

# THE

# CONVEYOR

Issued by DANDENONG Q.W.L  
Strategy Management Committee  
Car & Truck Plants

ISSUE NO. 5.

## JUNE ELECTIONS.

In the last issue of the Conveyor we mentioned that elections to the "Strategy Management Committee" would occur in June. Half the committee would retire and half would remain for another 6 months to ensure continuity of activities. The same approach would be adopted every year.

The dates for those elections have now been set for the 4th and 9th of June.

The newly elected committee would - like the current committee - be involved in a Seminar to develop the "team building" characteristics of the committee. Benefits derived from those Seminars are essential as evidenced by the smooth operation of the team. A small price to pay for the returns achieved. The committee has been very productive towards quality of work life commitments as can be seen from the current strategy plan which reflects all those items already implemented and the new ones added. The new items are those that were highlighted by the various groups subjected to the quality of work life educational programme and which have become the new goal of the Strategy Management Committee.

If you are sincere in your endeavours to improve our quality of work life programme, to keep it alive by constantly searching and finding areas of contention which can be tackled in a concerted effort - then please ensure that your elected candidate will serve you best towards that goal.

The following committee members will be retiring June 2nd.

Peter Cox  
Trevor Smith  
Des Fay  
Fred Henderson  
Merv Stoops  
Joy Hill

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COMPANY SAFETY AWARD.

DANDENONG NO. 1.

All concerned and that is everybody at Dandenong are to be congratulated on this achievement. A good start to the 1980's slogan - No. 1 Team. Driving force of the 80's.. The above is just one small part of proving our own confidence in the slogan and our own future with G.M.H. as the Leading Vehicle Manufacturer of Australia.

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TOMMY JOYCE.

It is good to see Tommy back on the job again after his recent illness. (Heart problem.) He tells us that his favourite weekend sport golfing fits in with his rehabilitation exercise program. Also his smoking habits have changed, he still enjoys the occasional cigarette not eats them by the packet as he did prior to his illness. (A message there for all of us.) From all your friends at G.M.H. we wish you continued recovery and good health in the future.

Did you know that through the G.M.H. Social Club there are numerous discount benefits available to G.M.H. employees, e.g.,

Electrical goods - Gleeson & Tonta.  
All tyre requirements - Ensign Tyres.  
Jewellery - Ian Kellett, Dandenong.  
All clothing facilities - Roger Davis,  
Dandenong.  
etc., etc.,.

For further information please contact Mr. J. Palmer on extension 303, Personnel.

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NEW MEDICAL CENTRE APPOINTMENTS:

On April 13th, 1981, Mrs. Pamela Moulson was appointed Sister-in-charge in the Medical Centre. Pam, who lives in Dandenong was employed at Philip Morris as an Occupational Nurse. Previous to that she was employed at Nissan Motors as an Occupational Nurse.

On April 21st, 1981, Mrs. Helen Sedick was appointed Industrial Nurse. Helen, who lives in Berwick was employed at Moorabbin Hospital as a Nursing Sister. Previously she held the position of Sister-in-Charge Casualty and Clinical Instructor at the Livingstone Hospital, South Africa.

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H.B.A. & MEDIBANK:-

Now all your medical cover worries are over. H.B.A. and Medibank now provide a full inquiry panel for employees with queries about medical problems. H.B.A. are within the Company every Tuesday from 11.30 a.m. to 1.30 p.m. and Medibank are here every Wednesday at the same times in the Cafeteria. Claim Boxes for both Associations can be obtained in the Cafeteria and are cleared twice a week for quick postal payments for each claim.

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INTRODUCING PAUL WHITE, PERSONNEL RELATIONS MANAGER.

Paul is 37 years of age, he is married with three boys aged nine, five and six months. Before joining G.M.H. at Dandenong in December 1967, Paul worked overseas for a year, mainly behind the bar of London pubs.

Paul began working with Tom Ryan in Employment when extensive hiring program was underway in the first two months of 1968. He then spent a few months as Personnel Officer in Frigidair, Nasco and Plant 7 before coming over to the Vehicle Assembly plant, where about one year was spent as Personnel Officer.

