The male/female imbalance in industries and occupations was the focus of attention for the guest speakers at the two Chisholm Institute of Technology Conferences held at the Sydney Technical College last week. The hall was packed for both ceremonies with 958 graduands in attendance. At the ceremony held on 14 May, the Chairman of the Advanced Education Council, Dr Gregor Ramsey, delivering the Occasional Address, used the name of the Institute to make his point. Dr Ramsey said Chisholm was the only higher education institution in Australia to be named after a woman. Ms Gregor Ramsey, delivering the female areas of education, education and occupations, 70 percent as sales workers. The same point was taken up by the ACTU, when Ms Jenny Acton, when 34.8 percent in education and occupations, 70 percent as sales workers. The same point was taken up by the ACTU, when Ms Jenny Acton, when the institute 'is pointing the way to redressing some of the gender imbalances which occur both in primary teacher education - where there is too high a proportion of women - or the technical areas, where there is a high proportion of men.' Dr Ramsey pointed out that at Chisholm 77 percent of the intake into primary teacher education is female, whereas in computing women made up only 25 percent of the total intake. He said: 'If computing is at the forefront of the new technology, and by inference the new knowledge and if you put knowledge and wealth together, the new power - then this imbalance is continuing to deny a majority of women access to knowledge, wealth and power.' The same point was taken up by an Industrial Officer with the Australian Council of Trade Unions, Ms Jenny Acton, when she introduced Caroline Chisholm, who was remembered in the name, the institute 'is pointing the way to redressing some of the gender imbalances which occur both in primary teacher education - where there is too high a proportion of women - or the technical areas, where there is a high proportion of men.' Dr Ramsey said that Australia has one of the highest levels of occupational and industrial segregation of women amongst OECD countries. Ms Acton said that it has long been recognised that Australia has one of the highest levels of occupational and industrial segregation of women amongst OECD countries. Ms Acton said that it has been recognised that Australia has one of the highest levels of occupational and industrial segregation of women amongst OECD countries. 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The SSAU superannuation debate

Working Party says 'join now'

The recommendations the SSAU Working Party placed before the Staffing Committee are:

- The Institute apply for admission to the SSAU Superannuation Scheme not later than 1 January 1986
- The execution of a Trust Deed with SSAU be subject to formal endorsement by the Commonwealth Government
- The SSAU Superannuation Scheme and the Institute's Scheme be closed off from the date of entry into the SSAU Scheme
- Members of the Institute's Superannuation Scheme, before 31 December 1985, be offered the option of withdrawing from the Scheme with either a cash settlement of accrued entitlements or transfer of entitlements for retrospective recognition of benefits
- Staff associations be authorised to negotiate with the Institute on matters affecting the SSAU Superannuation Scheme to secure appropriate legislative amendment so staff who are contributors to the State scheme at the necessary legal and administrative complexities and for existing staff to study options.

The SSAU Working Party recommends:
- The SSAU Working Party was chaired by its Council member Mr Jack Campbell, and comprised Ms Glennis Borger and Mr Austin Chapman, as VCSA representatives, Mr Tim Hasselt and Mr Frank Van der Meer, as AFC representatives, Mr Barry Bilham, as Administrator, and Ms Helen Davey, as Secretary. The Working Party says in its report:
- It was thorough investigation, it is the unanimous opinion of the Working Party that it is in the interest of staff and the Institute generally, for Chisholm to join SSAU

The Working Party urges Council to make a decision to join SSAU as quickly as possible.

Joint executives say the SSAU scheme does not yet meet the superannuation needs of staff and colleges.

Staff associations ask 'why rush in?'

The SSAU Working Party agreed it was 'pay as you go', unlike the State scheme where the employee's contribution is not fully realised until the contributor draws his or her pension.

The SSAU scheme is 'modest comfort', and it may be possible, depending on the circumstances, to choose an annuity scheme for staff who are Council to make a decision to join SSAU.

Q: What is the basis of the State scheme deferred pension?
A: Contributions are based on actual salary, and benefits superior to the State scheme will be available as an option for $5 retirement age, and question the security performance. At present, the interest rate for a year's worth of payments on withdrawal from the Institute's scheme is subject to taxation at the highest marginal rate.

No: Contributions on withdrawal from the Institute's scheme are subject to taxation at the highest marginal rate.

