

PUBLIC PERSPECTIVE

A Publication of the Community & Public Sector Union / Victorian Branch www.cpsuvic.org

A Shining Star - a bright union future

The Victorian public service showed early signs of a vibrant and prosperous future when Robert Ellery was elected the first president of the Victorian Public Service Association.

Almost a household name in Victoria in the 1800s, Ellery was Melbourne's first astronomer and was appointed by the Victorian government in the early 1850s with establishing an observatory in Williamstown to accurately measure time which shipmasters could adjust their chronometers.

He held the position of government astronomer until 1895 and was also charged with conducting a geodetic survey of the colony – which hugely influenced the astronomical workings at the observatory.

Ellery's work was instrumental to Victoria at the time.

He had a strong understanding of the potential for the observatory and developed it to play an important role in the civil and scientific life of the young colony.

Further to his astronomical works, Ellery began systematic meteorological observations and the observatory became the meteorological centre for the colony, issuing forecasts and collating tidal and magnetic information as well as calibrating navigational, surveying and other instruments.

Ellery began an extensive program of mapping the southern skies and wrote

The diligent work of thousands of men and women over the past 125 years has helped build a strong and vibrant public service in Victoria. We celebrate our history and profile our retired members to capture their unique stories about their life serving the public.

two volumes of star positions, published in 1874 and 1889, as well as observing a number of comets.

The site of the Williamstown observatory became unsuitable so in 1863 it was moved to the Botanical Gardens in the Domain.

Born in England in 1827, Ellery qualified as a medical practitioner before arriving in Australia in 1851, on the lure of the gold rush.

It is believed Ellery worked as a doctor for a short time in Melbourne before pursuing his real passion for astronomy, in which he'd developed a keen interest and skill at the Greenwich Observatory in London.

Ellery lived at the Domain until he died in 1908.

As well as the first president of the Victorian Public Service Association, Ellery served on many public bodies, including treasurer of the Council of the University of Melbourne, chairman of Alfred Hospital and trustee of the Public Library, Gallery and Museum.

He was also elected president of the Royal Astronomical Society in 1855 and the Royal Society of Victoria in 1866-85.



Above: Robert Ellery was elected the first president of the Victorian Public Service Association.

Below: The inaugural meeting of the Public Service Association was held on 17 June 1885 at the Athenaeum, Collins Street.



1880 Melbourne Observatory



Retiring Reflections



John O'Reilly – a people's man

– joined 1 May 1945

John O'Reilly is an example of a man who started his working life at the bottom and worked his way up. He started his career as a 16-year-old junior clerk in the stamp duties branch of the treasury department and went on to hold various management roles.

When he retired, after 42 years of public service, he was director of administration and had four managers reporting to him.

John remembers working life when he started as a different world to what is standard today. "The day I got my first promotion I had to go down the street and buy a hat as everybody wore hats in those days except the juniors," he recalls.

"You had to be respectful," he says.

It was customary to address superiors as Sir or Mister, while female staff would be referred to as Miss—it would have been unusual to work alongside a Missus as marriage generally signalled the end of working life for women after the war.

When John began a management role he was among the first of his peers to insist his subordinates refer to him by his first name. Although his superiors frowned upon the change, he insists he was able to achieve better morale and productivity when staff were treated as people rather than cogs in a machine.

John felt strongly about protecting the rights of workers and as a delegate to the administrative division and to the general council of our union, he became a negotiator between staff and management.

He was also the treasury representative in the interdepartmental equal opportunity committee, which represented all government departments and helped shape what eventually became our equal opportunity legislation.



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Jean Jaeger – a woman's pioneer

– joined 1 January 1963

When Jean Jaeger began working in the public service as a factory inspector in the 1960s she knew she had a job to do and took pride in doing it well.

Her role required visiting factories to ensure safety standards were met and investigating incidents when they occurred.

One of just five women out of around 140 people employed in such a role, she was working in a man's field and her male colleagues enjoyed privileges the women did not.

The men were paid better for the same work and were permitted use of cars to travel to sites while the women were required to use public transport.

She never viewed herself a pioneer for women's rights, but her methodical and practical approach to the job saw her paving a way for female workers who followed her.

As women's representative of the union, Jean was able to negotiate that it made sense when the men were travelling to a site that the female workers should travel with them. And when she was overlooked for a promotion to regional manager in favour of a man, she appealed, and was able to prove she was better qualified for the position.

Her appointment was initially met with resentment, especially among the 17 men who reported to her and some threatened to quit.

Yet with time she was able to win them over as they came to see her compassionate approach to staff management made her a good boss.

"I told them if something cropped up at home, like the kids were sick, and they needed to leave to call me and I would always cover for them in the field," she says. "They came to appreciate gestures like that."



Lorna Allen – a no-fuss worker

joined 1 July 1976

Rumoured to be haunted and with a chequered history Willsmere hospital, the now decommissioned psychiatric hospital in Kew, was an undesirable workplace for many before it closed in 1988.

Yet, Lorna Allen, a typist, wasn't a woman easily spooked. Basically, she saw she had a job to do and she was there to do it – with or without ghosts.

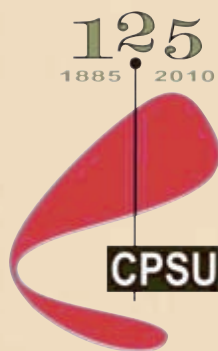
"Even some men I knew said they wouldn't work there," she says.