Paul spent several months in other areas of Personnel Department before being promoted to the Industrial Officer job at the beginning of 1970. Later that year Paul became Personnel Superintendent.

In April 1975, Paul was transferred to Fishermen's Bend, Personnel Department and spent two years in charge of the Human Resources Management/Salary Administration section. This was followed by two years working with Warwick Exton in Training, and he was involved in conducting several of the early 0005 Basic Management Courses.

In October 1978, Paul was transferred to the Industrial Group at the Bend as Senior Industrial Officer, and then promoted in late 1979 to Industrial and Employee Relations Manager. He arrived out at Dandenong when the plant reopened this year.

Paul lives in Vermont South and is occupied at the moment in developing a maintenance free garden so that time can be spent at other interests which include golf and tennis (Participating) and football and cricket (More spectating).

Paul's approachable and friendly manner is making him a very popular figure within the Dandenong Plant.

TEST-DRIVING THE 'J' CAR. 'American Version' extract from Newsweek, May 11th, 1981.

The new J cars are designed to compete head-on with the foreign competition, particularly Japanese models. To see how well they compare with comparable imports Newsweek's William J. Cook and Jon Lowell, both car buffs, test-drove a top-of-the-line Chevrolet Cavalier CL through the rolling countryside west of Detroit. Their evaluation:

The car magazines have been raving about the J's - and based on our test drive, their enthusiasm is not misplaced. From the Chevy bow-tie emblem on its nose to the plush velour interior, the new J is clearly a General Motors product. Yet it is about the same size as a Honda Accord, the small car most admired by GM engineers, and it includes many new features - such as adjustable seat-back angles - that have long been available in Japanese cars. That's no accident. As GM Chairman Roger Smith told us, "If you're going to design a car to meet the imports, you'd better get something that looks like the imports - only better."

The J is certainly roomier than the foreign competition. It has 104 cubic feet of interior space, compared with 91 cubic feet in the Accord, Volkswagen Rabbit and Toyota Corona four-door sedans. That interior space and large windows make the car feel considerably bigger than it is. The front seats are comfortable, with plenty of leg room. And the two-passenger rear seats are snug, but adequate. The Cavalier's trunk is big and square - 13 cubic feet shaped to handle several pieces of luggage with ease. By contrast, the Accord's trunk measures only 10 cubic feet.

Slick: To the American eye, the car seems loaded with extras. Its fat, jazzy steering wheel is padded with real leather. Its dashboard includes more standard instruments - from a trip-mile indicator to a digital clock - than most U.S. cars. It has a sophisticated new sound system and even a slick little rack that holds the gas cap while the driver wrestles with a self service gasoline pump.

On the road the J has a decidedly international feel. Its four-cylinder, 88 horsepower engine is smooth and unobtrusive though it delivers less acceleration than some Americans like. The J is also fuel stingy: the Environmental Protection Agency rates the automatic transmission model we drove at 25 miles per gallon for city driving, compared with 24 mpg for the Accord automatic. GM engineers seem to have conquered the gremlins that have plagued front-wheel drive - most notably, a phenomenon called "torque steer" that tended to pull steering wheels off dead centre during acceleration. Gone, too, is the marshmallow suspension of older American cars. The J body is extremely rigid, making the car safer in a collision and more responsive on the road. While rigid-body construction sometimes produces a cacophony of squeaks and rattles, we heard no such annoying noises in the J car we drove.

Bumps: Chevrolet engineer Bob deKruyff was eager to show off the new car, so after our drive he took us through the GM proving grounds. We hurtled along a section of "Belgian blocks," a rough stone pavement that is something like driving down railroad ties, at 45 miles per hour. The car absorbed the punishment, and only the worst bumps disturbed the passengers at all. Then deKruyff turned onto the high-speed circular track and cracked the J's throttle wide open. Although the car's speedometer read only up to 85 miles per hour, deKruyff said its top speed is just about 100 - a tribute to its low aerodynamic drag.

