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C *Tramway* *circuit*

Commemoration Issue
Official Opening
Bourke St. - Northcote Electric Tramway

VOL. 3, No. 6

JULY, 1955

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Tramway Circuit

The Monthly Journal of the
Official and Clerical Staff of the Melbourne and Metropolitan Tramways Board

Produced by the Tramways Board Sub-Branch of the Municipal Officers' Association of Australia

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VOL. 3, No. 6

JULY, 1955

Bourke Street Routes Conversion

By D. H. EAKINS,
M.C.E., M.I.E. Aust., M.Inst.T., M.A.P.I.,
(Chief Engineer, M.M.T.B.)

THE WORK of converting the cable tramway in Bourke Street and out to Northcote has been completed from Spencer Street to Miller Street as you all know. In this last article you might like to read something of the people who had a good deal to do with the work. I have let folk know how much I appreciate the work of all who have borne the heat and burden of the day. The energy that was displayed during the past month in getting everything ready for the opening had to be seen to be believed. It was very interesting to see the finishing stages as each part of the work was being brought closer and closer to completion. At the last, as always, there was a great deal to do and everybody concerned realised this and gave a wonderful exhibition of team work.

The main branches of the Engineering Department concerned with the work are the Rolling Stock, the Permanent Way, the Distribution and the Architect's branches. Important work is also done by the Testing Branch, the Bus Branch and the Survey Section. You will know something of the senior men by the articles which have appeared during the past eighteen months.

ROLLING STOCK

Mr. Ireland, the Rolling Stock Engineer, has three sections, the designing and draughting work under Mr. Lees, the construction of the trams under Mr. Macmeikan and the operation of the trams under Mr. Linford. In the Workshops, the tram starts off in the Blacksmith's Shop under Foreman Mahoney, where the body framework is constructed. This is the place where the 'smiths' fires are pleasant at this time of the year and where the spectacular steam hammers and other heavy machines are. The frame then goes to the Wood Shop where it is painted and the Vehicle Builders under Foreman Penrose make the body. Seats are upholstered in the Trimmer's Shop also under the control of Foreman Penrose. Mr. Penrose knows a good piece of timber, many a tune and his own mind. At the appropriate stage the electrical wiring of the body is done by Electrical Mechanics under Foreman Martin who has full knowledge of the way electricity can be harnessed to drive the tram. If you want to see him smile get him to expound the workings of a circuit breaker. After this the body goes to the Paint Shop, where the Painters under Foreman Armstrong make a very good job of the painting. These people allege they cover up the mistakes of the wood butchers. Anyway they know the right shade of green.

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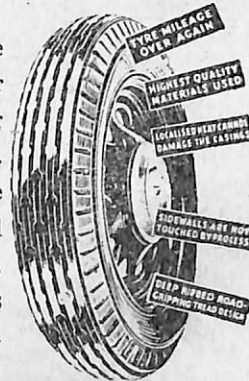
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While this has been going on the trucks are being constructed, again commencing in the Blacksmith's Shop, thence travelling to the Fitting Shop where the components are assembled. When the truck is completed and the body is ready, the body is lifted up, the trucks pushed underneath and the body set down on its new trucks. Air brake and sliding door equipment are installed by Foreman Sommerville's men of the Truck Shop. Mr. Sommerville is another of those men who are able to get a fellow out of bother. After the wiring is connected and other matters attended to the tram is ready for its workshop tests. These are carried out on a track in the yard and after necessary adjustments the tram is ready for a trial in service. At this stage Mr. Linford and his men look after it, do the adjustments that are shown to be necessary and at the same time Mr. Hines and his assistants inspect the car to see that it is up to proper standards. After a fortnight's running in and the correction of any matters that need it the tram is ready for service. I have already mentioned the Fitting Shop. This section together with the Machine Shop, Tool Room, Tinsmith's Shop and Moulding Shop are under the control of Foreman Jarrett. Here much of the tramcar mechanical equipment is made and also many items of the electrical fittings. Door engines and operating valves, route number boxes and mechanism and resilient wheels are but a few of the many parts made and assembled. In fact, every piece of equipment which requires machining passes through this shop. When you put a tough proposition to Mr. Jarrett he gives a quizzical look through his glasses and after a pause says: "Well you might be able to do this and thus" and the problem is solved. While the other work is going on the motors, controllers, contactors, and other items of electrical equipment are being constructed and fitted by the men under the electrical shop Foreman, Mr. Martin.

The designing work for the trams and for the Distribution Branch is done in the Rolling Stock Drawing Office under Mr. Lees. Although this work is not spectacular it is most important because the details of improvements are first worked out in the drawing office. In the present case the two main ones are the resilient wheels and the trolley shoes about which you've read.

PERMANENT WAY

The Permanent Way Branch under Mr. Fischer has two Districts and a Designing Office. The Designing Engineer is Mr. Hart and he sees that all the plans, designs, estimates and instructions for the work are got ready in time. The actual work of construction is under the Northern District Engineer, Mr. Alsop, who has the main track work gang under Foreman Ross and a special work construction gang under Sub-foreman Hopgood. I suppose you've all noticed the orderly progress of the track construction work. This does not come easily; there is a great deal of thought and arrangement behind it.

Foreman Ross liked to have about 200 men

because then he could have a balanced organisation and travel along rapidly. New men are coming and going the whole time and these have to be shown how to do the work. He depends very largely on trackmen whom he has trained or had trained by the sub-foreman and special gangers under him. Although he has never been a willing photographic subject he has been successfully stalked. The only time he stood for a photograph was with Special Ganger Allen just after the last batch of concrete was poured. Sub-foreman Hopgood has always got a lot of his work at intersections which are very busy places; frequently existing tram traffic has to be catered for and this adds another complication to be got round. Again you will notice the orderly way in which the work is done. To a great extent this is the result of thinking out by the District Engineer and his sub-foreman.

DISTRIBUTION BRANCH

The Distribution Branch is under Mr. Kirby, who has two main sections, substations and communications under Mr. King and overhead and auxiliary services under Mr. Snell. The work of



THE CHIEF ENGINEER, MR. D. H. EAKINS

installing substation equipment is done by Foreman Wilcox and his men and tested by Inspector Norden and his assistants. These folk work behind closed doors. There is nothing sinister about this; it only happens that way. When finished a substation is a model of order. The work of installing the overhead, putting up the trolley wire and the feeder cables and laying underground cables is under Foreman Monaghan. He is as much at home up in the air as on the ground. This section has several other important items of work to do — installation of lighting and motors under Foreman Hicks and the telephones and loud speaking equipment under Foreman Lowe. These men have to wait so long for others to finish that they are mostly in a state of violent activity. Last week I caught just a glimpse of Mr. Hicks in the Grinder Shed.

BUILDING BRANCH

The Architect, Mr. Steains, has a drawing office under Mr. Davey. Here are prepared plans

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and specifications for the contracts for buildings. These contracts are being looked after by two Clerks of Works, Sub-foreman Alec Mackay at East Preston for the most part and Mr. Woods who has looked after the substations at Clifton Hill, Northcote and Fitzroy. Mr. Mackay's cheery grin and helpful way have made visits to East Preston a joy to many. Alterations to the existing substations as at Crombie Lane are looked after by Foreman Thompson, Sub-foreman Windsor and their men.

The work of the Bus Branch, Testing Branch and the Survey Section under Messrs. Westrup, Hines and McComb respectively have been described in recent articles and so in this one it must suffice to repeat that all of them played a vital part in the Conversion.

In a very sketchy way the organisation that carried out the work has been indicated and here I would like to let you know that team work has been a very noticeable feature throughout the whole course of the Conversion. Officers and men have learnt that they can depend on each other. When anyone has been in bother, one of the usual things that seem to go with any construction work, plenty of people have been about to help get him out of trouble. We've had our moments, bad and good, but I am sure all those who have been engaged on the work feel satisfaction at its completion and in the knowledge that they've done their best and turned out a good piece of work. We shall now expect it to be put to good use and time will test the value of it. You will be able to judge it for yourselves.

EDITOR'S NEWS

The Editor of "Tramway Circuit" invites and will carefully consider for publication, contributions from members in the form of articles, paragraphs, verse, correspondence, etc.

It is the aim of "Tramway Circuit" to encourage the full freedom of opinion and expression amongst the Official and Clerical Staff. Unless the fact is expressly stated therein, views put forward in "Tramway Circuit" — whether in the Editorial column, or in articles — should not necessarily be regarded as expressing the considered opinion of the M.M.T.B. Sub-Branch of the M.O.A.

CLOSING DATE FOR COPY FOR NEXT ISSUE:

MONDAY, 25th JULY, 1955

All copy must be forwarded to the following address:—

EDITOR, "TRAMWAY CIRCUIT,"
Room 215, Stores Branch,
Head Office, 616 Little Collins Street, Melbourne

Contributors are requested to either type or write in ink on one side of the paper only with sufficient space between lines for corrections.

Municipal Officers' Association of Australia

MELBOURNE & METROPOLITAN TRAMWAYS BOARD SUB-BRANCH

MINUTES OF SPECIAL COMMITTEE MEETING
HELD IN THE BOARD ROOM, AT 616 LITTLE
COLLINS STREET, MELBOURNE, AT 5.30 P.M.,
ON TUESDAY, 7th JUNE, 1955

Present:

Messrs. Solly (Chairman), Williamson, McConville, Gilbert, Snell, Maxwell, Walton, Mackay and Jones.

Apologies:

Messrs. Roberts (Duty Officer at Carlton Substation), Hordern, Jack and Lambert.

Business:

To receive report on Log of Claims discussion with Board Members on Friday, the 3rd June, 1955.