She worked at Willsmere in the administration office for 12 years until shortly before it closed and found it an agreeable environment. Although she acknowledges there were some patients with worrying backgrounds, including one accused of murder, she says she never felt unsafe.

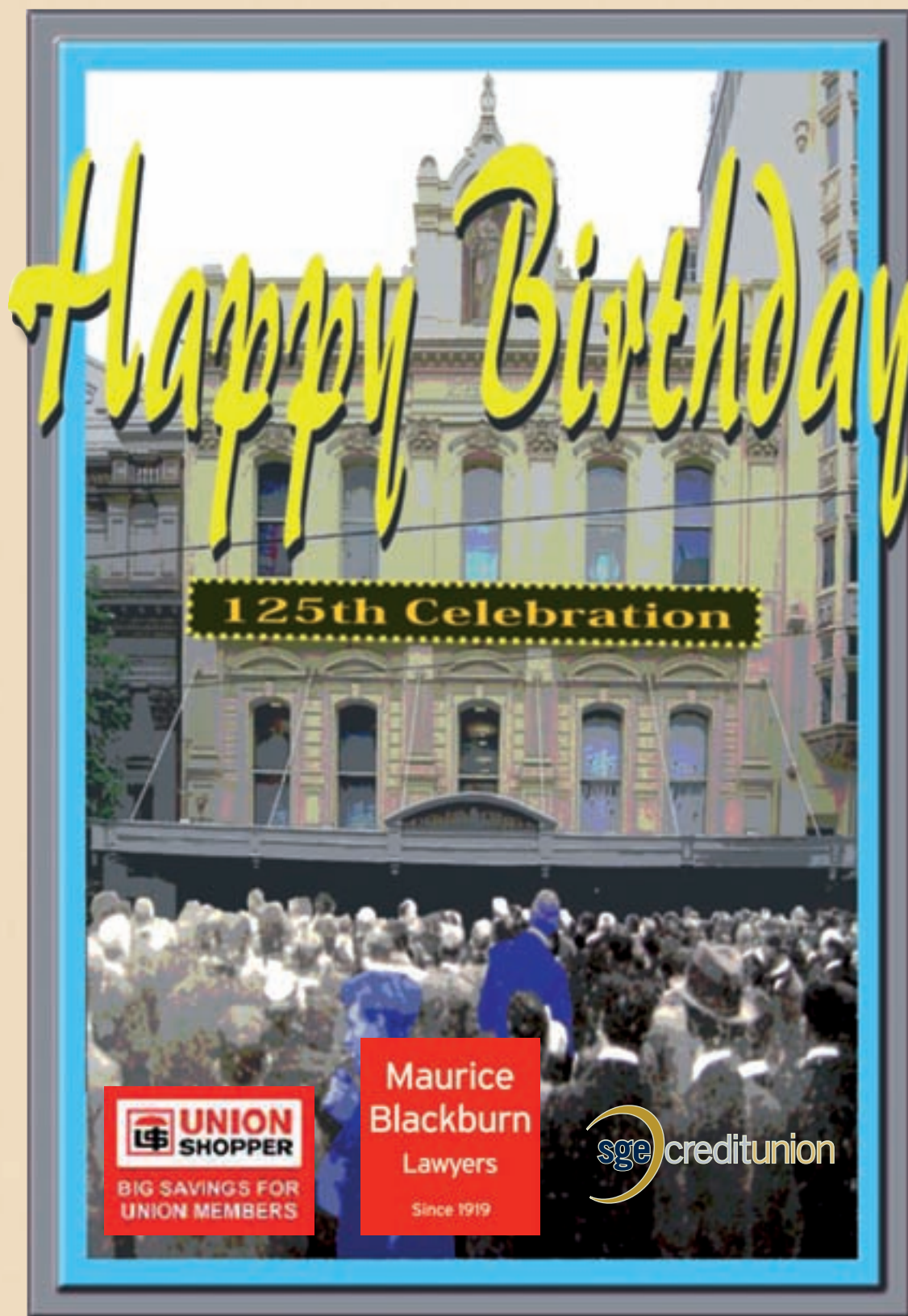
"Sometimes they (the patients) would come into the administration area, but you'd just tell them to leave, and they would," she recalls.

Lorna was among the staff at Willsmere when the decision was made to close its doors during the 1980s—a decision she describes as dreadful.

**Maurice
Blackburn
Lawyers**
Since 1919



HISTORY PERSPECTIVE



The first meeting of CPSU (then known as the Victorian Public Service Association) took place on 17 June 1885 when 1,000 colonial public servants crammed into the Athenaeum Hall in Collins Street. The union already had 1900 members prior to this first general meeting. Ever since that meeting CPSU has worked towards improving the conditions of employment for all Victorian Government employees.



PETITION FOR POLITICAL RIGHTS AND AN INDEPENDENT BOARD OF APPEAL.

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We are pleased to be able to report that the response to the request for signatures to the petition has been splendid, almost every officer in the Service having signed it. The case for the petition, printed in pamphlet form (and appearing below), together with this number of the "P.S. Journal," has been delivered to every member of the Victorian Parliament. Several members of Parliament have already announced their willingness to sponsor its introduction, and lead a discussion on it, but whose offer will be accepted has not yet been decided. Subscribers are requested to send their copies of the journal to political friends, and in every possible way supply full information on the question. The petition will be presented probably between the middle and end of August. On August 10 a conference of all Public Service Associations, State and Federal, will be held, in order to take combined action. If the petition is not granted on this occasion, it cannot be withheld from us always, so public servants must look upon this as the first strong move to obtain justice in this matter, and failure must be regarded as only a proof that more persistent and unrelaxed energy must be maintained in the future.

