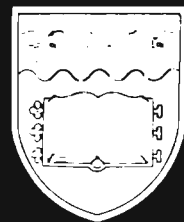


# UNIVERSITY OF WOLLONGONG CAMPUS NEWS



Number 3

Wednesday, 3 February 1993



## Enthusiastic Girls in Engineering school

*The Girls in Engineering Summer School held recently for school students provided practical exposure to tasks executed by university engineering students. Small groups circulated between the laboratories and workshops of the Engineering departments, where they undertook tasks such as assembling a multimeter, disassembling and assembling a four-stroke engine (and checking to be sure it still worked!), undertaking land surveys (pictured) and testing material such as bullet proof glass. There was an atmosphere of great interest and enthusiasm at each of the activities.*

## General staff award restructuring underway

Meetings of the two General Staff Unions – the State Public Services Federation (SPSF) and the Australian Liquor, Hospitality and Miscellaneous Workers Union (LHMWU) – will vote on proposals for a major restructuring of general staff classifications, salaries and related provisions next week.

### Campus News break

The next issue of *Campus News* will be 3 March. The deadline for this issue is noon on 22 February

The draft agreement will also be considered by the University Council when it meets on 5 February.

The University's Manager, Personnel Services, Chris Grange, described the proposed agreement as a breakthrough for both the University and its general staff.

The importance of this agreement, coming after years of shared disappointment with progress at the national

level, cannot be overstated.

Mr Grange particularly praised the effort of the unions who have worked to develop the agreement.

The co-operative arrangements established through the negotiations promise greater harmony in the future and deliver a firm base for future negotiations.

The agreement follows years of protracted national negotiations and then, more recently, six months of intense local negotiations aimed at bringing

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Mr Lindsay Curtis, Senior Lecturer in Law and Program Director for the Centre for Court Policy and Administration since 1990, has been appointed President of the Administrative Appeals Tribunal for the Australian Capital Territory from next month.

Mr Curtis will continue his association with the University as a Visiting Professorial Fellow, teaching in the postgraduate courses in Court Policy and Administration and participating in the Faculty's research.

He was a member of the Security Appeals Tribunal from its inception until it was merged with the Australian Administrative Appeals Tribunal in 1992. He is a part-time member of that Tribunal.

Lindsay has brought to the Centre for Court Policy and Administration experience gained in a long career in judicial and legal administration in Papua New Guinea and Australia.

Funding is available to assist general and academic staff to attend external courses.

These funds are not available for discipline-based conferences.

Applicants should complete the appropriate form which must be endorsed by their Head of Department/Unit. A copy of the course outline and registration form should be attached to the application.

## Brief News

Applications for Study Time are invited from members of General Staff undertaking part-time studies in 1993.

Applicants should complete a Study Time Application form which must be endorsed by their Head of Department/Unit.

For further information about External Course Funding and Study Time provisions phone Maureen Bell, Centre for Staff Development, ext.3946.

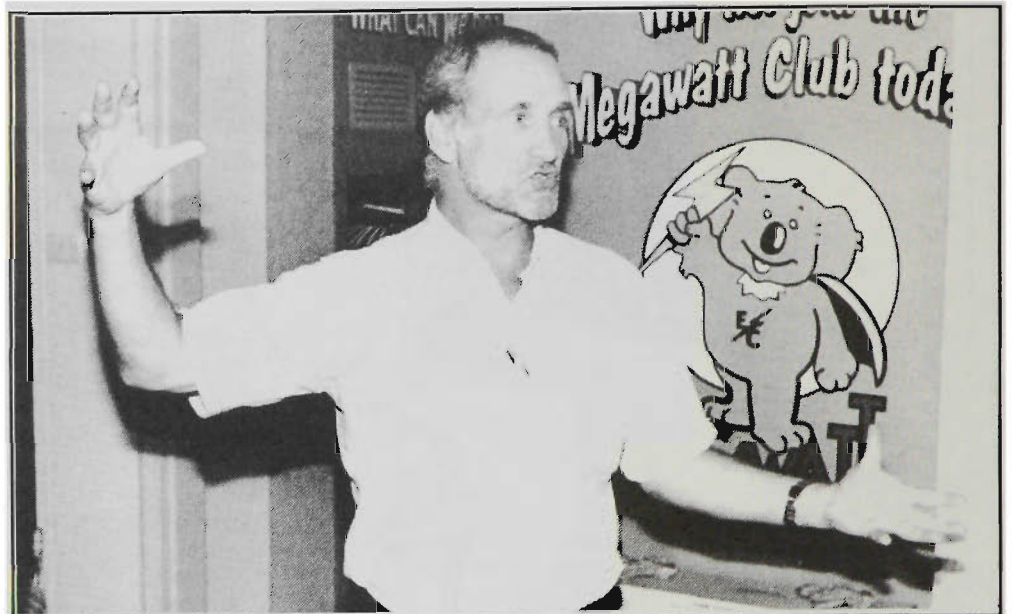
For applications phone Val Roberts,

Centre for Staff Development, ext 3618.