The car we drove was a decidedly civilized sedan - a sophisticated compromise between the American tradition of comfort and power and the modern reality of soaring gasoline prices. In our judgement, General Motors has definitely succeeded in designing a competitive car for the 1980's. What remains to be seen is whether the Company can build 750,000 of them over the next year and a half - all up to the same high standards.

## DANDENONG - MANAGEMENT LEADERS.

Since the commencement of the 1981 budget year the Dandenong Vehicle and Truck Plant Team has been number one in performance ratings.

This is not an unfounded comment, as shown by the Manufacturing Department Performance Ratings known as the Arrows Chart, we have maintained the number one position since September 1980, in some instances very narrowly from Acacia Ridge.

### WHAT IS PERFORMANCE RATING?

The performance ratings is a summary of each division's management performance in such major key areas as safety, quality, energy conservation, financial efficiency, etc.

Points are awarded to each of these key areas based on the actual month's performance compared to the "Management by Objective" (MBO) target.

The maximum possible score is 165 points. In November 1980, Dandenong achieved a score of 160 points. The highest score achieved to date of any of the manufacturing divisions.

### WHAT DO THE ARROWS AND CIRCLES REPRESENT?

The arrows are used to indicate performance achieved relative to target, taking into consideration the performance level in each of the key areas.

An up arrow indicates well above average performance. (A score of 111 to 165).

A circle indicates a 'coast' or average performance level. (A score of 82 to 110.)

A down arrow indicates below average performance. (A score of under 82.)

# PARENTS

SCHOOL HOLIDAY  
CHILD CARE  
CLEELAND ST.  
DANDENONG.

## COST.

1 CHILD	\$9 P.W.
2 CHILDREN	\$15 P.W.
3 CHILDREN	\$18 P.W.
4 + MORE	\$20 P.W.

Applications From  
MAIN PERSONNEL  
OFFICE



KEEP FOR FUTURE REFERENCE.

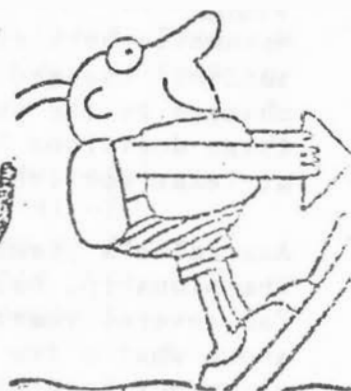
THIS SERVICE IS AVAILABLE  
DURING ALL SCHOOL HOLIDAYS

COSTS SUBJECT TO  
ALTERATIONS.



# FUN & CARE CENTRE

Monday - Friday



7.30 am - 6.00 pm



Includes indoor & outdoor games,  
craft, cooking, walks, films &  
lots more.

A joint project by Dandenong YWCA and the City of Dandenong.

## MOTOR SPORT 81.

Motor Sport in general started the year in very turbulent conditions, both here and abroad. There were many arguments about how this, the largest spectator sport in the world should be run and by whom.

On the international scene, the two main constructor groups were at logger heads over who should control Formula One. It was not until March that the FISA and FOCA formed a world agreement.

Current World Champion, Alan Jones, started the year well but after four rounds he has dropped to third position behind Nelson Piquet of Brazil and his team mate Carlos Reutemann. Jones could only manage twelfth in the last round.

Meanwhile here at home, what looked to be another dull year, suddenly changed with CAMS the local governing body making changes to the rules and instituting several new classes, these decisions have brightened the outlook of the sport, at least for 1981.

Australia's premier championship, the Australian Touring Car Championship, has seen some of the best racing in this class for several years. Queenslander Dick "The Rock" Johnson has shown what a few dollars and enthusiasm can do and has given our Peter Brock some badly needed competition.

After six rounds Johns now leads Brock by a slightly reduced margin of six points and it must be remembered that each driver must drop his worst score from his total at the end of the series.

Early this year CAMS introduced two new classes for general competition. These being groups J & N, or Historic Touring and Series Production for the layman. Already both these classes have offered some very spirited competition and have delighted both crowds and promoters alike.