Report:

In the absence of the President, the Secretary, Mr. C. J. Williamson, submitted a lengthy report on the discussion which took place on the 3rd June, between the Board's representatives, Messrs. Risson, Wraith, Brennan and Hine, and the M.O.A. representatives, Messrs. Donnar, Carter, Gray, Roberts and Williamson.

Mr. Williamson read the terms of the Board's offer as embodied in the letter of 3rd June, 1955, from the Board's Secretary to the Federal M.O.A. Secretary. The letter showed that for the proposed career scale for Diplomates and Graduates as submitted by the M.O.A., the Board agreed to the increases up to the 9th Year and 7th Year respectively, subject to a reduction from £24/11/0 to £24/8/0 in the final amount, in order to conform with the general pattern. It was also agreed that specific provision be made for the various female machine operators. The Board also advised that as from the 1st July, 1955, and independently of the Log of Claims, female officers occupying positions classified in 50 and 51 of the M.O.A. Award be granted Annual Leave and Sick Leave on the basis provided for male officers whose classified Award salaries are in excess of £899/12/0.

With reference to disability and availability allowances, particularly in relation to Substation Inspectors, the Board stated that these factors are taken into account when positions are being classified and therefore are provided for in the salary rates. However, the position of Substation Inspectors will be reviewed in this light when the proposed re-classification is undertaken, as will any other representations put forward.

The present 10-year service increment is to continue. The new rates are to operate as from

the 19th December, 1954. Retrospective pay, calculated on a flat daily basis and without any over-time or other penalty additions, will be made available as early as practicable after legal ratification, and the new rates are to apply fully from a date within 21 days of such ratification. The new Award is to operate for a period of three years from the 1st January, 1955. Certain conditions are to be the subject of further discussion in the light of the Tramway Employees' new Award when made, and failing agreement to be determined by arbitration. There were other matters dealt with in the Board's letter, and these will be published at a later date.

The Board concluded its letter by recording its appreciation of the manner in which the representatives of the Association had approached the extremely difficult and contentious matters in the

ANNUAL GENERAL MEETING

THE ANNUAL GENERAL MEETING of the MELBOURNE & METROPOLITAN TRAMWAYS BOARD SUB-BRANCH of the Municipal Officers' Association of Australia will be held in the Reception Room on the 2nd Floor of the Assembly Hall, Collins Street, Melbourne, at 8 P.M. on THURSDAY, the 28th JULY, 1955.

ALL MEMBERS of the Sub-Branch should attend.

C. J. Williamson,
Hon. Secretary.

negotiations, and trusted that its proposals would be accepted as at least a sincere endeavour to meet the Association's wishes.

The Sub-Branch Secretary's report was adopted on the motion of Messrs. Gilbert and Mackay.

It was unanimously carried on the motion of Messrs. Gilbert and Maxwell that the Federal Secretary be instructed to accept the Board's offer as detailed in its letter of the 3rd June, 1955.

Messrs. Jones and McConville moved that all Association officials who had negotiated from time to time with the Board be congratulated upon their efforts. Carried unanimously.

A motion that the Board Members and their representatives be thanked for their co-operation and courtesy during discussions on the Log of Claims was unanimously carried on the motion of Messrs. Jones and Snell.

The meeting closed at 6.30 p.m., when the Chairman thanked members for their attendance.

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MINUTES OF GENERAL COMMITTEE MEETING HELD IN THE BOARD ROOM, AT 616 LITTLE COLLINS STREET, MELBOURNE, AT 7.45 P.M., ON THURSDAY, THE 16th JUNE, 1955

Present:

Messrs. Roberts (Chairman), Solly, Williamson, Jack, Snell, McConville, Maxwell, Lynch, Lambert and Jones.

Apologies:

Messrs. Hordern, Mackay, Gilbert and Walton.

Minutes:

The Minutes of the Special Committee Meeting held on Tuesday, the 7th June, 1955, were read and confirmed on the motion of Messrs. Maxwell and Snell.

The Minutes of the General Committee Meeting held on Thursday, the 19th May, 1955, were read and confirmed on the motion of Messrs. Snell and McConville.

Inward Correspondence:

1. From Mr. N. R. Weymouth, Depot Starter at Malvern, enclosing copy of a petition said to be signed by five Inspectors and three Depot Starters, and presented some ten weeks ago to Mr. Harry, who promised to forward it through the correct channels. The petition related to missed shifts, cancellations and adjustments, and no reply had been received.

2. From a city business firm offering a discount to M.O.A. members on goods purchased, provided that the Sub-Branch issue official orders to cover the transactions.

3. From the State Secretary, advising increases in M.O.A. membership fees per annum as follow:—

Adult Males	From 45/- to 52/-
Adult Females	From 25/- to 30/-
Juniors	From 20/- to 26/-

The entrance fee has been increased from 1/- to 5/-, and the new rates operate as from the 1st July, 1955.

Outward Correspondence:

1. To the State Secretary, requesting an improvement in the methods of issuing and collecting ballot papers, "so as to avoid criticism and to create full confidence in ballots."

2. To the Federal Secretary, requesting that a letter be sent to the convenors of petitions that were forwarded regarding the Log of Claims.

3. To the State Secretary, seeking advice regarding the possibility of granting assistance to the widow of the late Mr. L. McKelson in her claim for compensation following the death of her husband.

4. To the State Secretary, seeking the opinion of the State Management Committee, regarding the action to be taken with respect to Mr. T. E. Fenwick's claim through the Third Party Insurance Scheme. Mr. Fenwick sustained injuries through a car accident whilst on duty.

5. To the State Secretary, enclosing copy of a letter dated the 24th May, 1955, and received from Mr. A. F. Delaney, of Preston Depot. Mr. Delaney, who has been employed as a Relieving Senior Revenue Clerk, claims higher rates for acting as Relieving Depot Master during the absence on Annual Leave of Mr. Boase.

6. To the State Secretary, enclosing copy of a letter received from Depot Starter Mr. N. R. Weymouth (see Item No. 1 of Inward Correspondence).

Motions on Correspondence:

Carried on the motion of Messrs. Jones and McConville that the Sub-Branch Secretary's action be endorsed in forwarding letter No. 6 of Outward Correspondence.

Carried on the motion of Messrs. Lynch and Lambert that the State Secretary be requested to take no action re the above letter, until Mr. R. Maxwell had made investigation into the matter and reported back to the Sub-Branch Committee.

Carried on the motion of Messrs. Jones and Solly that the Sub-Branch Secretary inform the Company referred to in Item No. 2 of Inward Correspondence that the Sub-Branch had no machinery at present to implement the suggestion contained in its letter; and that readers of the "Circuit" be urged to patronise advertisers in this Journal.

Reports:

1. The Sub-Branch Secretary reported that the State Secretary had interviewed Mrs. McKelson and officials of the State Accident Office, and that the matter was receiving consideration. This report was received on the motion of Messrs. Lynch and Jack.

2. The Sub-Branch Secretary reported that the State Secretary has Mr. Fenwick's claim through Third Party Insurance under consideration. The report was received on the motion of Messrs. Jones and Snell.

3. The Sub-Branch Secretary reported that Mr. G. Robson, permanent all-night Inspector, who is rostered off on Wednesdays and Thursdays, had requested payment of his salary on Tuesday of each week. The matter was successfully taken up with the Third Member of the Board. The Secretary's action was endorsed on the motion of Messrs. McConville and Lynch.

4. The Sub-Branch Secretary reported on the Log of Claims which is scheduled to come before the Commissioner on the 28th June, 1955. The report was received on the motion of Messrs. Solly and Maxwell.

5. The Treasurer reported the credit balance of the Sub-Branch at date of £148/3/8. This report was received on the motion of Messrs. Jack and Lynch.

General Business:

It was moved by Messrs. Lynch and Maxwell that the honorarium for the Sub-Branch Secretary be £78/0/0 for the year ending the 30th June, 1955.

Messrs. Solly and Snell moved an amendment

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that the Sub-Branch recommend to the Annual General Meeting that the Secretary be granted an honorarium of £78/0/0. (This is in accordance with the Constitution). The amendment and the subsequent motion were carried.

Messrs. Solly and Lynch moved that the Sub-Branch Committee recommend to the Annual General Meeting that the Editor of "Circuit" be granted an honorarium at the rate of £50/0/0 per annum.—Carried.

Messrs. Lynch and Solly moved that the Sub-Branch Committee recommend to the Annual General Meeting that the Sub-Branch Treasurer be granted an honorarium of £10/0/0 for the year ending 30th June, 1955.—Carried. (All honoraria to Sub-Branch officials or others must under the Constitution be passed by a General Meeting of members, as this expenditure is regarded as extraordinary).

Carried on the motion of Messrs. Maxwell and Lynch that the Sub-Branch Secretary obtain particulars re Inspector Boyd being called to attend the Appeals Court whilst on leave, with a view to obtaining leave in lieu for the officer concerned.

Messrs. Maxwell and Snell moved that the Sub-Branch Secretary get in touch with Mr. W. Woolfe re a meeting of Depot Starters.

Messrs. McConville and Solly moved an amendment that this meeting recommend that M.O.A. members among the Depot Starters call a meeting and invite Sub-Branch Committee representation.

A further amendment was moved by Messrs. Lambert and Jones that this meeting recommend that M.O.A. members among the Depot Starters call a meeting and invite their representative, Mr. R. Maxwell, to attend, and that Mr. Maxwell report the result of the meeting in writing to this Committee. The final amendment was carried, and again carried when put as the motion.

Moved by Messrs. Snell and McConville that the State Secretary be requested to bring under the notice of the Minister of Transport and the Board, the anomalous position contained in the Long Service Leave Scheme as it relates to the definition of "Service," and its effect on individuals' Long Service Leave entitlement, the application for or granting of which when earned may not at the time be in the interests of the applicant or the employer and his industry; but which accrued leave, by virtue of length of service already rendered, is denied on voluntary resignation under the age of 60 years. The motion was carried after considerable discussion.

