

investigate all aspects of small businesses, including management and provision of finance at low interest rates. I am pleased at the Federal Government's attitude and action in reinstating the investment allowance, but more needs to be done. Pay-roll tax should be eliminated, not just on selected country industries, but on small businesses, all country businesses and primary producers.

I was pleased that late last year the Government said that it would double the exemption of pay-roll tax to small businesses, but when one examines what has been done, it is a bit of a sham. The amount was doubled from \$3,466, and once the pay-roll went over \$6,066 per month it went back to the original deduction of \$1,733. A business paying \$6,100 in wages for a month—that would be a business employing something like 6, 8 or 10 employees—goes back to the original deduction of \$1,733. I believe the total amount should be deducted, and then pay-roll tax paid from then on. In the information that honorable members have been given about the Small Business Development Corporation Bill, it has been suggested that a small business is rated as one employing fewer than 100 people. When small businesses employing 6, 8 and 10 people are considered, this eliminates all but a few from benefiting from pay-roll tax rebates.

Changes should be made so that higher pay-roll tax exemption is granted to more small businesses. There should also be a review of workers compensation. It was through pressure brought by the National Party that a board of inquiry was established into workers compensation, and I hope that the board works fast because many businesses have already gone to the wall. All honorable members know of many businesses that have closed their doors, and I can name some in Murray Valley that have closed down purely because of the cost of workers compensation.

The Federal Government should be urged to examine the taxation of private companies, because not only do they pay company tax, but also additional tax on undistributed profits—in other words, they are paying double taxation. This area should be examined and the Federal Government should be pressed to bring about changes to assist small businesses in this way.

My interest in politics, which began some fifteen years ago, stemmed from the desire to obtain equality of opportunity for all country people. That objective stands today, and we should be working to obtain equality of opportunity for all people throughout Victoria. Although I have been elected as a National Party member, I shall be working in the interests of all sections of the community and all voters in the electorate of Murray Valley to obtain the greatest possible development and improvements in educational facilities, employment opportunities, health, housing, decentralization and roads, to name just a few. My objective in Parliament will be to make Victoria a better place for all Victorians to live in.

Mr. GUDE (Geelong East): Firstly, I congratulate you, Mr. Speaker, on your re-election to the high office that you hold. I am honoured to have the opportunity this evening of supporting the motion for the adoption of an Address-in-Reply to the Speech of His Excellency the Governor which was so ably moved by the honorable member for Burwood. However, I am not able to support the amendment that was proposed by the honorable member for Melbourne.

I wish to express my loyalty and that of the constituents of the electorate of Geelong East to Her Majesty Queen Elizabeth II., who is represented in Victoria so ably by His Excellency the Governor, Sir Henry Winneke. I express appreciation for a heritage of Parliamentary democracy—a democracy that has recently been under question; a democracy

which nonetheless remains undeniably strong; a democracy which has stood the test of time and a democracy which I hope we will all work together to secure for future generations as yet unborn and for those about us today who are very young, and therefore do not understand and cannot appreciate the benefits and the rights that we have obtained through this democracy.

Geelong East is a new electorate which has within its bounds Geelong's city hub, the commercial centre. It contains both large and small industry—indeed, the second largest industry in Geelong is within its bounds. It has rural interests, and on the seaside areas it is concerned and affected by the role of tourism, which is an important and growing industry in the electorate.

It would be remiss of me if I did not pay tribute to the two former members who ably represented the constituents whom I now have the opportunity and privilege to represent in this House. Of course I refer to Hayden Birrell, the former member for Geelong, now the member for Geelong West, and to Aurel Smith, the former member for Bellarine, now the member for South Barwon. Both honorable members have represented the electors within the new electorate of Geelong East very capably, and I wish my tribute to them to be recorded in the House this day.

I now direct my attention to His Excellency's Speech, and in so doing I make no apology for being somewhat parochial. I had been misled into believing that representatives of the Geelong area, irrespective of which side of the House they represented, were the only ones who adopted a parochial attitude in support of their community, and so I listened with keen interest to the speeches of previous speakers, who are obviously also deeply concerned for their own districts. I am concerned

that Geelong is "neither fish nor fowl"; it is often regarded, as the song says, as "Mr. In-Between", neither city nor country.