In both classes some very interesting cars are appearing and more will follow, bringing back memories of yesteryear. Group J has seen the X Beechey Mustang, X Jane Cortina and X Geoghagen Jaguar. While group N has seen a 4.1 Cortina, 3.5 Rover, 2.6 Scorpion, and others. A 4.2 Commodore also may be seen from the writer and a friend.

Finally Motor Sport does help sell cars and its a proven fact in Europe and the U.S. so lets join them with Company

## HAS DANDENONG GONE TO THE DOGS?

It has become increasingly noticeable that a number of our employees have more than a "Punting" interest in Greyhound Racing in Victoria.

At G.M.H. Dandenong we find that the following employees are but a few whose interest in the sport is owning and/or training greyhounds.

Doug McDonald, General Foreman V.A.P., is a noted and respected greyhound owner and has been for not less than 30 years. Doug has had some outstanding success as the owner of "Top" performing greyhounds over the years.

Jim Harrison, General Foreman G.M.P. & A., is a successful owner and trainer who has owned and trained a number of successful performers. Jim, and his wife who also works in G.M.P. & A.; race their greyhounds in partnership and can be seen on race nights at various tracks throughout the State.

Phil Newman V.A.P. is noted as a top owner and trainer in Victoria. Phil's commitment in greyhound racing is very intensive and his dedication to the sport takes up a considerable amount of his time and has earned him respect throughout the Greyhound industry as a respected and successful owner and trainer. Many of Phil's "Charges" are raced in partnership with Mr. Mick Daley, ex G.M.H. supervisor (retired) who will be remembered by all long standing G.M.H. employees. Mick and Phil have had a close association for many years and that association is still maintained today.

Dick Woolley V.A.P. has been associated with greyhound racing for some years and is currently an owner/trainer. Prior to Dick's involvement as a greyhound owner/trainer he was a Club Steward at the Cranbourne Greyhound Racing Club where he sat on the Stewards Panel charged with the responsibility of controlling greyhound racing at the Cranbourne Greyhound Race Track.

Cliff Gilmore, Supervisor, Fire Protection, has been involved in greyhound racing for many years. Cliff after some years as a successful owner/trainer turned to "Stewardry" (If you can't beat them join them). He first accepted the position of "Club Steward" with the Cranbourne Racing Club at the inaugural race meeting of the Club in 1974. In 1975 Cliff was appointed a Stipendiary Steward with the Greyhound Racing Control Board of Victoria officiating on the Stewards Panel at Olympic Park and Sandown and is currently Assistant Stipendiary Steward at Cranbourne and Stipendiary Steward in Charge at Traralgon Greyhound Race Meetings.

With the above in mind one wonders if Dandenong is going to the Dogs!

MANUFACTURING DEPARTMENT - PERFORMANCE RATINGS.

	1980				1981							
	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST
S. A. FABRICATION	↓ 59	↓ 71	↓ 54	↓ 58	0 93	↓ 81	↓ 69					
MECHANICAL	↓ 69	↓ 66	↓ 74	↓ 79	↓ 74	↓ 65	↓ 62					
ACACIA RIDGE	0 84	0 100	↑ 134	↑ 135	↑ 115	↑ 119	↑ 119					
DANDENONG	0 107	↑ 155	↑ 160	↑ 143	↑ 116	↑ 153	↑ 127					
ELIZABETH	↓ 71	↓ 74	↓ 67	0 83	↓ 53	0 83	↓ 56					

## THE SALARIED PENSION BENEFIT PROGRAM:-

The 1974 Salaried Benefit Program was introduced on November 1st, 1974. It replaced two existing plans, namely the G.M.H. 1943 plan and 1961 plan which have been terminated. The assets of the 1943 and 1961 plans have been transferred to the 1974 plan.

Extensive improvements to the Pension Plan have been made over the past few years:- viz.

1. The final average salary has been reduced from 10 to 3 years. This increases your superannuation pay out level
2. The amount of benefit per year of service prior to August 1st, 1976, has been increased by 75% (from \$16.00 to \$28.00).
3. The amount of benefit per year of service after August 1st, 1976, has been increased by 55% (from \$20.00 to \$31.00).
4. Death and Disability Benefits to contributory members has been increased by 20% (from 10% of prospective service to 12%).
5. Death and Disability Benefits to Non-contributors has been increased to a maximum of one years salary.