It was carried on the motion of Messrs. Snell and McConville that the Sub-Branch Annual General Meeting be held on or about the 27th July, 1955. (The meeting is to be held on the 28th July — see separate paragraph).

Messrs. Jones and Lynch moved that an extension of time be granted until 10.15 p.m. — Carried. Messrs. Snell and Lambert moved that regard-

ing the distribution of "Circuit," the delegates or representatives of the various sections keep the Editor supplied with records of the numbers required for M.O.A. members only, with subsidiary lists showing quantities of the "Circuit" required, if available, to non-members in order to bring about an effective and economical distribution.

Messrs. Solly and Jack moved an amendment that the matter be made the Order of the Day for the first meeting of the new Committee. The amendment was carried, as was the subsequent motion.

Carried on the motion of Messrs. Williamson and Solly that the State Branch be requested to waive the M.O.A. subscriptions of Mr. O'Connell, while the member is in hospital.

The meeting closed at 10.10 p.m. when the President thanked members for their attendance.



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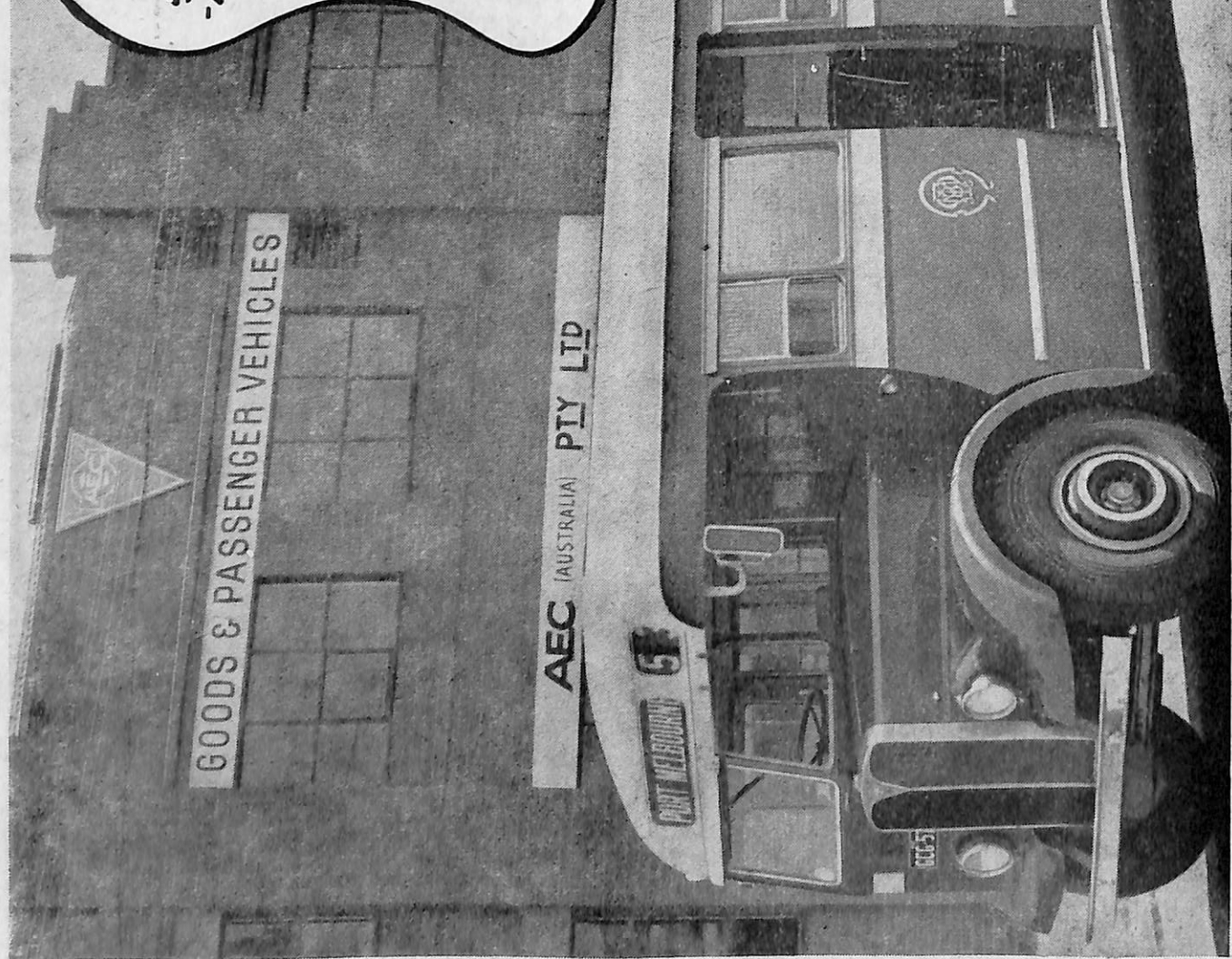


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CONDITIONS GOVERNING LONG SERVICE LEAVE

Particulars of the Board's new Long Service Leave Scheme are given below. The conditions are for the most part self-explanatory, excepting in one instance, this being the position of an employee who, we will say, joined the Board at the age of 15 years and served continuously until he reached the age of 58 years. He then voluntarily resigned the Service, not on account of ill-health or other family reasons covered by the Act No. 5771. The official viewpoint is that this employee is not entitled to any Long Service Leave whatsoever. The matter is a contentious one, and it is understood that the Board's interpretation is to be contested. We leave it at that.

MELBOURNE AND METROPOLITAN TRAMWAYS BOARD CONDITIONS GOVERNING LONG SERVICE LEAVE

The conditions governing Long Service Leave (optional) adopted by the Board on 9th October, 1947, are hereby rescinded and the following conditions shall operate until otherwise decided by the Board:—

DEFINITIONS

- (a) "EMPLOYEE" means any full-time officer, servant or employee of the Board.
- (b) "SERVICE" for the purpose of computing the period of service which entitles an employee to be granted long service leave means the aggregate periods of his service and shall include any period of service during which he was absent from duty on annual leave, sick leave, or on such other leave as the Board may determine in any particular case, but shall not include any period of service prior to his having voluntarily left the Board's employ or having been dismissed therefrom for causes within his own control or prior to his absence from the Board's employ for any continuous period of five years or more (other than on such leave as the Board may determine or by reason of his retirement on account of ill-health).
- (c) "COMPLETED YEARS OF SERVICE" means the completed years of service of an employee as computed in accordance with these conditions less any period in respect of which long service leave or pay in lieu thereof has been granted.
- (d) "PAY" means —
 - (i) the ordinary rate of salary or wage (including any service increment but not including any overtime, penalty payment or other allowance) to which an employee who is

- granted long service leave would have been entitled had he remained on duty during the period of any such leave; or
 - (ii) in the case of an employee or deceased employee in respect of whom pay in lieu of any long service leave is granted, the ordinary rate of salary or wage (including any service increment but not including any overtime, penalty payment or other allowance) prescribed for the occupation in which the employee or deceased employee concerned was permanently graded immediately preceding the termination of his service or death.
1. Every employee who has been in the service of the Board for twenty years shall be entitled to be granted twenty-six weeks' long service leave with pay in respect of that period of twenty years' service and six and a half weeks' long service leave with pay in respect of each additional period of five years' completed service.

2. Where —

- (a) on account of age or ill health the services of an employee are terminated; or
 - (b) an employee dies; or
 - (c) the services of a female employee are terminated on account of or in anticipation of marriage —
- that employee shall be entitled, or (in the case of death) shall be deemed to have been entitled, to be granted —

where the completed years of service are not less than five but are less than twenty, then in respect of such completed years of service; where the years of service are more than twenty, then, (in addition to any entitlement under Clause 1 hereof) in respect of such completed years of service (not exceeding four) as exceed the next lower multiple of five — long service leave with pay on the basis of one-twentieth of twenty-six weeks' leave for each such completed year.

3. The Board shall have discretion as to the time of granting any leave under these conditions so that its services will not be unduly affected by the granting of such leave.

4. By agreement between the Board and the employee any accrued entitlement of long service may be taken in two or more periods, but, in the absence of such agreement, long service leave shall be taken in one period.

5. Where on account of age or ill-health the services of an employee are terminated, that employee may by notice in writing elect to take pay in lieu of the whole or any part of any such leave to which he is then entitled and the Board shall grant him pay in lieu thereof accordingly.

6. Where the appointment of any female employee is terminated on account of or in anticipation of marriage, she may by notice in writing elect to take pay in lieu of the whole or any part of such leave and the Board on her marriage or in such other special circumstances as the Board in

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BOURKE STREET IMPRESSIONS

Two o'clock in the afternoon of Friday, the Twenty-fourth day of June, in the Year of Our Lord, One Thousand Nine Hundred and Fifty-five, at the lower end of Bourke Street, Melbourne.

The four new tramcars, resplendent in their gleaming green coats, and All-Australian in materials and workmanship.

These new tramcars are in all truth a monument and a pride to every employee of the undertaking who in any way, great or small, had a hand in their design or construction.

It's just as well there was some arrangement made regarding reservations — after all, the hundred and fifty of us couldn't have squeezed into the last car with the Ten Lovely Mothers.

Overheard prior to the start, and said by a Head Office greyhead, whose wife was miles away — "Don't know why they invited so many of 'em, I'd stay behind with any one of the ten."

Car No. 1004 moved off third on the line with Inspector Bill Dunwoodie at the controls, with Es Hines and Col Steele as hosts.

Being an old fellow with eyesight not quite as good as it was, I liked the tramcar lighting arrangement, along the roof at each side of the car and directly over the seats. No more inconsiderate standees with wide-open newspapers making it impossible for the sitter to be sure whether he had the "Herald" or "Argus."