CIRCULAR LETTER TO MEMBERS OF PARLIAMENT.

In 1916 we campaigned for and won the passage of the Political Rights Bill ensuring it was no longer a criminal offence for public employees to chair and speak out at meetings, ask questions of political candidates, or to join a political party.



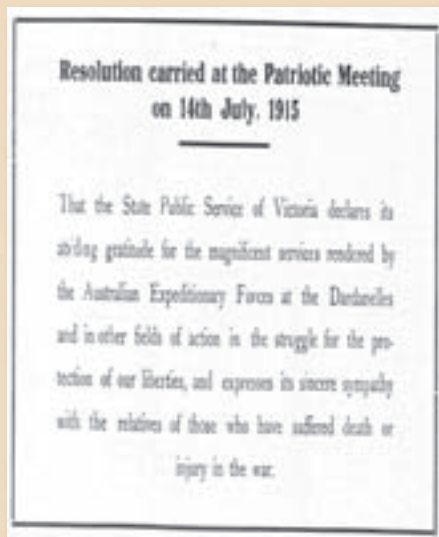
1889 Eight Hour Day March



1913 Ball



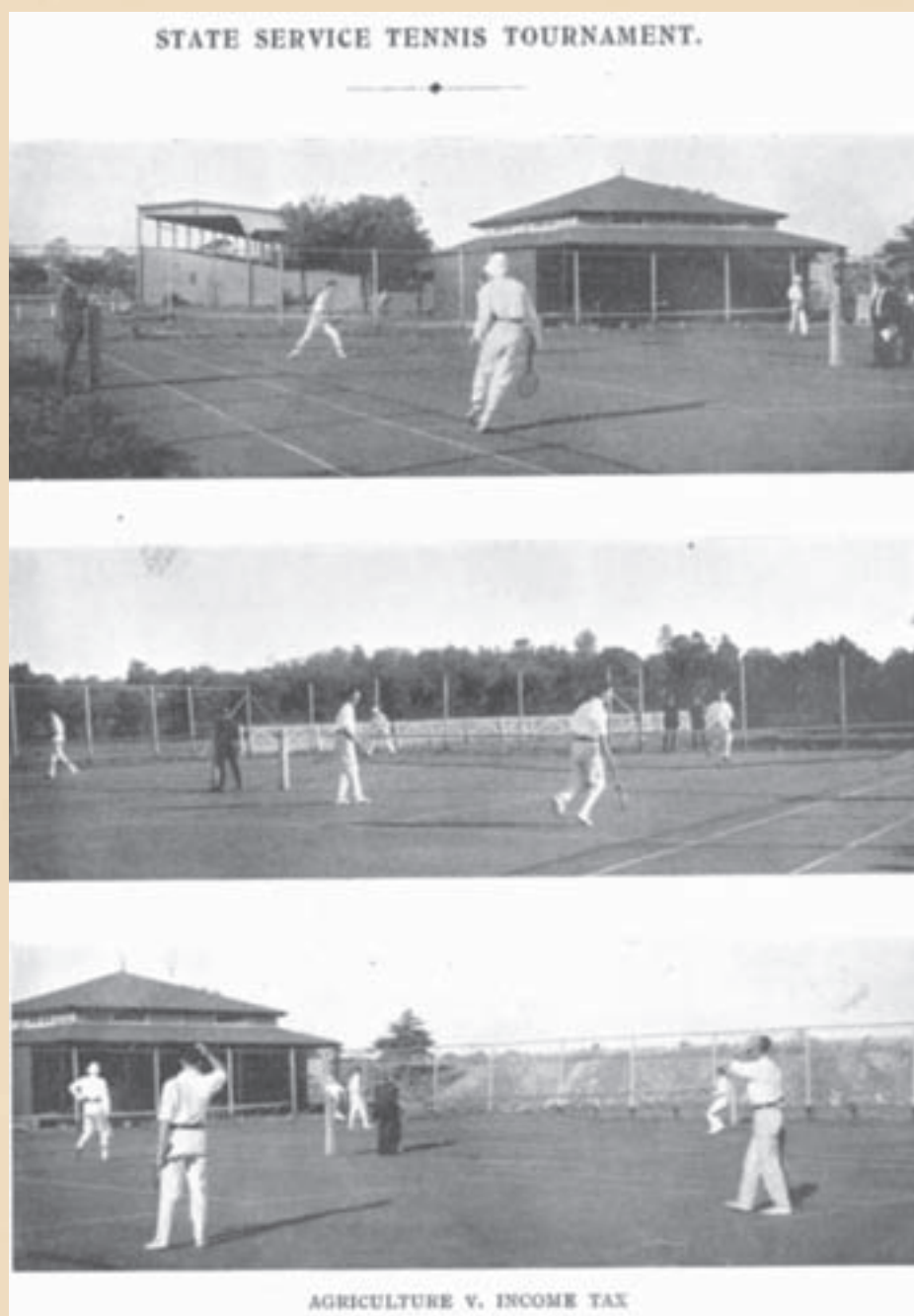
1913 St John's Ambulance Corp



1915 Advert



1914 war effort gathering



In 1918 we took the first step towards gaining equal pay for equal work when a case was won to improve the pay of women teachers from 1/3 of the male rate to 4/5.