In view of the above improvements it is surprising that slightly less than 5% of eligible members have elected not to participate in the contributory part of the plan. While many of you might not be retiring for many years to come might we suggest that those of you who are not contributing, seriously consider making an effort to discuss the various benefits under the plan.

Mr. Alf Oliver, ext. 613, and Mr. Eric Armstrong, ext. 267, would be pleased to assist you in your consideration.

## FORK TRUCK TASK FORCE PROGRESS REPORT.

In May 1980 a Task Force was set up to investigate operations and maintenance of the Dandenong Fork Truck Fleet. The Task Force consisted of a representative from each of the Service Garage, Manufacturing, Logistics, Organisation and Methods, Materials, G.M.P.& A., and Plant and Equipment. The group investigated the entire operation of Fork Trucks including make, type, and size of vehicles, Service Garage facilities, roadway conditions, spare parts, and battery maintenance.

The results have been published in an interim report and many recommendations have been implemented.

A considerable amount of time has been spent on improving roads and further repairs are planned in the immediate future.

Some improvements have been made in the area of spare parts purchasing to streamline the procurement of parts.

Record keeping and vehicle fault reporting has been improved to allow all concerned to observe more closely the condition of the fleet.

An area has been set aside in Plant 8 where a small service and repair area is being established which will handle some of the small repair jobs thus relieving some of the load on the Service Garage.

Part of the Task Force has continued on to look more closely at the fleet with a view to analysing the suitability of each vehicle to its current operation. This group will then make recommendations to organise the operations and vehicles to streamline operations.

Many recommendations have been adopted and some are continuing. The entire operation needs to be observed closely to make any changes as they become necessary but this is an on-going process in which all areas have an interest.

## REGISTRATIONS.

Latest Australian passenger registrations for March show G.M.H. still No. 1 on the market.

1.	G.M.H.	8895 units	23.33%
2.	Ford	7471 "	19.59%
3.	Mitsubishi	5049 "	13.24%
4.	Toyota	4909 "	12.87%
5.	Nissan	4711 "	12.35%
6.	Mazda	3051 "	8.00%

## CURRENT TOTAL INDUSTRY.

1.	G.M.H.	29043 units	20.99%
2.	Ford	23817 "	17.21%
3.	Toyota	23136 "	16.72%
4.	Nissan	18259 "	13.48%
5.	Mitsubishi	16351 "	11.82%
6.	Mazda	10485 "	7.57%

## WANTED TO BUY - FOR SALE ADVERTISING.

You may use the Conveyor for the above to insert your advert. Please write it up and forward your Wanted to Buy or For Sale notice to any of the S.M.C. members. It will then be published in the following edition of the Conveyor.

### WANTED TO BUY.

One Flute,  
J. Powell,  
Personnel Dept.  
Ext. 273.

### FOR SALE.

Buckskin Gelding  
(Definite beginners horse.)  
Miss K. Haywood,  
Personnel Dept.  
Ext. 259.

## YOUNG ACHIEVERS PROGRAMME 1981.

Most of you will recall the involvement of the Dandenong Plant in the 1980 programme for "Young Achievers".

"The young Achievers" Company was formed - They selected the item they would manufacture, issued shares to establish a working capital - paid for all their expenses and managed to double their capital through the sale of their wine racks.

The success of this venture should however be measured by other less obvious but most important benefits - such as the exposure of these young students from Hallam High to the complex planning of an industrial concern - and the many pitfalls which can make the difference between success and failure - It also shows that G.M.H. cares and is prepared to extend a helping hand. The scheme was successful from every aspect. In fact so successful, that Hallam High has contacted us and a new "Company" is being formed this year.

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## G.M.H. SPORTING FACILITIES:

Due to some inconsiderate employees, the condition of our valued sporting facilities have deteriorated rapidly. Due to insufficient preparation and incorrect footwear worn by players, extensive damage has resulted to court surfaces. These facilities are for your benefit, courtesy by all players is essential, please show consideration and set an example, remember one employee can bring three friends.