porcelain slip — cast ware.

The exhibition will be officially launched by Chisholm Master Potter, Mr Joseph Szirer, at 7.30pm on Monday 2 December.

It will be open to the public on weekdays from 10am-5pm and weekends from 1-5pm at the Gallery, level 2, Phillip Law Building.



This is second year Cermaic Design student, Martin Gill, with one of the 12 giant ceramic planters he has made on commission for the new State Bank building offices of Weigall & Crowther, a major firm of solicitors.

Teaching tertiary teachers

Teaching tertiary teachers how to improve their teaching skills in the aim of Hawthorn Institute of Education's Graduate Diploma in Education (Tertiary).

Chisholm's Educational Development Unit is running a course information session on Thursday, 7 November for any interested staff.

Course leader, Mr Peter Skilbeck will be on hand to answer questions, along with two Chisholm staff already enrolled, Ms Sian Adnam and Mr Keith McKerry.

The course, says EDU, is highly relevant to advanced education practitioners, covering a range of topics including curriculum development, educational psychology, course preparation and accreditation.

Anyone interested should contact the EDU secretary, ext. 2376 (Caulfield).

The information session will be held from 12 noon - 1 pm in the Caulfield Library seminar room (level 3).

Mini law course for engineers

The potential legal liability of engineers, particularly those working in local government and the construction industry, is the focus of an intensive short course and workshop at Chisholm Caulfield on 12 November.

'Engineering Legal Liability' is being presented by Continuing Education in the Division of Engineering and Industrial Technology, Faculty of Technology.

It will be aimed at municipal officers, building surveyors, traffic engineers, in addition to construction, structural and supervisory personnel.

Organiser, Mr Keith Solomon, says the seminar will provide 'a sound base so that engineers and administrators have a real understanding of the legal problems arising from a whole range of engineering activities'.

Speakers will include:

● Mr Toni de Fina, a consulting engineer specialising in litigation

and dispute involving science and technology, who will address the issue of the 'significant and growing increases in the potential legal liability of professionals in Australia'.

● Mr Geoff Masel, a solicitor specialising in insurance law, who will focus on particular cases of engineering liability.

● Mr Jeff Muir, a specialist in professional liability insurance, who will discuss the many 'at risk' situations encountered by local government engineers and managers.

● Mr Kevin Campbell, a specialist in construction engineering, who will emphasise the need for designers and contractors to ensure they are using the most reliable information available when making decisions in building developments.

More information about the seminar is available from Mr Solomon, or Ms Rosa Villani on ext. 2130 or 2391 (Caulfield).

Social calendar revamp plan

Chisholm is planning to revitalise its program of social and cultural activities for staff students and the public in 1986.

Executive Director of Chisholm Managed Services, Mr Alan Hamstead, says although successful in past years, organisation of the activities was on a voluntary basis.

Lack of volunteers this year left the program in limbo.

Mr Hamstead says for 1986 the Institute has offered to assist in co-ordinating the activities, and he is now seeking feedback

from staff and students on what sort of events are in demand for the coming year.

In 1984, the events included CIT-COUSTIC (free lunchtime concerts), CIT-SPEAKS (free lunchtime lectures by staff on topics of their choice), CIT-FLIX (mini film festivals), special interest seminars conducted by professional groups, Sunday concerts, displays of student work and monthly luncheons with prominent guest speakers.

Anyone interested in contributing ideas/suggestions should contact Mr Hamstead, telephone (Caulfield) 2133.

Higher education enrolments up by 12,000 this year

Enrolments in advanced education between 1984 and 1985 have increased by almost 10,000, according to preliminary statistics released by the Commonwealth Tertiary Education Commission.

This increase, together with a rise of nearly 2,600 in university enrolments this year means that higher education enrolments have gone up by over 12,000 to a total of 370,000 in 1985.

About half of the total increase in advanced education enrolments occurred in N.S.W.

And about 2400 of the national increase in enrolments have been in basic nursing courses.

These include the first influx of nursing students following the Government's decision to phase in the transfer of nurse education from hospital based training to CAE's.

Enrolments of women in advanced education rose by over 6000 in 1985 - double the increase for males.

Women now comprise 49 per cent of advanced education enrolments.

Commenting on the figures, the Minister for Education, Senator Susan Ryan, said the increase in higher education was an important part of the Government's policy for youth.

Special attention had been given to those areas which have lowest participation in a

concerted attempt to provide greater equality of opportunity.