1915 Presentation of new Ambulance



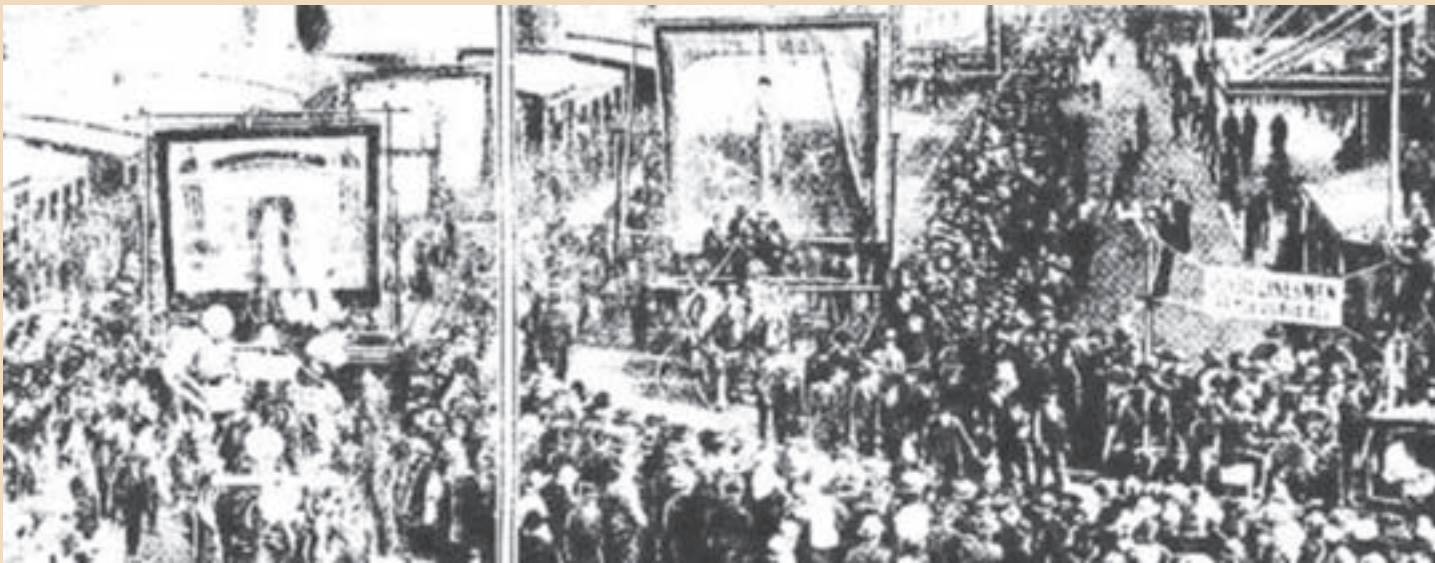
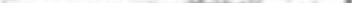
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In 1936 the Union won its members the right to cumulate



STATE SERVANTS' PROTEST MEETING.



To consider what steps should be taken to press for recognition of claims for salaries equivalent to the purchasing power of those ruling in 1911, State service employees assembled yesterday outside the Government printing office. They are seen being addressed by the president of the State Clerical Association (Mr. Marzerini).

1923 State Servants Protest Meeting



1937 40 Hour Week Demonstration

In 1937 the Union fought for a 5-day working week.



Mr. Bert Thomas,
Conductor, Public Service
Military Band.