Very noticeable was the difference in the noise level when negotiating the crossings at Bourke-William Streets and Bourke-Elizabeth Streets. The former, outside the famous Menzies Hotel, has the new "silent crossing," where the tramcar goes over riding on the flange of the wheel on rubber packed ramps.

Did you notice the surprised faces of the Bourke Street shoppers? Some, judging by the looks, must have thought they were in Collins Street by mistake.

It was nice to have a leisurely drag on a cigarette in the saloon of No. 1004 without fear of a reprimand from the conductor.

Who was the newspaper gate-crasher who knocked frantically on the glass door at Elizabeth Street? And how did he explain to the irate constable who upbraided him for making his own foot-

(continued on p.19)

its discretion determines shall grant her pay in lieu thereof accordingly.

7. Where an employee entitled to any such leave or to pay in lieu thereof dies before or while taking such leave or (as the case may be) before such pay in lieu is paid, the Board shall to the extent that pay in lieu thereof has not already been paid to that employee grant pay in lieu of the whole or part of the leave not taken or (as the case may be) grant the pay in lieu to the legal personal representative of the deceased employee.

8. For the purposes of these conditions the services of an employee shall be deemed to be terminated —

- (a) on account of age — if on or after attaining the age of sixty years he ceases to be an employee otherwise than by dismissal because of unsatisfactory service;
- (b) on account of ill-health — if he produces to the Board satisfactory evidence that his ceasing to be an employee is due to ill-health which is likely to be permanent and is not due to misconduct or to causes within his own control.

9. Notwithstanding anything contained in these conditions a part-time employee who normally works less than the prescribed weekly hours for his grade (but not less than one half of such prescribed hours) shall be entitled to the leave or privileges as provided herein with pay computed on a proportionate basis according to the number of hours usually worked by him.

10. Where an employee is absent on long service leave for more than three months in any year or more than three months continuously the amount of annual leave which he may be granted shall be proportionately reduced. Provided that where annual leave in excess of that which an employee may be granted under these conditions has been taken his subsequent annual leave shall be reduced by the period of such excess.

11. No employee shall during any period when he is on long service leave engage in any employment for hire or reward.

12. These conditions shall not apply with respect to any person who prior to 26th November, 1953, has attained the age of sixty-five years or ceased to be an employee of the Board.

Adopted by Board,
19th May, 1955.

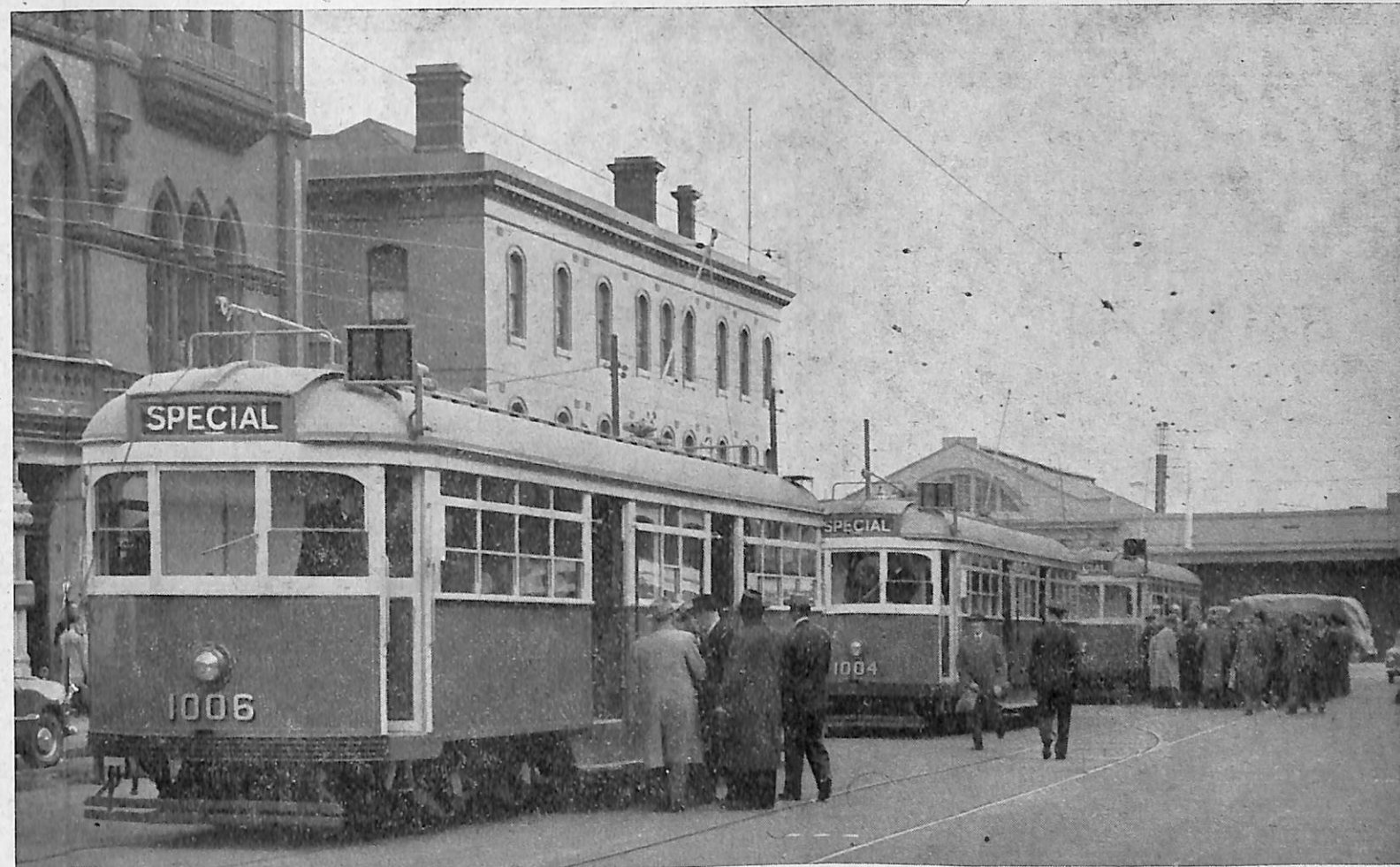
(Signed) H. A. WARNER.

It is to law alone that men owe justice and liberty. It is this salutary organ of the will of all which establishes its civil rights and natural equality between men. It is this celestial voice which dictates to each citizen the precepts of public reason, and teaches him to act according to the rules of his own judgment and not to behave inconsistently with himself. It is with this voice alone that political leaders should speak when they command.

Official Opening Bourke Street - Northcote Electric Tramway



OFFICIAL ADDRESS BY THE MINISTER OF TRANSPORT



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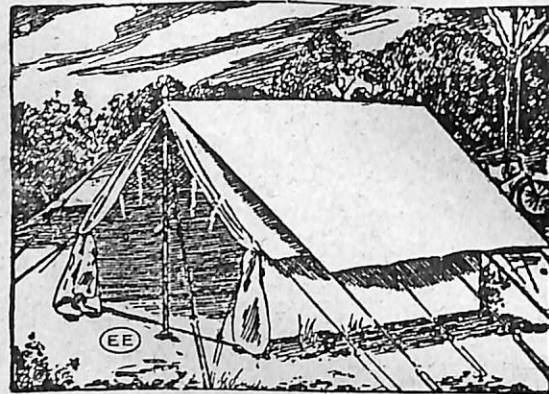
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SCENE IN DEPOT YARD AT EAST PRESTON



AFTER THE OPENING CEREMONY

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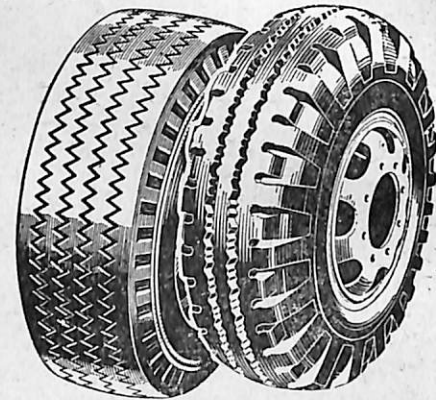
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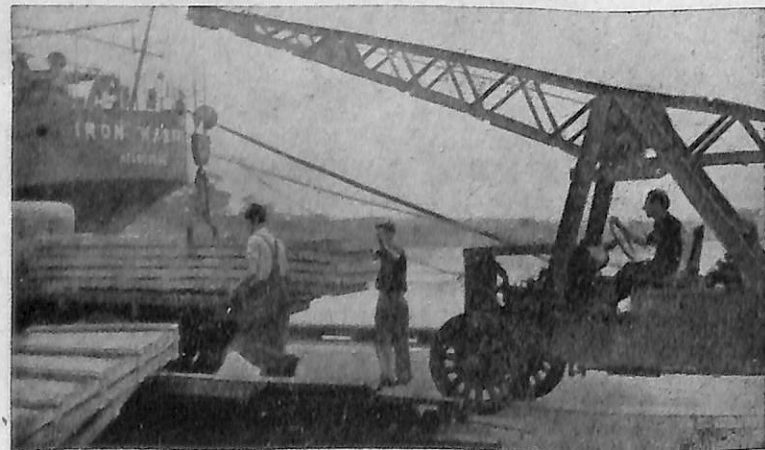
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traffic regulations? All must have ended well, for the man with the pencil was seen later at the East Preston official opening.

As we turned from Nicholson Street into Gertrude Street, the old Cable Engine House slumbered on the corner, and dreamed uneasily of the days gone by — the old cable cars, the miles of steel wire haulage cable, and his panting engines.

Our host Es Hines was ideal, his patient explanations on the matters of resilient wheels, trolley shoes, car insulation and other technical details were appreciated by all. I had an idea that his two favourite customers were Bus Driver Instructors Robbie and Fred from Central Bus Garage.