The restriction in the following paragraph in the Migration Regulations dealing with appointees from within who are on a student visa was cancelled on 1 February 1993:

"If a person has held a student visa, prior to December 1989, that person may not apply for permanent residence status until 10 years has passed since last being on a student visa."

The detailed policy is on the File Server under Staff Matters, Academic Staff, Migration Regulations.



Science Commentator Robyn Williams opened the 'Life of the Past' exhibition at the Science Centre which will be at the Centre until the end of March. (Details in What's On)

# General staff award restructuring underway

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the matter to completion.

The agreement will deliver salary increases to all general staff although the extent of the increase will be varied depending on the translation point involved.

The agreement guarantees that no staff member will suffer any reduction in salary nor will there be redundancies as part of the agreement. The cost to the University of the increases will be some \$400,000.

The agreement, in brief, will result in:

- A new salary structure covering all general staff. The new structure will consist of only 10 classifications and will replace the many and varied existing general staff classifications.

- New descriptions of the work which can be undertaken at each of the levels. For example, old demarcations between the work of technical and professional

officers will disappear.

- A set of essentially identical conditions of employment for all general staff, removing many of the historical differences between members of the two different general staff unions.

Within six months, these changes will be followed by a single new promotion and reclassification system applying to all general staff.

This system will replace both of the existing general staff systems – reclassification and personal promotion – and will for the first time be available to all general staff.

The agreement also includes a major new commitment to career development and training.

The agreement foreshadows the development of relevant programs for each level of the new structure and incorporates plans for a greater emphasis on communication, cooperation

and quality assurance.

Other parts of the agreement deal with:

- Job redesign
- Incremental progression
- New casual rates arrangements
- The use of contractors

If the proposals are endorsed, the agreement will be lodged with the Industrial Relations Commission immediately and may come into effect before the end of February.

The parties have agreed to continue meeting on a regular basis with the aim of encouraging further enterprise based negotiation perhaps even leading to an enterprise bargain.

Copies of the draft agreement have been printed and can be obtained from Personnel Services Branch.

Specific inquiries can be made to Peter Maywald, Personnel Officer (Employee Relations), ext. 3798.



# Justice Kirby to talk on technology privacy

The Information Technology and Communication Unit is hosting a dinner and address by Justice Michael Kirby on information technology privacy on Friday 19 February at 7pm Union Board Room.

Justice Kirby is President of the NSW Court of Appeal. He is also Chancellor of Macquarie University.

He is perhaps best known in Australia for his work as Foundation Chairman of the Australian Law Reform Commission.

That Commission prepared a report on privacy which took Justice Kirby into legal issues raised by information technology.

and led to him chairing an OECD Committee on Privacy.

That committee produced guidelines which were adopted by the OECD and recommended to member countries, including Australia.

The OECD Guidelines on Privacy form the basis of the Australian Privacy Act.

More recently Justice Kirby has chaired the new OECD Committee on Security of Information Systems.

That committee produced its guidelines on issues of data security in September 1992. The guidelines have been approved

by Committees of the OECD and are now under consideration by the OECD Council.

Justice Kirby will discuss the contribution of the OECD to global policy issues affecting information technology.

Justice Kirby is chairman of the Executive Committee of the International Commission of Jurists (Geneva).

He was until recently a member of the WHO Global Commission on AIDS. In 1992 he visited South Africa on a Mission for the International Labour Organisation.

Bookings are \$20 per head. Inquiries, ext, 3606

## Be careful when advising students

1993 will be another busy year for course advisers. So far the University has accepted invitations to attend the following functions for prospective students and is arranging a series of visits for schools and advisers.

A major event will be held on 15 February to brief student advisers from organisations such as Youth Access, DEET, TAFE, Vocational Guidance and schools on 'What's new at the University of Wollongong'.