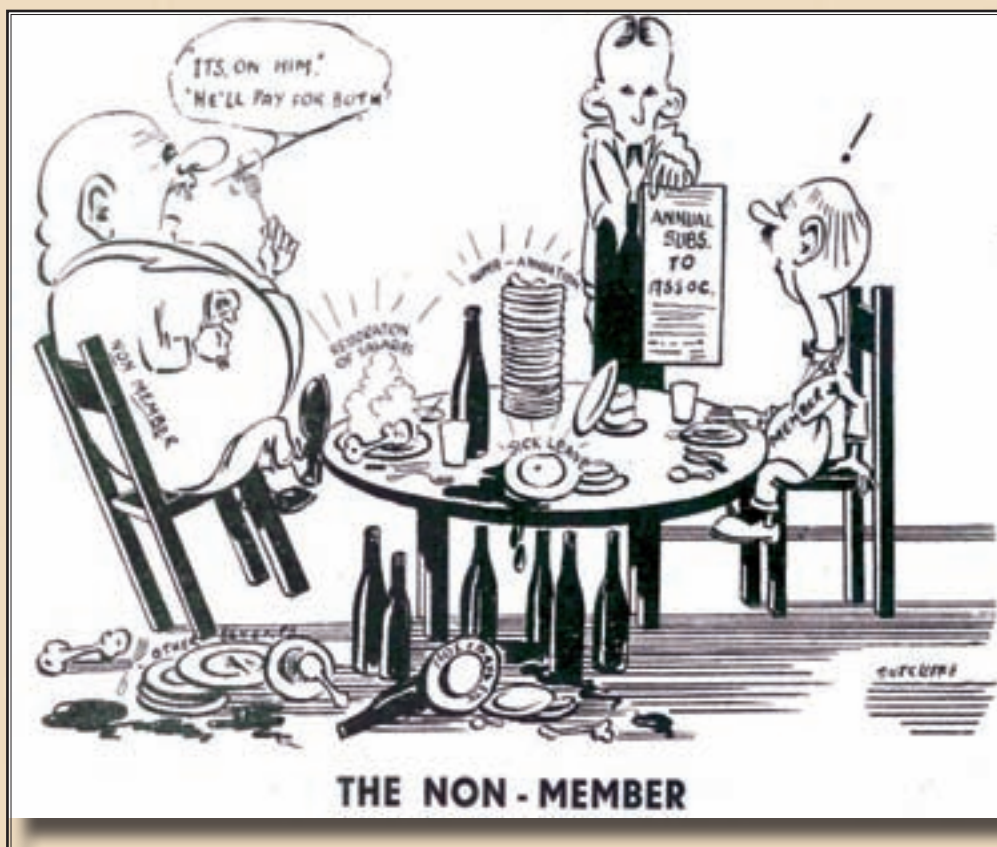


1940 5 day week cartoon

In 1945 the Union won members the right to 2 weeks annual leave, service leave, the five day week and the principle of permanency for women



1940 VPS Wages cartoon



1941 the non member cartoon

In 1946 the Cain Labor Government introduced a bill guaranteeing the full independence of the PSB.



1940 Public Service Board

In 1951 members' entitlements to annual leave were extended to 3 weeks.



Right: 1940 VPS
5 Day Working
Week Rally



1948 Strikers Demonstrate Outside Parliament 16 January



*1947 Oct Unions Restive
Over No Civil Service Pay*

*In **1962** the case for equal pay
for work of equal value was
commenced before the Public
Service Board.*



1963 Parliament House

WE HAVE 10,000



1963 membership hits 10,000

1963 What is a Computer?



A typical I.C.T. 1300 Computer installation. On the left is the Magnetic Tape Unit with the Control Processor (and Console), Paper Tape Reader and Punch, and High Speed Printer in the background. The Card Punch and Card Reader are shown in the foreground. This I.C.T. 1300 EDP System forms part of the company's new data processing system in North Australia.

ROYAL VISIT

*Wonderful Part Played By
So Many Public Servants*



1963 Royal Visit Ag float

*In 1963 Long Service Leave
was successfully improved from
6 months after 20 years to 4½
months after 15 years service.*



"Field days, farm walks and meetings are widely used"

1963 Rutherglen Field Day



1964 State Forests

In 1969 the union finally achieved its equal pay claim - introducing 85% of the male wage as of 5th October 1969 for female rates of pay and 100% from 1st January 1972.



1964 State Film Centre mobile



1970 Collins St Crowd



1970 Labor politicians and trade union reps march



1975 ALP Election Rally



1975 Int Womens Day Rally

*In the early **1970s**, Paid maternity leave was achieved.*

*In **1973** the union succeeded in increasing annual leave to 4 weeks.*

*During the **1970's** and **1980's** over 50 general salary revision claims were made and a number of state and federal awards covering statutory authorities were established.*



1975 Rally in support of Labor



1975 Rally supporting Labor City Square



1980 Anti Fraser government



1989 SIO Sell-Off Protest



1992 Anti Kennett Government Rally



1992 Im a public servant and proud union protest

By the early **1990's** all that had been achieved was under threat with the election of the radical conservative Kennett Government.

In March **1993** individual contracts of employment [Victorian] were introduced, State Awards abolished, annual leave loading removed, access to arbitration of disputes requiring employer consent introduced, 30,000 jobs cut, and Superannuation benefits reduced as member contributions increased.



1992 Anti Kennett Government Rally



1992 Public Sector Services Union Protest



1992 protest



1992 Union Protests





1993 tennis centre



1998 protests corner Flinders and Swanston Streets



2000 ACTU Congress - Vic Delegates

*Throughout **1997 to 1999** the re-elected Kennett Government pursues individual contracts of employment and non-union Certified Agreements available in the Federal system following the transfer of industrial relations powers to the Commonwealth.*



2000 Electorate Officers Bargaining Dispute



2001 IWD - Parliament House members celebrate



2000 VicGrain Dispute - picket line

In September 1999 the Kennett Government loses the majority of seats in Parliament at the General Election.



2000 Reconciliation Walk



2001 VPS Bargaining - Athenaeum Mass Meeting

In October 1999 the ALP wins a by-election caused by the death of a Liberal sitting member on polling day enabling Steve Bracks and Labor to form a Government with the support of three [3] Independents.