Several representatives from city business firms having a large interest in electric traction were Mr. Norman MacLeod from Australian Electric and Mr. G. Fennell-Smith from British General Electric. Their comments were heart-warming to champions of the tramcar.

The Queen's Parade Bus Depot crews mustered a good attendance to watch the four tramcars go by. Seemed like all hands and the cook were on the sidewalk.

From the old Northcote Engine House onwards, interesting sidelights were the strongposts of cheering school-children on each side of High Street. Congratulations to the masters and teachers responsible, the kiddies' handwaves were gladly returned.

Chairman Risson handled the baby carriages like a man with previous experience.

And on to the official opening addresses at the East Preston Depot. The Board's Chairman, Mr. R. J. H. Risson, under a constant battery of flash-bulbs, gave some telling facts on tramcar operation. Mr. Risson paid a fine compliment to the Chief Engineer, Mr. D. H. Eakins.

It was nice for many of the Head Office folk to once again meet friends of the telephone, men we talk to almost daily, yet see only once in a decade.

Minister of Transport, Mr. A. G. Warner, followed the Chairman's introductory speech with the Address of the Day, and gave a few statistics regarding costs of present day cheap tramcar travel as compared with thirty years ago. The figures were indisputable, costs have risen three and a half times, and fares have only doubled.

Well-known personalities were at the Depot in force. Ex-Premier John Cain, complete with pipe, Melbourne Lord Mayor Selleck with homburg, Arthur Calwell with the latest political argu-

ment, Bob Gray with last week's winner, Ian Macmeikan with the now famous neckwear, and many other prominent and well-liked people.

Pointed remarks were made by the Minister on that bugbear of city and suburban streets, the idle motor car. The parked cars in Smith and High Streets, he said, with their closed windows and every appearance of having been there for hours, were most marked. More of our prominent citizens should travel more often by tramcar and obtain first-hand evidence of the street traffic difficulties faced by the public utility.

A happy thought at the Depot was the bay with its exhibits. Resilient tramcar wheel components, overhead gear and fittings, a substation panel and other interesting items, each with its technical officer to instruct the uninitiated.

The East Preston Depot was a credit to all concerned with its planning and construction. The mess room, traffic offices and the many amenities for the traffic and platform staffs are unexcelled in the Commonwealth.

Wally Marshall has, we heard, definitely refused further engagements as guest organiser and catering manager. Well done, Wal, a week or so in the sweat-box improves the figure.

Heard Chairman Risson challenge M.O.A. State Secretary, Bob Gray, to a round of golf at Wattle Park. The former gave his handicap as "limit," and the latter gave his as "scratch." Who's telling lies?

We left on the return trip at about 4.10 p.m. in Car No. 1010 with Driver Instructor P. Milledge at the helm. This time we were lucky, with half a dozen of the Lovely Mothers on board and Mr. Joe Fischer as host. Might have been a good advertisement to have picked up just a few passengers on return to the city.

Back to the office at 4.40 in the afternoon. A pleasurable day indeed, with the entire show a tribute to those responsible for the detailed organisation and the flawless performance.

We have a right to cheer ourselves with some very real encouragements. The greatest of these is the luminous fact that fifty-five nations are committed by solemn covenant to help each other keep the peace, to substitute law for force, and to strive towards the uplift and defence of human rights and justice and fundamental freedom. The world has far to go before this pledge is a reliable reality. But the United Nations has raised this standard to which men of goodwill in every clime and under every flag can repair, and it has already sped us on this God-blessed way. This country will do its full part.

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LETTERS TO THE EDITOR

MORE ON ROLLING STONES

Dear Sir,

The letter by Mr. D. Tatam in the June issue of "Circuit" must have been written in a jocular mood, or else the writer has not kept himself informed of the everyday occurrences in the Board's service. Taking the main points of the letter as a basis, let me offer these comments:—

The "rolling stone" or "industrial wanderlust" is to-day more essential than ever, as it is the only way by which one can gain general knowledge; this is proved by the habit of progressive firms and even State Departments sending their officers to other organisations to gain further knowledge and experience. The average senior officer of the Board does not encourage his staff to do its job with hand, head and heart, but insists on being a "one-man band" in which he is the only man in step. In the early days to which Mr. Tatam refers, a man was given a job and had to do it, he thus had some pride and interest in the organisation.

The "specialised service in transport" has been gained by quite a large number of the staff, but has the knowledge been used? Definitely no! These days, unless one has a degree, it is impossible to progress and in a number of cases, officers have officially been informed that they cannot rise any higher.

This is no encouragement to the younger staff, and in consequence it seeks avenues outside the transport service and where its knowledge is appreciated. There is the recent case of the qualified accountant and cost accountant who left the Service after approximately 16 years, having risen to the magnificent grading of Class 40. There may be some reason for this, but it rather contradicts Mr. Tatam's statement that there is ample scope in the Board's service for young officers to make careers for themselves! Many of them see others with lesser service step over all and sundry and attain very senior positions, in one case at least the officer has become very "senior," and in no instance has his chance of promotion been given to any other officer of the Board, his increasingly senior positions have never been put on the staff notice board, and the vacancy has somehow always happened to be a fait accompli.

The transport game may be like the football game referred to by Mr. Tatam, but if the football club managers buy new players at high prices and consistently overlook the present backbones of their teams, their clubs will be neither successful nor contented.

There are other Government and semi-Government departments staffed by officers with much the same make-up as ourselves and these are, to my knowledge, far more contented than ourselves.

If, as Mr. Tatam infers, we have far more than our share of "rolling stones," the cause of this state of affairs should not be difficult to determine.

"AN UNFORTUNATE FIXTURE"

TO LADY FELLOW-OFFICERS

Dear Lady Fellow-Officer,

You will doubtless be aware that representatives of the Municipal Officers' Association of Australia have successfully negotiated a new Log of Claims with the Board, and that members of the staff are pleased with the overall result.

It is a matter for regret that all the ladies on the staff are not members of the Association. The fees are low, for Adult Females 30/- per annum, and for Juniors 26/-, these rates work out at sevenpence and sixpence per week respectively.

You may be a member — if so will you kindly bring your powers of persuasion to bear upon your co-worker who is not a member? If you are not a member, won't you join? The M.O.A. steward on your floor will be pleased to collect your subscription weekly, and this small payment could not possibly be an embarrassment to anyone.

B.J. ROBERTS (President).

C. J. WILLIAMSON (Secretary).

A LETTER TO THE EDITOR

Dear Mister editor who does this Dave Tatam think he is with all his cracks about one eye on the clock and the other on payday what does he think goes quickest the time or the money you get here but I'll bet his dont go too quick like mine I was rubbing on Charleys shoulder to get a gander how much this tatam gets back pay and he thats Chas says scam here comes the SD bloke and Tatam talks what Sir Dallas Brooks says about working with your head heart and hands what happens to girls what get that done to them who is he anyways I looked in my race book and he was printed just sir Dallas who couldnt run a drum at the valley and I done me place bet as well and flit from bad to worse cause what can a girl do what dont like her landlord theres too many work here now the way the tramways is spread all over the places with more branches than Maples I try to ring Butts at south Melbourne and most gets the pee wee at hawthorn and cant get my works finished in time to wash the face and finish the knitting before quarter after four when I get the back pay Im off to the post office next week they want girls too do I have to show papers im churched before they give me the long service bonus dear editor you can tell the ones that left the job and drop in for a cuppa they look happy more than this Tatam fellar Ive got four bob each way hes married to his wife and the Bored members who made him write his silly letter from another rolled stone.

A LETTER FROM THE EDITOR

Dear Readers,

I have often pondered why so few readers forward letters to the Editor for publication, until a few days back the possible explanation was given me.

It was stated that a contributor would have his letter placed before an Editorial Committee, thus destroying any basis for confidence. This viewpoint is entirely incorrect, for the following reasons:—

- 1. Letters to the Editor are strictly confidential and are not submitted to a Committee or to any person or persons.
2. The original letter is kept at my home until it appears in print, when it is destroyed and no record is kept.

Letters to the Editor are an important section in this Journal and deserve every prominence. Certain requirements, however, are essential, and these are:—

- 1. Letters must be signed and must be bona-fide.
2. Letters must not be libellous, and must not be the basis for an attack on any individual.
3. Contributions must strictly be non-political.
4. It is most desirable that letters, if critical, be constructive.
5. Unsigned letters are promptly destroyed.
6. Should your letter be "borderline," I shall get in touch with you and suggest alterations which, in my opinion, are necessary to warrant its publication. Should this be unacceptable, your original letter will be returned to you forthwith.

EDITOR.

INCREASES IN SUBSCRIPTIONS

At the Annual Federal Conference of the Municipal Officers' Association of Australia held recently in Sydney it was resolved that subscriptions from all members of the Association were to be increased from the beginning of the financial year 1955-1956. The new rates apply from the 1st July, 1955, and are as follow:—

Table with 2 columns: Category and Amount. Adult Males £2 12 0, Adult Females £1 10 0, Junior Males and Females £1 6 0.

The Joining Fee for new members has been increased from 1/- to 5/-.

There is a point of course, where a man must take the isolated peak and break with all his associates for clear principle; but until that time comes he must work, if he would be of use, with men as they are. As long as the good in them overbalances the evil, let him work with them for the best that can be obtained.

— Theodore Roosevelt.

PERSONAL PARS

Frank Gargaro of Head Office Costing, returned from a holiday at Cairns, on the 7th July.

Ken Cooper of the Treasurer's Branch, has announced his engagement. Or did he? We heard it secondhand!

Hon. Secretary Chas. Williamson returned to duty on the 27th June after a battle with the 'flu. It's good to see this good galloper back with the boys.

A long letter was received from Mr. Jim Holmes of Hobart Tramways. A few side remarks on the "Long-Un" were appreciated by those in the know.