Some years ago when opening the textile clothing plant of John Sackville and Sons in Geelong, the then Premier of Victoria, Sir Henry Bolte, gave in passing what could be regarded as a back-handed compliment to the Geelong Promotion Committee which had been largely responsible for bringing that industry to Geelong when he said that it was the squeaky wheel which got the most grease. Geelong has been particularly squeaky over recent years, principally because it has required a special kind of assistance. Geelong required a special lubricant obtainable only from government—the kind that helps communities to grow on an even keel, particularly in times of growth; and that encourages people to become a part of making decentralized communities grow. That lubricant has been provided, at least in part.

In recent years Geelong has grown faster than most other parts of Victoria, and certainly much faster than Melbourne, but it still has a squeak or two. Rapid growth brings with it special problems for communities, and no doubt we in Geelong will need more special lubricants as time goes on to secure the way for those future generations that I spoke about earlier.

I was very pleased that His Excellency the Governor made special mention in his Speech of decentralization incentives, both past and future. With the possible exception of Gosford, Geelong has the highest level of unemployment in Australia. The job of repairing the damage that has been done to industry, particularly the textile industry, by past national fiscal policies seems endless. Without the special incentives such as pay-roll tax rebate, land tax rebate, road transport concessions and relocation allowances—I do not need to go on any further because honorable members are well aware of the many incentives

that this Government has introduced in recent years—many more people in the Geelong community would be unemployed, and instead of one or two squeaks there would be one long squawk.

His Excellency made reference in his Speech to proposed legislation designed to establish a small businesses corporation to advise management and to assist it in financial matters, and I am pleased that that Bill has been explained in the House today. As one who has spent a working life acting for and on behalf of secondary and commercial interests in Geelong, and more recently in the metropolitan area, I am well aware of the benefits that can be derived from such a corporation.

I have had the privilege of being able to establish in the Geelong community a group called SCORE. This is an American idea, and the letters stand for Service Corps of Retired Executives. These people were able to assist small industry. The service was free for the first 90 days, and a nominal charge was made after that time. I do not advocate that there should be a body of retired executives to run a small business corporation—that is nonsense—but the talent and the value that these people can contribute to industry are well worth investigation.

The objectives of the organization to which I referred are not dissimilar to those of the proposed small businesses corporation, and I commend them to all honorable members. I am sure that the corporation will provide worth-while assistance to the small business community. As was stated in the previous address, there are many problems that concern small industries today. Small business represents something like 80 per cent of the commercial sector in this country. It is indeed most important.

No specific reference was made in His Excellency's Speech to industrial relations. However, as I understood the Speech, the theme was for the betterment of people, and I suppose

industrial relationships are therefore implied. His Excellency also referred to the Premier's policy speech and certainly the subject of industrial relations was covered. There would not be an honorable member who would not want to see full employment and equality of opportunity for all Australians and for the electors within their various communities.

For my part I should like to see a renewing of the spirit of co-operation between employers and employees. I strongly believe Governments must play a part and that part must be at least one-third of the role in achieving this. After all, it is Governments which represent the often forgotten public interest. Better communication is clearly the key to breaking down the hard-line differences that result in disputation between parties to industrial relationships. A recent example of this was the situation in the wool industry. I acknowledge the right of persons and companies to belong to their respective industry-based organizations. Indeed, I believe it to be not just a right but a duty of persons and of companies to belong to appropriate organizations. It might be the Amalgamated Metal Workers Union in the case of an employee, or a metal trades industry association or some other employer association for an employer. Over many years I have been actively promoting both sides of memberships. In case that statement is misconstrued, I make the point that I do not favour compulsion in membership either in employer associations or trade unions.

Government must play a real role in the mobilization and dispersment of industry and the work force in training and retraining, in apprenticeship development, and in the prevention of discrimination in employment. Government must play a real role in helping the community to determine a formula for an ongoing fair and reasonable wage and in upgrading the nation's productivity, but above all else Governments must

help trade unions and employers to update, to reappraise and to make workable a system of regulating wages and salaries and in creating effective communicating systems between various protagonists of industrial disputes that occur throughout our nation and that inevitably will continue to occur.

In looking at this subject even in brief, as is my intention tonight, one must recognize certain basic facts. I am sure honorable members will agree that at present communication between the parties is not at an acceptable level. It seems that industrial greed and disputation are progressing at an ever-increasing rate. The conciliation and arbitration system simply is not as effective as in the past, although fortunately in Victoria the wages board system is relatively successful. One of the reasons why it is successful is that there are representatives from both sides of the industrial argument. They are not selected for their academic training. This applies to both sides. The legal profession is excluded from the wages board system in the base area. I am not denigrating or wishing to say anything derogatory of the legal fraternity, but I make the point that I believe one of the main reasons for the success of the Victorian wages board system is that ordinary people are able to take the opportunity of expressing their points of view freely to an unbiased chairman.