2001 State Library bargaining stopwork



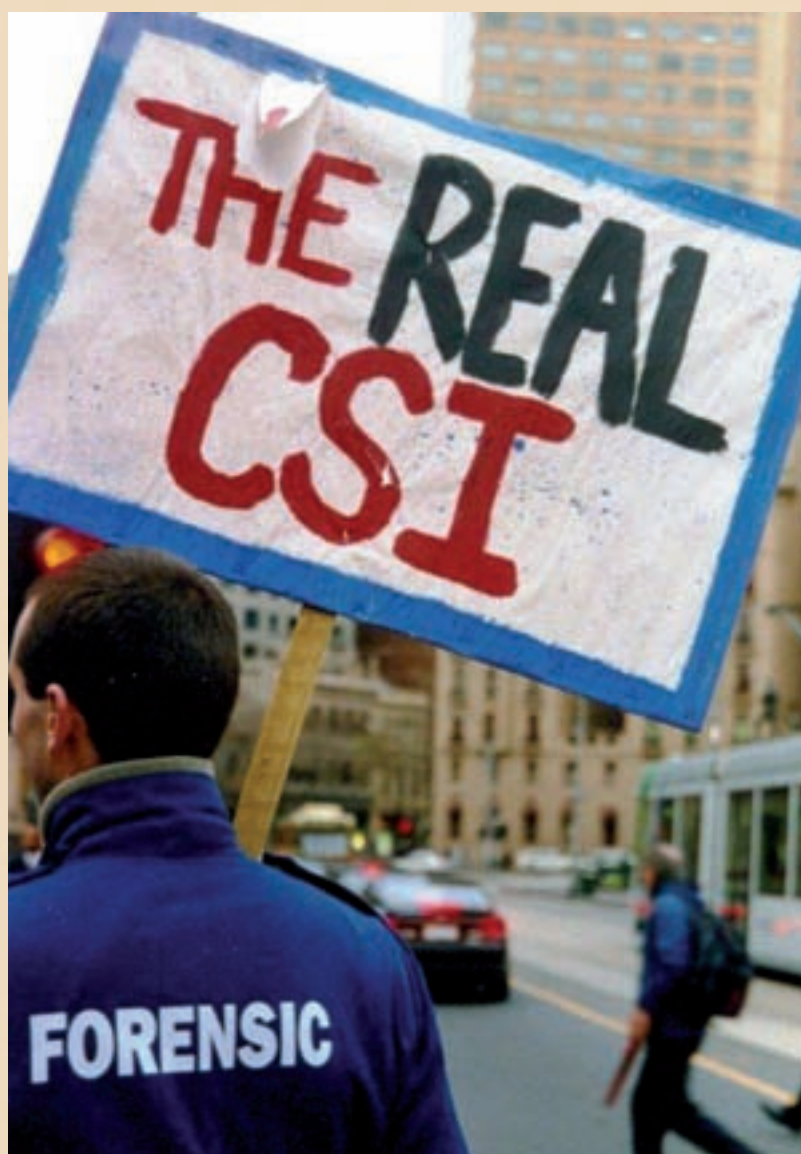


In July 2000 and in November 2001, CPSU negotiates Agreements with the new Bracks' Government reviewing PS pay [inc. performance pay] and classifications policy while delivering 4% to 4.5% pay rises per annum to employees.

2002 DHS Staff Wages Protest



Pay Rise Fairy Strikes



2002 Forensic Officers Strike



2003 WorkCover Bargaining Members Meeting



WorkCover Pay Rise Santa



2002 DHS HQ staff bargaining protest

2002 ZOO members
Strike over Pay



2003 DHS Day Of
Action

2003 Peace Rally





2003 DE&T Parliament
Rally for Jobs



2003 State
Library- Ned
Kelly Protest

2006 National Day
of Community Protest
against Unfair Work
Laws





2004 - Geelong Rights at Work Rally.



2005 - Education banner



2006 Rights at Work Rally

In March 2004, CPSU negotiates a new 43 month Agreement delivering 13.5% pay rises in addition to the progression payments under the new VPS Career Structure(s). The Agreement consolidates all previous AWA & s.170LK conditions of employment into a single service wide document while raising standards where previous entitlements had been ripped away.



Left: Karen Batt
Speaks at East
Swanson Dock



Right: 2006 –
Superannuation
Rally on steps of
Parliament



2006 Sector Bargaining – CPSU Support



2006 Child Protection Rally



2006 Support Public Services Rally



2004 First Attack Public Service fire-fighters on the front line



2005 TAC demonstration



2006 Wodonga Rights at Work Rally



2006 SGE
Scholarship
Winner

*In March **2006** CPSU exercises its extension option to replace this Agreement to enshrine all entitlements for a further 7.5% wage increase prior to Work Choices.*



2007 IWD rally



2008 WorkCover Rally



2009 Paid Maternity Leave Rally

In May 2009 CPSU negotiates VPSA2009 in the context of new federal workplace laws allowing the union to further vary and extend our comprehensive service-wide Agreement protecting all entitlements and Career Structure(s).

These Agreements set the new benchmark for all future CPSU bargaining representing the end of more than two decades of struggle to re-establish a career Public Service.

Over a century later the CPSU continues its task to protect and improve conditions for Victorian Public Sector employees.