Waiting

The SSAU scheme does not yet meet the SSAU standard. It notes that benefits from the SSAU scheme are markedly lower than those available from the State scheme.

In a bulletin being circulated to members of both associations, the joint executives ask 'why rush in?' They question the SSAU scheme's performance on retirement benefits, noting that SSAU could not match the contingent spouse's pension, portability, and other similar benefits.

The bulletin includes worked examples of pensions for 'typical rank and file staff'.

Staff associations ask 'why rush in?'

The SSAU Working Party says the SSAU scheme is the lack of provision for redundancy benefits.

It is of the strongest opinion that Council has a responsibility in this area and recommends that Council give a decision must be made to join SSAU before 1 January 1986.

Questions and answers

Q: If I leave the SSAU scheme to join SSAU, and opt for a pension from the SSAU scheme, will I be able to take this before age 60 if retirement age is 55 years, a possibility?
A: Yes. The pension benefit would be calculated on a pro rata basis.

Q: Will I be able to maintain my housing loan with the SSAU scheme? I join SSAU?
A: If you choose to do this, the housing loan with the SSAU scheme is subject to the new interest rate.

Q: What is the basis of the State scheme deferred pension?
A: It is a nominated percentage of salary at the time of withdrawal, which is subject to subsequent indexation for increases in the CPI.

Q: What is the basis of the SSAU scheme deferred pension?
A: Contributions on withdrawal from the Institute's scheme are subject to taxation at the highest marginal rate.

Q: What is meant by the statement in the SSAU circular that final pension is based on the average of the last five years' salary if a person remains on the same classification for that five years?
A: In determining the pensionable salary, the member's last five years' total salary payments are averaged, the movement in the CPI from the end of the year in which the member is paid to the end of the year in which the member is paid to determine the benefit.

Q: What is the interest rate on payments on withdrawal from the SSAU scheme?
A: The interest paid on members' contributions on withdrawal is based on the representative currently available rate reflecting short term government security performance. At present, the interest rate for a year's worth of payments on withdrawal from the Institute's scheme is subject to taxation at the highest marginal rate.

Q: How long would it take to make a decision on joining SSAU?
A: Twelve months from the date on which the Institute is declared a contributor.

Q: Can part-time staff members join SSAU?
A: Yes. Contributions are based on actual salary, and the SSAU scheme is not subject to 'critical criteria'.

Mrs Margaret Kiley

The SSAU Working Party agreed it 'agreed entirely with this statement, but the SSAU scheme must meet these critical criteria'.

Union

Staff associations ask 'why rush in?'

The SSAU Working Party says that SSAU could not match the contingency plans for redundancy, portability, and other benefits.

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Maynard wins job

From Page 1

and expansion to meet the said $15,000,000 would mean the end. 'I feel we have the resources to do it and I am personally very enthusiastic,' he said.

Mr Rance went on to say that a sensitivity analysis of the financial structure indicated that while the proposal was sensitive to a blowout in capital cost, it was relatively insensitive to other factors such as variations in Inflation and interest rates and rentals.

In any case, under the terms of the loan being negotiated, any increase in the capital cost would be translated into an increase in the period of time before the Institute owned the building rather than an increase in the annual repayment commitments.

A rise in capital costs to $15,000,000 would not own the building in 1990/91.

In reply to a question by Academic Staff Representative, Mr Bill Morton, who is targeting industry 'In this context, I value the support and liaison I have had with the two staff associations during my time acting in the position,' Mr Maynard says.

Poison removed

B and C blocks at Caulfield campus were closed for an hour on Thursday last week while a drum of highly corrosive hydrofluoric acid was removed.

The Safety Officer, Mr Alex Grimm, removed the drum of hydrofluoric acid using a long plastic pipe which was in a container on Level 7 of B block.

'It probably had been there 10 years and could have stayed there safely for another five for all I know,' Mr Grimm says.

'Did the big danger was when it was being moved. 'If the bottom had fallen out of the drum then the fumes from the hydrofluoric acid could have taken the fumes right through the building.' So we had to do it in the early morning while the building was empty.'

Poison was guarded. The fire drill to identify contractors wearing protective clothing transferred the drum from the cupboard to a large container with soda ash to neutralise any leakage, then carried it out of the building.