Political strikes have become commonplace, and the advent of the Prices Justification Tribunal has caused industrial disputation to be conducted, regrettably, on an even harder line than in the past, and currently we are having problems with the wage indexation guideline formula. I am concerned to see that Government plays its part in encouraging better relationships within industry. Government initiatives can be taken through tripartite talks, by selective consultation through Government, employer and trade union

working parties to investigate specific problem areas. It has happened in the past, it should be happening now, and it must happen in the future. In the past there have been working parties which have successfully looked at the role of women in the work force, dispute-prevention techniques, and so on. I could go on. However, I am sure honorable members are well aware of the areas.

Educational institutions should be encouraged to develop an even greater emphasis in existing study courses on matters such as industrial relations and communications. A diploma course currently exists in personnel management. I do not believe it goes far enough. I should like to see a degree course in pure industrial relations accessible to trade unions and employers alike. It should be encouraged and promoted by Government.

I support compulsory secret ballots for the election of trade union and employer association office bearers and officials. I do not see this as the panacea for all industrial ills. I should like to make the point that at present we are hearing a lot about the problem of compulsory voting as it affects trade unions. They have a right to be interested in the things that affect them and their members. However, I emphasize the point that it affects equally the employer organizations, and I could think of a few employer organizations that I have known through my involvement in that area which would be well suited to be involved in compulsory secret ballots for the determining of their office bearers. I am sure the industries represented through those associations will be more properly, more adequately and far better represented when this is eventually introduced. I am concerned that if the trend in industrial relations continues to progress in the way that it has, we may be rapidly moving as a nation to a point where the public will require unionists and employers to come within the ambit of

common law action. I should not like that to happen. I believe we are moving towards a situation which may see contracts on employment and industrial agreements enforceable by law on application of either party. I should not like to see that happen either.

In this most complex area of industrial relations every relevant social and economic factor is changing at an ever-increasing rate. The insularity of the areas traditionally comprehended by industrial relations may be about to be destroyed. The lines demarking the employer, the employee and the community are becoming increasingly blurred. That is a very sombre note on which to finish. However, may I conclude by saying that I suggest the solution will only be found if we look at everything, as does His Excellency in his Speech—in the public interest.

Mr. SIMPSON (Niddrie) : I support the amendment moved by the honorable member for Melbourne. However, at the outset I offer my congratulations to the mover of the motion for the adoption of an Address-in-Reply to the Speech of His Excellency the Governor, the honorable member for Burwood, and the seconder of the motion, the honorable member for Noble Park. Their contributions were excellent ; clearly they had spent a considerable time in preparation. I have also been impressed with the contributions which followed.

Honorable members are aware that as a result of the redistribution of electoral boundaries certain Ministers and certain honorable members have retired. There has been possibly the biggest influx of new members at any one time in the history of this House. If the contributions that honorable members have heard so far are any indication of what is to come, it augurs well for the 47th State Parliament.

Whenever I am delivering a public address, it is my custom to endeavour to make some obser-

vations other than my prepared speech. As I have sat in this House for several days, I have been wondering what particular observations to make as a gem for honorable members. It occurred today. After 20th March, whilst I was delighted to have won the seat of Niddrie, I was particularly disappointed that the Labor Party had not done as well as I had hoped. However, today I was involved in 3 divisions—I lost and 2 I won. If that ratio continues for the rest of my years here, I shall be more than happy.

I suspect that new members tend to be rather parochial and in my case I have no intention of changing the format. I could talk about the two aerodromes, and their associated problems, that are not in my electorate but in fact make the situation in my electorate worse because they are adjacent to it. I refer to the Essendon Aerodrome with its north-south runway which dispatches planes over the centre of the West Essendon subdivision of my electorate and the Melbourne Airport at Tullamarine where the flight path of the north-south runway goes above the subdivisions of Avondale Heights and East Keilor. The proposed increase of some 25 per cent in the number of aircraft using Essendon Aerodrome and the fact that these craft will almost certainly be jets does not give any great joy to the residents of that section of my electorate. The decision by the Premier and the Victorian Government to recommend to the Federal Government that Concorde aircraft be given a 24-month trial brings no joy or gratitude to the people living at Avondale Heights, East Keilor and Keilor Park. I do not intend to talk on that aspect during this debate.

Another matter that does not bring joy is the presence of two quarries in the electorate and a third adjacent to it. When the wind blows in a particular direction, the dust, dirt and grime blows over the Avondale