2009 Geelong OHS rally



2010 OHS Rally against lowering standards



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LEADERSHIP 1885-2010

1. ELLERY INAUGURAL PRESIDENT 1885
2. KENYON PRESIDENT 1913
3. MCNAMARA PRESIDENT 1913 - 1915 & 1918 - 1919
4. MCD MARTIN SECRETARY 1913
PRESIDENT 1915 - 1918 & 1919 - 1920
5. MCKENZIE SECRETARY 1913 - 1914
6. FRASER SECRETARY 1914 - 1916
7. CARTER PRESIDENT 1916 - 1920
8. HOCKING PRESIDENT 1920
9. MARKHAM SECRETARY 1920 - 1921
10. TUNNECLIFFE SECRETARY 1921
11. BRAITHWAITE PRESIDENT 1920 - 1922
12. HART SECRETARY 1921 - 1922
13. MORONEY SECRETARY 1922 - 1924
14. MARZORINI SECRETARY 1924 - 1925
15. PITT PRESIDENT 1922 - 1927
16. CALWELL PRESIDENT 1927 - 1931
17. MCKELLAR SECRETARY 1925 - 1939
18. NICHOLLS PRESIDENT 1931 - 1937
19. COOK PRESIDENT 1937 - 1939
20. MCDONALD PRESIDENT 1939 - 1943
21. JENNINGS PRESIDENT 1943 - 1952
22. KEON SECRETARY 1939 - 1950
23. MCARDLE PRESIDENT 1952 - 1955
24. POYNTON SECRETARY 1950 - 1968
25. MITCHELL PRESIDENT 1955 - 1958
26. GILL PRESIDENT 1958 - 1964
27. BOURKE PRESIDENT 1964 - 1975
28. ANDREWS SECRETARY 1968 - 1979
29. PARKER SECRETARY 1979 - 1981
30. BANNER PRESIDENT 1975 - 1985
31. BURGESS SECRETARY 1981 - 1986
32. ANDERSON PRESIDENT 1985 - 1988
33. COLL PRESIDENT 1988 - 1989
34. DONOHUE PRESIDENT 1989 - 1991
35. YOUNG SECRETARY 1986 - 1993
36. MCVEY PRESIDENT 1991 - 1993
37. BATT SECRETARY 1993 - present
38. KEOGH PRESIDENT 1993 - 1996
39. GOODALL PRESIDENT 1996 - 2008
40. LILLYWHITE PRESIDENT 2008 - present



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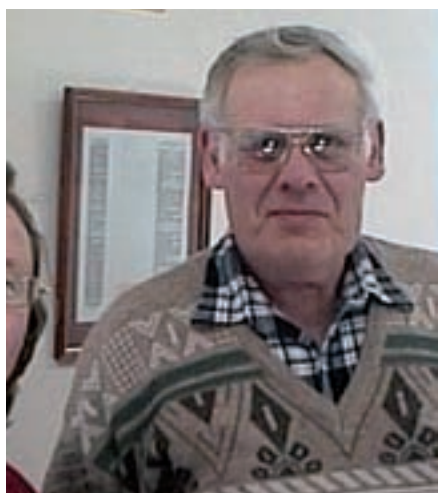


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Retiring Reflections



Ian Thomas – still working on it

- joined 1 January 1962

After 30 years in the public service and nearly as many as a union delegate, Ian Thomas could be forgiven if he wanted to put his feet up and enjoy a quiet retirement on the family farm.

But it isn't his way.

Ian enjoys working with people, and throughout his career with the department of agriculture, he regularly took on extra-curricular roles. As well as his primary job as a wool and sheep advisory officer, he became technical editor for sheep publications within the department and he became increasingly involved with the union.

Ian saw the farming climate change considerably through his career, starting with mostly favourable conditions where the biggest issue was maximising productivity, to leaner times where the focus was on profitable sheep and wool production.

While he never actively sought a union role, his involvement evolved out of a need to fill a position so he put his hand up. He became vice president of the Western district branch before moving to Melbourne where he joined the professional scientist's group.

"Once I was in Melbourne I got more involved and we were able to develop a staff consultative committee where we could directly negotiate things with management and I became president of the professional branch and also department of agriculture section of the VPSA," he explains.

During his professional years he was constantly plugging away on different issues, and has continued to do so since his retirement in 1991.

"I got involved with the union's retired officers division and I have been president of that for the last 10 years," he says.

Key among his achievements with the retired officers division is, allied with the council of state retirees association, fighting and beating former finance minister Ian Smith's plan to downgrade the indexation of superannuation.

And his work is not yet done.

Now, as president of the retired services division and secretary of the council of state retirees, he's still striving to achieve better superannuation indexation for retired public servants.

"It's an uphill battle, but we're still working on it," he says.



Ron Kennelly – moving people

- joined 1 January 1952

After 41 years with the public service Ron Kennelly looks back on his career knowing he was able to make a difference.

After fulfilling a three-month call up to national duty, Ron started in the accounts branch of the public works department in 1952.

There he gained considerable experience across various areas of accounting thanks to a rotation system which saw employees periodically moved to a different section.

While Ron enjoyed his accounts work, after 16 years he saw a position vacant within the transport offices and decided to throw his hat in the ring. Although initially overlooked, as account officers were a valued commodity and other departments were forbidden to poach them, he eventually won the job on appeal.

While his boss in the accounts branch was not pleased to be losing talent, he challenged Ron to use his accounting skills to clean up the transport office as it was 'bleeding money'.

Ron instituted a car pool and with it a fortnightly system to ensure the vehicles were maintained in a roadworthy condition and maximum mileage was gained out of each car in a timely fashion.

All staff had access to a car as required, the vehicles were reliable, and reached their maximum 40,000km mileage in around six months enabling them to fetch a good resale price.

He also started a change-over system using Fowles auctions which saw each vehicle sell for between \$500-1000 more than what they would in a trade – a welcome increase for the cash-strapped department.

Ron's tight fleet management skills were soon noticed and he was appointed chairman of the government review committee to look at the management and operation of the state government transport fleet.

On top of the impressive savings for the government and boosted efficiency in fleet management, Ron also lists among his achievements in the transport office, disaster management.

Part of the state disaster committee, Ron played an important role during emergency management of flooding in Gippsland and the Ash Wednesday bushfires, ensuring affected areas were provided immediate access to state emergency vehicles.



Howard Humffray – still serving members

- joined 1 January 1949

Howard Humffray is a man who believes in standing up for a fair go and protecting the interests of his fellow workers.

Throughout his 39-year career as an inspector with the public works department, he continually worked to secure a fair deal for those around him.