Liz Hilton, from the University's Planning and Marketing branch is contacting staff to enlist their assistance with these events. If you are interested in becoming involved ring her on ext. 3480 or by E-Mail

However, when advising students all staff should ensure that information about courses, both oral and written is accurate.

A class action has been brought under the Trade Practices Act against another university by a group of students claiming they had suffered loss as a result of the university's misleading conduct.

The university claimed that graduating students would receive accreditation with a certain body on the strength of a pass in the

course. It subsequently transpired that the course was not accredited and in order to obtain accreditation further study was necessary.

Damages are based on missed job opportunities, difference in salary between the present job and the job they should have got and the cost of additional study.

Under Section 52 of the Trade Practices Act conduct can be found to be misleading and deceptive even if there was no intention to mislead or deceive, ie the state of mind of the person making the statement is irrelevant.

The advisory functions are:

March 23 Tertiary Evening - SCEGGS, Kambala, Cranbrook, Ascham, Scot's

March 24 Eastern Suburbs Tertiary Education Symposium

March 25 Southern District Tertiary Education Symposium

March 26 Hurstville Tertiary Awareness Symposium

April 1 Central Coast Careers Market

April 6-7 Met South West careers Market

April 20-21 Far Southcoast Regional University Visit.

April 26-27 Information Sessions for Careers Advisers - The University Centre

May 5-6 Illawarra Careers Market

May 11 Armidale careers Market

May 12 Tamworth Careers Market

May 13 Narrabri Careers Market

May 18-19 Newcastle/Lake Macquarie Careers Market

May 20 Cessnock Careers Market

May 25-28 Blacktown/Castle Hill Careers Market

May 31 Griffith Tertiary evening

June 1 Griffith Careers Market and Wagga Careers Market

June 3 Albury Careers Market

June 9-10 North Shore Tertiary information Days

June 11 Manly-Warringah Careers market

June 16-18 Bathurst, Forbes, Dubbo Tertiary Information Seminars

June 22-23 Oatley Careers Market

July 6- Study Talk - Sydney Career Reference Centre

July 13-14 Met South West Year 12 seminar

July 15-16 Nepean Career Market

July 19 Eurobodalla Careers Market

July 21-22 ACT Careers '93 - TOP

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## Skills training for General Staff supervisors

A series of workshops will be offered in 1993 to allow general staff supervisors conducting Annual Development Reviews the opportunity to develop their supervisory skills in the development review situation.

The Centre for Staff Development has developed an extensive training module, "Career Coaching", which focuses on the career development and coaching aspects of development reviews.

This module will be available in the first quarter of 1993. Firm dates will be provided shortly.

In conjunction with this module, Personnel Services Branch will offer a one-day workshop that focuses on the function of the review, development of objectives setting and interview skills, and will provide the opportunity to practise these skills with

other course participants.

This workshop will be repeated throughout 1993 dependent on demand.

All workshops will be conducted in the Union Building between 9.30am-4.30pm. The dates scheduled are:

16 February, Function 40-2; 17 February Function 40-2; 18 February, Function 40-2; 14 April, Function 40-2; 9 July, Function 40-2; 14 July, Kemira 30-4; 8 November, Function 40-2; 12 November, Function 40-2; 8 December, Kemira 30-4.

If you are required to conduct a General Staff Annual Development Review and are interested in attending the one-day seminar offered by Personnel Services Branch, call ext. 3929 and leave your name and preferred date with Joan Hutchinson or Karen McRae.

Confirmation of your place and a workshop program will be forwarded to you.

8-11 Feb: **International Conference on Environmental Management—geo-water and engineering aspects.** This conference will be very useful to young professionals and experienced decision-makers in the civil, mining and environmental engineering industry. For further information contact Dr Siva Sivakumar, tel. (042) 21 3055.

8-19 Feb: The Faculty of Education will be holding a two-week intensive **workshop on interactive multimedia.** Russ Glaser from Glaser Media Group, San Francisco, will be the chief instructor. Contact Dr Barry Harper, tel. (042) 213465, fax (042) 213465.

13 Feb: The **Illawarra Committee for Overseas Students** has a coach trip to Australia's Wonderland. \$20 members, \$24 non-members. Tickets and details from ICOS office on the third floor in the new Union extension on Tuesday, Wednesday and Friday between 9.30am and 2pm.

19 Feb: **Justice Michael Kirby** has been invited by the Information Technology and Communication Unit to give a public lecture on the OECD's work on International guidelines relating to legal issues raised by information technology. The lecture will be held following a Dinner in the Union Board Room from 7.00pm. The cost of the Dinner is \$20.00 and you should contact ITAC on (042) 21 3606 for bookings and more information.