Mr. J. W. Carr, of Head Office Costing returned from leave on 28th June.

Our Albie is developing a liking for the Apple Island. Twice there in three weeks is good bouncing!

From information received, not one retirement from the Service during the month at date of writing. Surely the job is on the up-and-up!

News from Brunswick is that Kath Charouhas has become Mrs. Harold Rutledge. The best of good wishes from all readers to this happy pair.

Kevin Sullivan left for Cairns by ship on the 25th June. Kev has taken Mum and the youngster, and we hope that the trio enjoys the holiday to the full (?)

We believe that the clear glass windows in the Permanent Way Drawing Office give a much better view of the "scenery."

Bryan Wells of Brunswick has registered as a proud "daddy." Congratulations from the staff, and if there are any stray "niners" we have been requested to get in touch with "Wanger."

On the subject of table tennis, have you seen the battles between "Rotund Boy" and "Stream-lined Stan" on the fifth floor? It's on nearly every lunch time.

Deepest sympathies from members of the staff to Overhead Foreman Hughie Monaghan at Hanna Street on the loss of his mother on the 11th June last.

Mr. John Alexander Stolz of the Preston Drawing Office has been appointed an umpire for the foot-running section of the Olympic Games, to be held in Melbourne during November and December, 1956. Congratulations.

CITY TO NORTHCOTE CONVERSION



THE HISTORICAL ASPECT

Now that the conversion of the cable tramway from the City to Northcote has been completed it is interesting to recall the vicissitudes of this route, especially as it is 68 years since the first portion of the route was opened for traffic and 56 years since it was first proposed to convert a portion of the route from cable to electric traction.

CITY TO CLIFTON HILL CABLE TRAMWAY

This was the fourth cable tramway constructed by the Melbourne Tramways Trust and operated by the Melbourne Tramway and Omnibus Company Limited.

Richmond route (Flinders Street) was opened for traffic on 11/11/85; North Fitzroy (Collins Street) on 2/10/86; Victoria Bridge (Collins Street) on 22/11/86; and Clifton Hill (Bourke Street) in August, 1887.

The "rope" was threaded into Bourke and Nicholson Street as far as Gertrude Street on August 1st, 1887 by Messrs. T. Warr & Co., contractors of Collins Street West. The rope was 18,300 feet in length and two teams, each comprising 14 horses, were employed to pull it through. A trial dummy car was run over the route the next day, members and officers of the Tramway Trust making the trip. The opening date was planned for the 9th August, but had to be postponed on account of a break in a large winding wheel at the engine house on the corner of Nicholson Street and Gertrude Street. The line was opened for traffic on the 10th August, 1887 — 68 years ago.

The cost of the works including track, engine house, machinery and the like was £38,467 per mile, while the cost of the track per mile was £25,081.

NORTHCOTE CABLE TRAMWAY

On the 10th September, 1888, the Government, by Order-in-Council, authorised a tramway to be constructed in the Municipal district of the Borough of Northcote, "commencing at the Merri Creek Bridge and extending northerly along High Street to the northern boundary of the Borough," at Dundas Street. The Order prescribed that the gauge was to be 4ft. 8 1/2 in.; "the motive power to be used upon the said tramway shall be cable or electricity;" the maximum speed was to be 10 miles per hour; the tramway was to be used for passenger traffic only and the through fare (or for any lesser distance) was threepence.

The Council, in accordance with its rights, delegated its power to construct and operate the tramway by granting a lease for 30 years to the Clifton Hill to Northcote and Preston Tramway Company.

The construction was commenced in 1889, by the Contractors, Messrs. Verso and Knott, both of

whom were Northcote men, while the foundation stone of the engine house on the corner of High Street and Martin Street was laid on 16th May, 1889, by Sir W. J. Clarke, M.L.C., who was a substantial shareholder in the Clifton Hill to Northcote and Preston Tramway Company.

The construction of the tramway necessitated the widening of the embankment easterly on Rucker's Hill to double the width then existing. The widening of the roadway and the building of the retaining walls to support the roadway was commemorated by the Mayor, Cr. C. Yeomans, laying a stone on 14th June, 1889.

As the tramway had only been authorised to the centre of the Merri Creek a terminal pit with a shunt was provided opposite the Bridge Hotel on the Northcote side of the bridge.

The first tram was run by the Company on 18th February, 1890, but as the land boom had reached its apex, the Company lost money resulting in the service ceasing on 7th July, 1893. The Company went into liquidation, the assets being taken over by the English, Scottish and Australian Bank.

The line was re-opened on the 7th April, 1894, by Mr. P. P. Kelly, who took over the unexpired portion of the lease. The Council allowed him £200 towards the cost of maintaining the system, which was really a means of subsidising the undertaking. The Lessee did little in the way of maintenance and provided a very poor service — in some cases running only a dummy and no trailer — but finally the service had to cease on 27th November, 1897.

In the following year (1898) the Council obtained authority (by Order-in-Council dated 17th May, 1898) to use "horse power" as one of the motive powers to be used on the tramway.

In the same year (1898) the British Insulated and Helsby Company, the proprietors of the Bendigo Electric Tramways, made a proposal to the Council to electrify the line and deposited a sum of £500 as a guarantee of its bona fides. The Company, however, never went on with the proposal and forfeited half of the deposit.

Following this proposal the Council obtained the authority (by Order-in-Council dated 31st July, 1899) to add "electric power" as one of the motive powers to be used on such tramway in accordance with the plan and specification respectively marked A and B deposited in the Office of the Department of Public Works, Melbourne. The order prescribed that the maximum speed of the progression of the cars upon the tramway shall be "twelve miles in the hour." This was virtually an authority to convert from cable to electric traction. The original order gave the Council choice of either cable or electric, but it gave no authority to change from one to the other.

A special Act of Parliament was assented to on 17th October, 1900 (No. 1678) authorising the Northcote Cable Tramway to be extended 415 feet along Queen's Parade, the centre line of which

was and still is the boundary between the City of Fitzroy and the City of Collingwood. The Northcote Council had to pay a peppercorn rental, maintain the tram tracks, pay rates on the extension and could not lease the tramway beyond June, 1916.

The extension of the tramway necessitated widening (by about one-third on the western side) of the Bridge across the Merri Creek, at a cost of £7,000, contributed to by the Government, Tramways, Council of Northcote and Council of Fitzroy.

In 1900 the Council opened negotiations with the Bank and purchased the tramway for £3,500 on the casting vote of the Mayor, Cr. E. Bastings. It cost the Council £12,285 to put the undertaking in working order, after which it arranged with Messrs. Dynan and Goldsworthy to run it for a trial period of six months. The first tram, under this arrangement, was run during March, 1901. At the expiration of the six months, Messrs. Dynan and Goldsworthy, not being satisfied with the prospect, decided to relinquish control.

The Council then invited tenders for leasing the undertaking for a period of seven years. Mr. S. I. Doran was successful with his tender of £250 per annum and commenced business on the 10th September, 1901. He made a success of it financially, also from the public point of view. His term having ended in 1908, the Council again invited tenders, Messrs. Meakin and Thomas offering the sum of £1,560 per annum for the first five years and £1,825 for the balance of the term to 30th June, 1916.

The new Lessee took possession on the 10th September, 1908, fulfilled the lease, giving up possession on 1st July, 1916.

The Council then operated the undertaking as a Municipal Tramway until it was taken over by the Melbourne and Metropolitan Tramways Board on 1st February, 1920.

The initial costs of the works were as follow:—

Permanent Way	£35,028	4	1
Road Construction	23,003	11	9
Engine House	4,933	14	2
Plant	8,633	6	6
Land	3,849	3	3
Rolling Stock	2,550	2	2
	<hr/>		
	£77,998	1	11

As the Northcote Tramway consisted of 2.32 route miles of track, the cost works out at about £33,620 per mile compared with the Clifton Hill route at £38,467 per mile. The track work cost £25,000 per mile as compared with £25,081 per mile for the tracks on the City to Clifton Hill route.

CABLE TRAMWAYS TAKEN OVER BY BOARD

On 30th June, 1916, the cable tramway from the City to Clifton Hill became temporarily vested in the Cable Tramways Board and on the 1st November, 1919, became vested in Melbourne and Metropolitan Tramways Board, while on the 2nd February, 1920, the Northcote Cable Tramway be-

came vested in the Melbourne and Metropolitan Tramways Board.

Authority was given by Order-in-Council dated 21st December, 1920, for the M.M.T.B. to construct a cable tramway joining the Clifton Hill and Northcote systems. The work, however, was not completed until 1925, when the two cable lines were amalgamated and the service through-routed from the City to Northcote, the through fare being five pence. The speed of the cable trams was then 9½ miles per hour and that of the electric 11 miles per hour.

A siding was also constructed in 1925 at Clifton Hill terminus for the purpose of regulating the short shunted cars running into and out of the depot without affecting the through service.

On the 23rd August, 1925, the gates at the level crossing at Clifton Hill were removed and the tramway taken under the railway. The cost of removing the crossing was shared between the Railway Commissioners (£17,336) and M.M.T.B. (£17,336) and the Northcote Council (£4,334) making a total of £39,006.

CONVERSION OF CABLE TRAMWAYS

In 1937, the Melbourne and Metropolitan Tramways Board, after consulting the Municipal Councils concerned, decided that in order to complete the unification of the system, the Bourke Street, Northcote and Nicholson Street should be converted and preliminary surveys were commenced.

Two years later (1939) the Board decided after the Chairman's return from abroad, to defer the conversion of the Northcote and Nicholson Street routes for 12 months during which time Diesel buses would be installed as a trial. The conversion to motor bus operation of these cable tram routes took place on 26th October, 1940, the delay having been caused through the Government desiring to conserve fuel oil and petrol by keeping the cable service operating until the cable ropes were no longer serviceable.