Although he held a demanding job supervising contracts and was often required for extensive statewide travel, Howard was heavily involved with the union representing the professional division (known as the professional branch).

He carried out his duties during the day, and was promoted several times through his career, eventually retiring as supervisor of works (a position he campaigned to create), and attended union meetings by night.

Right up until he retired, Howard worked to protect the interests of public servants.

"I also had a strong emphasis on things being done ethically and properly," he says.

Shortly before he retired, he remembers dedicating hours to a prolonged negotiation with the government, which was hell bent on cutting huge numbers of public works staff.

After the best part of 12 months, he and another union representative managed to come to terms with the government without sacrificing any jobs.

Yet while he was an activator within the union, Howard firmly believed in peaceful resolution of conflict where possible.

He recalls a large rally of public servants at the National Mutual auditorium in the city gathered over a dispute relating to salary, and a large section of the meeting pushing hard for a strike.

Howard felt a deal could be reached through negotiation and believed a strike wouldn't be in the best interests of the public service.

He called for a division, and by a narrow margin, a strike was averted.

"I was prepared to put myself on the line to protect the interests of the workers without ignoring the requirements of the department," he says.

Howard, who was made a life member of the CPSU in 1978, retired from professional life in 1988.

Yet his passion for protecting worker's rights has not waned, and he's still serving the union as vice president of the retired officers division.

Retiring Reflections



Bill Schober – a professional

- joined 15 December 1995

Reflecting back on his long career in hospitality as he approaches his retirement in June, Austrian-born Bill Schober says there's 'never been a dull moment'. And given he's been charged with ensuring the comfort and enjoyment of some of the world's most influential people of the past half century – including Nelson Mandela, the Beatles, Fred Astaire and the Dalai Lama (to name a few) – it's easy to imagine why.

Bill arrived in Melbourne in 1956 to work at the Olympic Games as a caterer, but after the sporting spectacle had concluded, decided to stay. He was passionate about his career in hospitality and easily found work with some of the city's most prestigious hotels, including the once iconic Menzies Hotel.

He was responsible for coordinating functions and delegations and regularly tested his working mettle by contesting international hotel competitions.

Since starting work at Parliament House in 1984, originally in the dining room and later managing the car park, Bill has also had the pleasure of serving the past five Victorian Premiers – an experience he says he's enjoyed enormously.

Alas, when pressed for a few inside stories he may have been privy to working around such dignitaries, it seems what happens in front of the barman stays with the barman. Bill's only comment being: "They have all different personality. I meet a lot of people and everybody have a different personality. You can't say one is better."



Jean Green – a seasoned achiever

- joined 1 January 1970

When Jean Green started work for the Victorian public service as a secretary at State Parliament in the late 1960s, there was no question whether she would join the union.

She'd been raised in a family of staunch union sympathisers, and you 'just did'.

In a career that spanned over 40 years, Jean worked as secretary to seven Presidents of the Legislative Council and was Supervisor of Secretarial Services for Members of all three parties – Liberal, Labor and National.

While on an overseas venture during the 1970s, she was also able to decorate her resume with a secretarial stint at No. 12 Downing Street in the Government Chief Whip's Office.

Through her work she was privileged to meet the then Prime Minister, Sir Harold Wilson and had the honour of typing the speeches of Her Majesty the Queen for when she went on tour, as she was the only one willing to use the fancy new electric typewriter.

Back in Australia, while administration employees were far from encouraged to join the union, Jean chose to personally pay her union fees rather than have them taken from her wages for fear of being discriminated against.

Her foresight paid off, as during the Kennett era when she was one of many public servants to be retrenched, and the union assisted her case through Arbitration.

She won an extra three months' grace to continue working at Parliament House, where she enjoyed gaining experience in two other departments, which helped her land a satisfying position with Information Victoria, from where she retired in 2001, aged 67.



Fred Cullen – a dedicated career

- joined 1 January 1940

When Fred Cullen began his working life in 1940, it was wartime and he was a young country boy recruited by the education department as a student teacher.

In those days, work with the public service generally amounted to a life long career, and for Fred that's exactly what it was.

Although he enlisted with the army, moved departments and took different positions throughout his working life, when he retired in 1983, it was after 43 fulfilling years of public service.

Along the way he fought in World War II before he was injured in New Guinea, obtained a commerce and arts degree, and headed up several public service initiatives including the Commonwealth Scholarship Scheme, the staff training board and mines department.

He nominates his job with the Commonwealth Scholarship Scheme, where he supervised the tertiary training of 6000 scholarship holder, as his most satisfying.

"You were dealing with intelligent young people who had won scholarships based on their matriculation performances. I made many friends among those young people. Some of them became prominent in their professions," he says.

Yet, he remembers his work with the department of mines, in which he managed the energy section, most fondly.

"There were quite a number of legislative advancements I had a lot to do with there, such as the introduction of the pipelines acts, the underground water acts. It required a lot of insight into problems about how we might correct them and regulate things properly. Getting those things afloat were major highlights," he recalls.

"Then there was the discovery of oil in Bass Strait, we had quite a big hand in that. We had pretty good relations with all the staff – particularly the drilling crews. Those guys were salt of the earth – very practical, experienced and you could rely wholeheartedly on them. There was good team spirit."

Now aged 89 – approaching middle age, according to Fred – he has an Order of Australia medal, is a proud 70 year member of CPSU, as well as President of his local RSL.