'It has also been the Government's aim to increase opportunities in science, technology and commerce so that graduates will have the greatest possible opportunity to get jobs in areas which will contribute to economic growth, Senator Ryan said.

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Classifieds in the Gazette are free. Send your advertisements to the Public Relations Office, C1.08, Caulfield campus.

GAZETTE DEADLINE

The deadline for the next GAZETTE on 14 November is Wednesday 6 November. Copy can be sent to the Public Relations Office, C1.08 (Caulfield) or telephone the Publications Officer, Sue Couttie, ext. 2311. All contributions/ideas are welcomed.

VCSA/ASAC news

A letter to all staff members from the President of ASAC, Mr Bob Burford, and the Chairperson of VCSA - Chisholm, Mr Geoffrey Heard.

Dear Staff Member,

In the last issue of the 'Gazette', nominations were called for the position of staff representative on each of four committees of Council.

At present, these four positions are split among members nominated by VCSA and ASAC.

The executives of ASAC and VCSA have decided to re-endorse their joint representatives on these four committees, and are asking for your support for them should the positions be contested.

Your jointly endorsed representatives are:

Mr Bob Burford (ASAC) - Buildings and Property Committee.

Mr Austin Chapman (VCSA) - Finance Committee.

Ms Maruta Ayres (VCSA) - Legislation Committee.

Mr Dick Whyte (ASAC) - Staffing Committee.

The joint executives of ASAC and VCSA are re-endorsing these representatives in the belief that they have done the task asked of them - representing staff views and needs on the committees - and with the experience they have gained, will be all the more effective in doing so again during the coming year.

A brief report from each of the representatives is given below. Should you wish to contact them to discuss their work on the committees, please feel free to call them, they are in the book.

Yours sincerely,
Bob Burford
President, ASAC

Geoffrey Heard,
Chairperson, VCSA - Chisholm

BUILDINGS AND PROPERTY - BOB BURFORD

Two major projects have been dominating the committee's attention - the \$13-million Technology Tower/Student Union block at Caulfield and the general teaching and nurse education buildings at Frankston.

Before agreeing to the Caulfield project, the staff associations sought and obtained assurances from Council that the ambitious project would at no stage draw on recurrent funds.

The Frankston project is in two parts, the general teaching building and the nurse education building. Finance for the latter is the problem since no written assurances for funding for this building have been given by government. As a staff representative on the committee I am very conscious of the need to push this project so that it is ready for 1987 if at all possible.

During the year, the committee dealt with a large list of minor works, many of them important to staff.

They included:

Communications for emergency evacuations both campuses; implementation of the MFB report and refurbishing at Frankston, A and B buildings, George Jenkins theatre and Struan roof.

LEGISLATION COMMITTEE - MARUTA AYRES

The Committee has considered a variety of matters with a fair degree of consensus and co-operation.

The main items of business of the Legislation Committee in 1985 were:

● Revision of existing Regulations to bring them in to line with the changing needs/practices of the Institute.

eg. Review of election regulation. Amendment of Student Regulation 10.

● Consideration of guidelines/procedures for specific purposes. eg. Conditions of use of Computer Centre computing facilities. Guidelines for staff on legal liability and insurance

cover with particular reference to field trips and excursions.

● Recommendations to Council.

eg. Recommendations to Council on the membership of Council and its committees. Student Union constitution, (still under consideration).

FINANCE

- AUSTIN CHAPMAN

The Finance Committee monitors every aspect of its financial resources - the recurrent grants for education, the minor works grant, the capital equipment grant, and the extraneous funds generated by Centres.

As the sole representative of the staff on this committee (sponsored by ASAC and VCSA) I have maintained vigilance over the proper and careful expenditure of these funds.

In recent times, the committee has pressed for and obtained from the Finance Branch more open and more frequent reports of financial positions; and a stay of proceedings on the Technology Tower project until the staff associations were satisfied on a number of points.

STAFFING

- DICK WHYTE

Despite some difficulties getting a quorum together during the year, the Staffing Committee has met fairly regularly.

The major gains obtained through the committee for staff are:

1. Securing a permanency/contract ratio of 80:20 for each cost centre.

2. Career grade promotion at minimum levels in each School/Faculty of one tutor to lecturer and one lecturer to senior lecturer per School/Faculty per annum.

3. The establishment of the Classification Appeals Committee.

4. Securing direct staff association representation on a senior staff selection committee (for Assistant Director, Frankston).