After the experience of nearly three years the Board, in August, 1943, arrived at the conclusion that for mass transportation on a route such as Bourke Street to Northcote the electric tram car was the most suitable vehicle. The municipal Councils through whose districts the buses operated, concurred with the Board, which decided to proceed with the conversion.

The Hon. the Premier in 1949 called upon the Board for a report upon the proposed conversion. The Government, after mature consideration, approved of the Board's proposal that the routes be converted to electric traction.

Owing to the shortage of manpower and to the visit of Her Majesty the Queen and His Royal Highness the Duke of Edinburgh, the work was not commenced until 10th March, 1954.

PLENTY ROAD ELECTRIC TRAMWAY

The converted cable tramways are now joined to the electric tramway in Plenty Road, Preston, at Dundas Street, which was constructed by the Fitzroy, Northcote and Preston Tramways Trust and opened for traffic on 1st April, 1920, as a single

track. The track was duplicated by the Board in four stages namely:—

From Dundas Street to Bell Street, opened for traffic on 17th November, 1927;

From Bell Street to Gower Street, 10th July, 1926;

From Gower Street to Wood Street, 24th December, 1927; and

From Wood Street to Tyler Street, 1st June, 1934.

H. S. McCOMB.

BIENNIAL FEDERAL COUNCIL MEETING

The above meeting was recently held at Manly, New South Wales, and several extracts from the Report of the Federal Secretary, Mr. G. W. Donnar, may be of interest to members. Mr. Donnar said:—

"According to the record this Conference is the twenty-second Federal Council Meeting since the Federal registration of our Association, under the Commonwealth Conciliation and Arbitration Act 1904-1920, as an organisation of employees in or in connection with the Municipal Industry on the 1st April, 1921.

In view of present day industrial trends, and the obvious responsibility resting on your shoulders, as governing body of this Association, to guide its activities along the road considered best for the purpose of furthering its aims and objectives as laid down in its Rules; I feel that a brief reference to past history would not be irrelevant.

The Municipal Officers' Association of Australia was formed as a consequence of a meeting of "employees in the Municipal Industry, being officers engaged in that Industry" — held in the Independent Hall, Collins Street, Melbourne, at 8 p.m. on 2nd July, 1920. Sixty-five persons present subscribed to the attendance record, particulars as to their names, official positions held in the Municipal Service, and the Municipality by which employed. It is of interest to note that an Association of the same name had some months previously been formed with 119 members but had failed to obtain registration in the Federal Court as Mr. Justice Higgins on appeal characterised the Association as being nugatory under its own Rules.

For three months subsequent to the formation date aforementioned, the work of organisation proceeded and, on the 11th September, 1920, by which time the membership had mounted to 588 in four States, an application for registration of the Association under the then Commonwealth Conciliation and Arbitration Act was lodged. At the date of the hearing the membership had increased to 848 in five States.

There were three objections by organisations already registered, but despite considerable opposition the Association, on the 1st April, 1921, was registered as an organisation of employees in or in connection with the Municipal Industry.

Changes in the Association's Constitution were registered by the Industrial Registrar on the 2nd August, 1921, and on the 12th October, 1928. The principal effect of this latter change was to widen the original industrial field from "Municipal" to "The Local Government Municipal and Statutory Corporations Industry" field. Simultaneously, additional avocations were provided for in the Constitution, e.g., Borough Clerks, Electrical Engineers, Typists and Stenographers, and — "or in similar callings or avocations, or as assistants to employees so employed whether employed as aforesaid or not together with any such persons as have been appointed officers of the Association and admitted as members thereof." The Clause in addition specified the wider Industry field of operation open to the Association by the use of the following words:—

"... persons employed or usually employed by Local Authorities, Cities, Municipalities, Towns, Boroughs, or Shires, or by Statutory Authorities, Corporations, Trusts, Boards or Commissions . . ."

We have operated under this Constitution to date, and I do not feel there is any necessity to consider further changes.

Membership:

While membership has grown over the years, nevertheless it is well known that we do not enjoy 100 per cent. membership of the persons eligible, and it is hoped that Branch Committees will give special consideration in the near future to the urgent need to obtain the 100 per cent. membership goal above-referred to. Finance from membership is the very life-blood of the organisation, and, like the human body, a deficiency thereof will impair its efficiency and indeed, if not corrected, seriously restrict its ability to exist and perform the normal functions expected of it.

The following apt points could to advantage be enlarged upon by Branch Officials in their endeavours to enrol employees who are non-members:

- Who has paid for the fights which have resulted in the enjoyment by employees generally of decent working conditions, and better salaries today? It has been left to the few who were conscientious and courageous enough to belong to Unions. They gave their meagre salaries to provide the necessary fighting funds, and fought for and obtained the good conditions prevailing today. In respect of one member alone, the former Shire Secretary of the Orbest Council, Victoria, it has cost this Association approximately £250 to oppose and fight the Council's unjust treatment of our member — a sum considerably in excess of that which the member would pay in Association subscriptions in his lifetime.
- An employee who does not belong to his appropriate Union is foolish to himself and to his family. In addition he is not playing the game by his fellow employees.
- Being a member of a Union is the cheapest and best form of industrial insurance for any working man or woman."

AUSTRALIAN ELECTRIC TRACTION ASSOCIATION

There is, doubtless, only one thing worthy from this Association's point of view of recording this month. This is, of course, the opening of the first route of the Bourke Street Electrification Project. The official opening took place on Friday, the 24th June, when four of the new type SW6c tramcars carried guests and employees from Spencer Street to the new Depot at East Preston, where the line was opened by the Honourable the Minister of Transport, Mr. A. G. Warner. The Melbourne and Metropolitan Tramways Board honoured us by including our Association President and Public Relations Officer amongst the guests.

During the week preceding the opening, numerous tramcars were seen on the new route, training drivers who were transferred from the buses. Public traffic commenced on Sunday, the 26th June. On Saturday, the 25th., we had arranged with the Board to hold a pre-opening tour of the route. This was the highlight of the first interstate Convention held by us, and it attracted eleven members from Sydney, three from Adelaide, two from Mildura and one from Ballarat. In addition, many members of affiliated organisations joined us, together with numerous friends and relations. In all, about 110 passengers were carried on the two special tramcars which were hired from the Board.

The tour departed from Malvern Depot punctually at 2.15 p.m. and headed towards East Preston Depot via Cotham Road and Brunswick Street. Upon arrival at East Preston Running Shed, we changed from standard SW6 cars 887 and 888 to P.C.C. car 980 and SW6c class leader 1001 for the run into the city along the new track. After a very good return trip, we changed back to Nos. 887 and 888 for the short run to Preston Workshops. From 5.30 p.m. to about 6.30 p.m., those present were shown through the 'Shops' by the Assistant Manager, Mr. K. T. Hall, who had kindly volunteered to be present for the afternoon and evening.

After a most enjoyable tea in the Mess Room, Mr. Hall showed his versatility by acting as projectionist for a number of films, mainly from the Board's film library. These included the in-

valuable film on the Cable Tramways, as well as others on Preston Workshops and the system in general. We maintained our punctuality by leaving at 10 p.m., arriving at Malvern Depot at 11.5 p.m. on time! To enable additional films to be shown at Preston Workshops, supper was served during the return journey from Preston to Malvern, and, although we missed out on a "cuppa," the arrangement proved quite satisfactory.

After leaving the "specials" at Malvern Depot, over a dozen members rounded off the day (or night) by heading back to the city. The destination was the corner of Bourke and Spencer Streets, and the object the last bus to Northcote!!! There were no wild scenes such as we have become familiar with in other cities when a last vehicle runs on a condemned route.

Apparently the travelling public did not regard the removal of the buses as any loss at all. There were no press photographers, no reporters, no revelry, souveniring or the like! It probably was

THE MEN IN GREEN

Rolling round the world! To the West, anyway. That was the original intention of Essendon Depot Starter Bill Askwith. Unfortunately, the rolling part was the trouble, and Bill had to run in at Adelaide - - - On a similar voyage, Les Montgomery, well-known Kew despatcher, proved the theory that sailors don't care, by staying with the ship all the way, despite his wife's reluctant appearance for meals - - - We await with interest news of the doings of Hanna Street personnel, Messrs. Hickingbotham, Humphrey and Cook, all of whom have gone into smoke on annual leave, have for the time being shunned the publicity of this column - - - New faces appearing at Hanna Street are Inspectors Farrally and Smart, and Depot Starter Burton, not forgetting that man who comes around, Sam Goodwin, giving that Depot the "new look." - - - Ernie Owens, Relieving Depot Starter at Glenhuntly suggests a cure for that annoying tick of two alarm clocks. Simply allow the wife to place them in the wardrobe and move into the doghouse with another clock, it certainly improves that early rising habit - - - From Hawthorn Depot we have reports of another one of Bill Stone's many trips to Sydney. As a matter of interest we would like to know what French Rugby players have in common with Bill, and why a certain black bag was kept under so close a guard on Bill's return - - - The efficiency of Mobile Inspectors has never been questioned, but to arrive before an accident occurs is par-excellence. Ted Ellis, however, prefers the routine method as it does not involve personal risk or the too frequent use of those famous words -- "Wouldn't it rock you." - - - Bouquets this month go to Inspector George Page of Preston and Depot Starter Bert Opie of Essendon for their co-operative assistance to the Hanna Street trouble centre - - - Norm Clarke of Brunswick and Bill Dunwoodie of Essendon are still absent on sick leave from their respective Depots, also Inspector Ern West of Hanna Street, who recently suffered a sad bereavement in the loss of his wife. May I express through this column, the sincere condolences of Ernie's friends throughout the Service.

Following a meeting of Depot Starters on Sunday the 26th June last, Mr. Norm Weymouth, of Malvern Depot, was elected representative to join a proposed deputation from the M.O.A. Sub-Branch Executive to meet the Board on claims for re-classification. Inspector Reg Maxwell was thanked for his attendance at the meeting.