23 Feb: There will be **forum on Careers in Languages**, organised by the De-

## What's On

partment of Modern Languages from 2pm to 4pm for school students, university students and any interested members of the community. A panel of speakers will outline the varied career opportunities for language students. Bookings, tel. (042) 21 3676.

27 March: The New Literatures Research Centre is staging its **1993 Children's Literature Conference.** Called *Australian Children's Literature: Finding a Voice*, the conference will be held in the Pentagon. The registration fee of \$60 (\$55 for students) includes a two-course lunch. Registration plus conference dinner is \$95 (\$90). Inquiries to Administrative Assistant, Maryann Pearce, tel. (042) 21 3226 or (042) 21 3677.

Meetings dates of the **Animal Experimentation Ethics Committee** have been set for 1993. Prepare your applications in advance of these dates as no other meetings will be held in 1993. Meeting dates, with agenda deadlines in brackets, are: 22 February (12 February); 24 May (14 May); 9 August (30 July); 22 November (12 November). All applications are subject to annual renewal and it is the responsibility of the researcher to ensure that their ethical clearance is current.

Dates for 1993 meetings (with agenda deadlines in brackets) for **Human Experimentation Ethics Committee** are: 23 February (9 February); 23 March (9

March); 27 April (13 April); 25 May (11 May); 13 July (29 June); 24 August (10 August); 5 October (21 September); 16 November (2 November); 21 December (7 December). Late items cannot be tabled at meetings. (Applications in Categories 1 and 2 do not need to go to the full Committee and can be submitted to the Research office at any time. Note that the standard sentence previously required to be included in all consent forms has been reworded as follows: 'Any enquiries regarding the conduct of the research may be forwarded to the Secretary of the University of Wollongong Human Experimentation Ethics Committee. Phone 213079'.)

**Call for presentations:** Education for a Global Society. International conference 4-9 July 1993 at the University of Western Australia. This conference will focus on the development of teacher training programs which provide teachers with a global perspective, a universal value orientation and competence in evaluating curriculum materials. Anyone who would like to participate write to Dr Marjorie Tidman, PO Box 1044, Carnarvon WA 6701.

The Science Centre at Campus East has on display an interactive exhibition featuring the fossil history of Australia entitled '**Life of the Past**'. This high quality exhibition, suitable for all ages, is on loan from the South Australian Museum and is supplemented by local materials. It will be at the Science Centre for the school holidays and then until the end of March. There is no extra charge over the normal Centre entry fee of \$3 (student and concession)/\$5 adult. The Centre is open 1pm - 5pm in the school holidays and on weekends during school term time. Enquiries, tel. 21 3521 (am) or 83 6665 (pm).

## Competing through quality

One of America's foremost authorities in the field of services marketing, Professor Leonard Berry, will be the keynote speaker at a special seminar organised by the Department of Management.

Professor Leonard L Berry holds the J C Penny Chair of Retailing at Texas A&M University where he is also Professor of Marketing and Director of the Centre for Retailing Studies.

The seminar will be held on 18 March in the Union Building Function Room. Fees are \$125 or \$100 three or more. \$25 full-time staff and students.

With colleagues, A Parasuraman and Valarie Zeithaml, Professor Berry has been studying services quality in America since 1983 under the sponsorship of the Marketing Science Institute.

His research has broken new ground in understanding the dimensions and determinants of customers' perceptions of quality in service firms.

The seminar is sponsored by the Australian Institute of Management, WIN TV, radio station 198FM, Illawarra Quality Management, Illawarra Electricity, Illawarra Credit Union

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Aug 3 Goulburn Tertiary Opportunities Day

Aug 4 Moss Vale Tertiary Opportunities Day

Aug 10 Lismore Tertiary Information Day  
Aug 11 Coffs Harbour Tertiary Information Day

Aug 12 Port Macquarie Tertiary Information Day

Aug 29 Open Day - Wollongong University

## Stop Press

Congratulations to Des Davis who has been awarded an Order of Australia Medal in the Australia Day Awards.

Until his recent retirement, Des was a Senior Lecturer in the Department of English. He founded Theatre South and is a Fellow of the University

**Campus News is published weekly on Wednesdays. Send material, preferably by Microsoft Mail or on disk, to Gillian Curtis (042) 21 3110 by noon on Monday of the week before that of publication**