The acid was then taken to Altona to be neutralised and safely disposed of.

Hydrofluoric acid is used in the School of Architecture, but the School of Art and Design banned its use last year because the School of Architecture used a suitable and safer alternative. It has been used in the School of Architecture because it produces a plastic film which can be used to handle the poisonous liquid.

Dean on tour

The Dean of the David Syme Business School, Dr Ken Tucker, will spend a three month study and research project in the USA, Europe and Asia. Dr Tucker's investigations will include the scope for small business education and development in the USA, European national studies, business technology, and international business.

Dr Tucker will be due to complete two monographs, mimeographed course materials, and other publications. He will also have some teaching duties, and meet with students and colleagues at Harvard University and the London Business School.
**Germand Art Scholarships and Travel Grants to Australian Graduates and Fine Arts Students**

The German Academic Exchange Service is offering scholarships and travel grants to Australian graduates and fine arts students to undertake postgraduate courses or to undertake postgraduate courses or to undertake fieldwork in Germany.

The awards cover the period from 1 September 1986 to 31 August 1987, except for the art and music awards, which cover 1 September 1986 to 31 August 1987. The awards include a personal contribution of $300 to $400, a personal contribution of $300 to $400, and a travel grant to return airfares, living expenses, and field expenses.

**Education**

**CITIUS BOOKSHOP**

Chisholm Staff and Students in Print

- **AMBROSY, A.** New Lease on Life $3.95
- **BARNES, &** Cross Country $9.95
- **BARNETT, G. D. &** The Inside Hedge Story $3.99
- **FRANCIS, R.D. &** How to Find Out in Psychology $3.50
- **COSTAR, B.** The Power From Within $7.88
- **COSTER, B. &** Labor to Office $7.90
- **WOODWARD, D.** Country to National $12.95
- **COSTERMANS, L.** Trees of Victoria $9.50
- **CURRY, R.** Natives Trees & Shrubs of S.E. Australia $35.00
- **ELLEN, B.** Bare Fruit: A Woman's Anthology $6.20
- **ELLEN, B.** Doing Time: The Prison Experience $8.55
- **GILLIS, G.S. &** Modern Auditing in Australia $33.95
- **HOLMES &** The Company Accountant $5.00
- **HOLMES &** Modern Auditing in Australia $33.95
- **HOLMES &** Accounting for Fixed Assets $5.00
- **HOLMES &** Accounting for Depreciation $5.00
- **MOYNAHAN, D. &** Profits Determination & Balance $5.00
- **MELEA, R.** Statistics & Financial Mathematics $3.95
- **MILLER, J. &** Typewriting Drills $5.95
- **MORLEY, W. &** Psychological Marketing in Australia $19.95
- **NOBLE &** Words and Images $12.95
- **PHILLIPS, W. &** Managing Change in Organisations $5.00
- **SPENCER, W. &** Structural Engineering $18.55
- **SHREDY, M. L. &** Indian Cooking: Punjabi Style (Video) $20.00
- **WHITE, M. &** The Effective Interview $11.95

All titles currently available.

Let us know if we have missed anyone.

**Rsi Seminar**

The seminar on RSI - Repetitive Strain Injury is to be held at Chisholm Caulfield campus next month.

**Great Galaxy!**

Giant black holes, exploding stars and new insights into the depths of space are just some of the marvels of what's new in the universe revealed in an exciting new presentation at the Chisholm Planetarium.

The Planetarium, which was built by members of the Applied Physics Department, is mainly used for teaching in the Applied Physics Department.

This 30 minute lunchtime program is designed for ANZCIE interested in the wonders of our night sky.

**Making use of over 200 colourful slides, movie film and of course the Planetarium star projector, the program takes the viewer from the Big Bang which probably started our Universe, past the beautiful gas clouds visible in deep space, to the weird effects of black holes and possible other universes.**

So come to the Planetarium in E3.10, Caulfield campus, and enjoy our wonderous universe. Only be warned - the Planetarium only holds about 30 people The show will be 7 pm on 27 May to 31 May inclusive. Oh - one more thing - its FREE.

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**Education Seminar**

The Helen Vale Foundation seminar on 'The Future Child: Its Health, Education and Environment' at Griffith University, Brisbane, 3 - 7 July.

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