Red letter days in order of achievement:—

1. Long Service Leave.
2. Successful handling of marginal increases by our Sub-Branch.

These conciliation gains we hope will be followed by:—

1. Regrading of Depot Starters to the same status as Inspectors.
2. One united Sub-Branch inclusive of all Traffic Officers.

"SCRIBE"

the quietest last run ever made by a public transport vehicle serving a major route. After several flash bulbs had served their purpose, a number of members saw the final chapter written by making the journey to Northcote.

On the Sunday morning, a group of interstate and local members inspected the tramway emergency vehicle at Hanna Street Depot, and were later shown over the power control room at Carlton Sub-Station. On the same afternoon, a combined meeting of the Branch Councils was held, during which much valuable discussion took place. The Convention came to a successful conclusion, after a buffet tea at a member's home, with the screening of both movie films and Kodachrome slides. The former included portion of the first special tram tour held by the Association nearly ten years ago. Many of the slides were of New Zealand, and were taken by two Sydney members who spent their holidays there earlier this year. This first Convention was voted such a success that it was decided to hold the next one in Sydney during 1956.

All members agreed that the success of our first Interstate Convention was in no small way due to the co-operation of the Board in permitting the pre-opening tour of the Bourke Street route, and granting admittance to the Board's property.

The July and August meetings of this Association, on the 15th and 19th respectively, will feature the long-awaited address on British and European tramways by a Past-President and Foundation Member who returned several months ago after three and a half years in England and Europe. "K.K."

THE ESSENCE OF MAINTENANCE

Mr. J. W. Bacon, the Chief Inspector of Boilers and Pressure Vessels in Victoria presented a paper entitled: "The Survey and Certification of Steam Boilers and Pressure Vessels in Victoria" to the Mechanical Engineers' Association, Australasia, Inc., Victorian Division, on the 11th February, 1955.

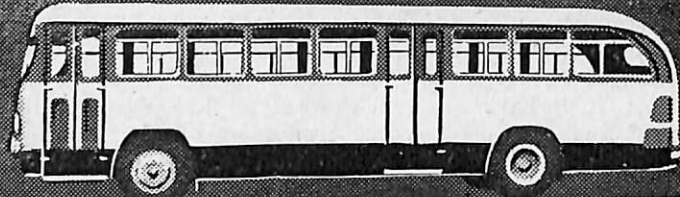
The following paragraph appeared on Page 101 of the report:—

"Many old types of boilers are in use in Victoria today. It may be of interest to know that some of Melbourne's old Tramway boilers used in the Cable Tram Power Houses are still being used by private industry. Their ages range from 60 to 65 years and their condition is superior to many boilers a quarter of their age. This is attributable to correct care and treatment whilst in use in the power stations."

This is high praise indeed, and a worthy tribute to all who were associated with the Power Houses of the Cable Tramways.

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COMMONWEALTH ARBITRATION & CONCILIATION ACT

Section 83A of the above Act is reprinted below for the information of members of the staff who belong to the Australian Professional Engineers' Association, but who do not belong to the Municipal Officers' Association of Australia. The Section is reprinted to clearly show that there can be no bar to any person belonging to the two Associations, or to twenty-two such Associations, providing that they have a relation to the industry in which he is employed. It is ironic that a small group of the staff, and which does not now belong to the M.O.A., has shown a greater benefit under the new Log of Claims than 95 per cent. of other members of the staff.

83A. (1) A person employed in connection with an industry, or engaged in an industrial pursuit is, unless he is of general bad character, entitled, subject to payment of any amount properly payable in respect of membership, to be admitted as a member of an organisation (being an organisation of employees in or in connection with that industry or of employees engaged in that industrial pursuit) and to remain a member so long as he complies with the rules of the organisation.

(2) The last preceding sub-section has effect notwithstanding the rules of the organisation.

(3) For the purpose of this section:—

- (a) A person whose usual occupation is that of employee in an industry or engagement in an industrial pursuit; or
- (b) A person who is qualified to be an employee in an industry or to engage in an industrial pursuit and desires to become such an employee or so to engage,

shall be deemed to be employed in that industry or to be engaged in that industrial pursuit.

(4) Nothing in this section applies to a person as to whom there is reasonable ground for believing that —

- (a) he is a member of an unlawful association within the meaning of sub-section (1) of section thirty A of the Crimes Act 1914-1950; or
- (b) he advocates or encourages, or has, within one year immediately before seeking to become a member of the industrial organisation, advocated or encouraged, any of the matters referred to in that sub-section.

(5) The Court has jurisdiction to hear and determine a question or dispute arising under this section and may, notwithstanding anything contained in the rules of the organisation concerned, make such order as it thinks fit in relation to the question or dispute.

(6) The orders which the Court may make under the last preceding sub-section include an order requiring the organisation concerned to treat a person to whom sub-section (1) of this section applies as being a member of the organisation and, upon making of such an order, or as otherwise

specified in the order, the person specified in the order becomes, by force of this Act, a member of the organisation.

How to be an Outstanding Failure In Industrial Relations

To the best of our knowledge, no simple formula has yet been devised for achieving consistent and unqualified success in the administration of an industrial relations programme. Personnel men will probably agree that it takes no special effort or ingenuity to make an occasional mistake in their work. Consistent and outstanding failure; however, may not always be easy to achieve; but it should be within reach of anyone who wishes to adopt the following tongue-in-cheek recommendations — presented by L. J. Whetsell in an address before the Houston Industrial Personnel Association:

1. First, when your job requires you to take a position on a matter, whether it be of major or minor importance, always consider strategy first. Figure the angles. Let your sincere convictions be secondary; otherwise you might not be popular.

2. When your associates differ with you, be sure to take it as a personal affront. Take the position that no one can possibly be right but yourself, and regard everyone who doesn't see eye to eye with you on every issue as your personal enemy. It will add to everyone's discomfort if, while all of this is going on, you regard yourself as something of a martyr.

3. If you want to avoid being just a mediocre failure, lose your ability to see things through the eyes of the rank-and-file employees.

4. The fourth tip is closely related to the third. If you want to muffle the ball in good style, confine your interest to theory and policy. Become an office or a swivel-chair operator. People who have only a meagre understanding of your job may think you are a "big shot."

5. Be quick on the trigger to make promises to employees, and then promptly forget all about them. Also, be ready and willing to promise almost anything, whether you can make good on it or not. If you don't intend to keep your promise, it won't matter, anyhow.

6. Get into office and field politics with both feet; if there aren't any, start some. Of course, it's always preferable in matters of this kind to line up on the majority side. As long as you curry the favour of the right people, you will probably continue to draw your pay cheque.

7. Let prejudices for and against people sway your decisions. Men who let facts interfere with their prejudices are always coming up with the right answers.

8. Always be a stickler for the written rule, regardless of circumstances. If the book says it's thus and so — that's it. Any deviation from the printed page would set a dangerous precedent.

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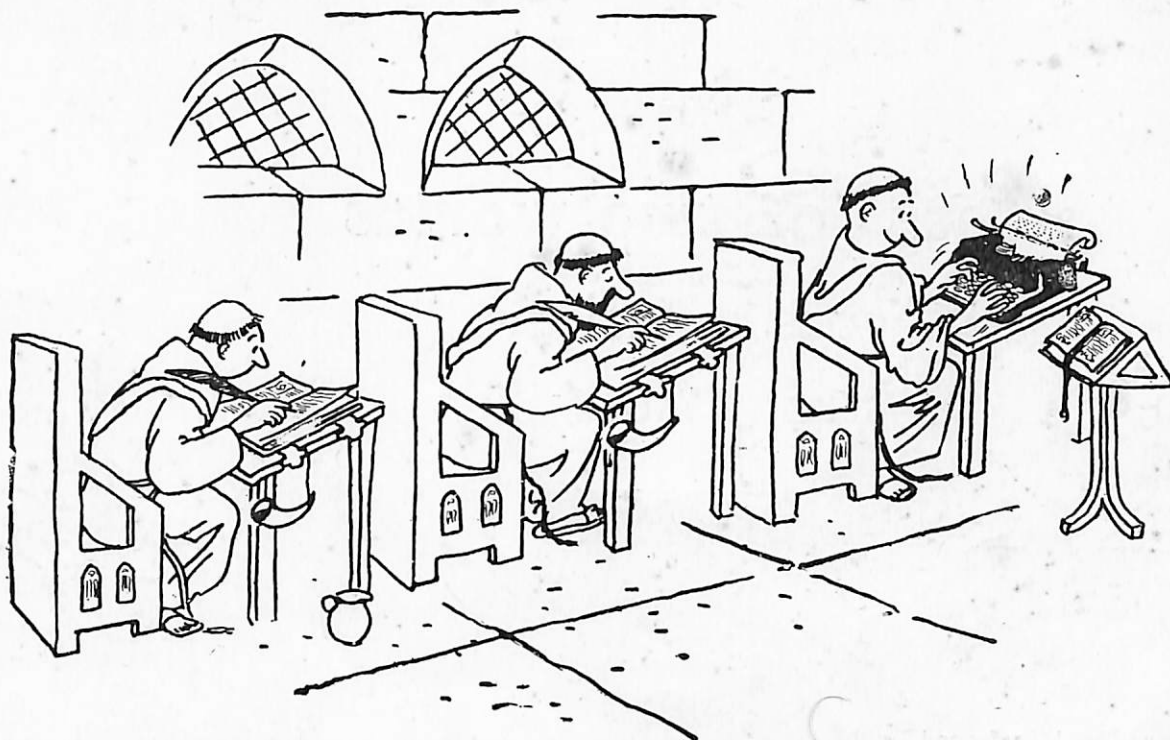
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