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**The Official Journal of the**
Ergonomics Society of Australia

Volume 15, Number 5 (December 2001), ISSN 1033-1875

**Editor:** Dr Shirleyann M Gibbs  
email: shanng@optushome.com.au

Design and Layout: Acute Image Pty Ltd  
tel: 03 9381 9696

Printer: The Jamison Printer  
tel: 06 253 1222

The Ergonomics Society of Australia Inc.  
Canberra Business Centre  
Bradfield Street, Downer ACT 2602  
ESA URL: http://ergonomics.org.au  
tel: 02 6242 1951  fax: 02 6241 2554  
email: esa@interact.net.au

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**ESA Mission Statement**  
Promoting systems, spaces and designs for People
The last edition of Ergonomics Australia for 2001 is also the last one issued in a format that has been familiar since the mid-nineties. T S Eliot published The Wasteland in mid-twentieth century and this issue of the journal appears to confirm his words about ending not with a bang but a whimper. At the same time he also noted that time present and time past are both perhaps present in time future. The tenders for the new journal format have been received and a decision is expected from the ESA Board at its November Council Meeting. A brave new future beckons if we have the courage to embrace it. Do we?

Countless industrial and domestic products, computer related hardware and software, business names and web addresses have been hastily re-invented to include the adjective ergonomic in their descriptive title. This is presumed to provide an economic advantage in a fiercely competitive global market. However an oxymoron does not offer the profession of ergonomics a genuine advantage. Appreciation or ignorance of this reality plays a role in determining the recognition and status (or lack of it) accorded ergonomics and ergonomists by educational, training and related professional institutions.

In these early years of the new millennium, Australian ergonomists will need to determine whether they wish to continue the victim mentality. Since the events of September 11, the Americans have coined the term cocooning to describe a national mood of retreat from public activity. Australian ergonomists similarly may try to cocoon themselves — but the discipline’s professional survival will depend on its members’ attitude to change and growth. Without vision the people perish has a very familiar echo, but without it, ergonomists currently risk becoming irrelevant to powerful commercial interests.

In the real world, a profession must have a credible intellectual and educational base that continues to be fostered and empowered by its practitioners. While acknowledging that after graduation many people become entirely self-serving, usually a significant number will voluntarily nurture the continuing development and status of their chosen discipline. The most readily qualified and quantified form of this nurturing is to be found in the presence or absence of regular intellectual debate and search for knowledge as the norm rather than the exception. National pride is sustained by national effort. So where is this intellectual debate and growth to be found outside the universities? In the meetings and published material of practising professionals: in the national publications that attract international notice.

Approximately 600 people seldom form a critical mass — even less so when scattered in pockets of alternating density and isolation across a vast continent. Members need to engage in a shared sense of responsibility for the profession of ergonomics — to give as well as to receive its benefits. An ergonomics paper based on post-graduate research was offered for this edition of Ergonomics Australia. Sadly, before submission, the author withdrew in favour of a more prestigious refereed journal. That was a rational and resigned decision in present circumstances. Established members must accept their individual and ethical responsibility to create a credible national media outlet for old and new practitioners. The old chicken or egg syndrome will not be overcome easily.
As noted previously, the planned journal upgrade requires a referee panel to review submissions and to provide academic credibility. There are members who are capable and willing to support the editor in this endeavour. Having sufficient papers for timely review deadlines — quite apart from having any papers — is the editor’s greatest challenge. Excuses are creative and endless … why not address that creativity constructively? To publish or perish should be an honour rather than a conscripted imposition. Only one paper every twelve months from each state and territory would be an excellent small beginning; any more would be a wonderful bonus. Are YOU reaching for your keyboard?

The new journal format is intended to generate a sense of pride in the society’s most tangible product. Senior practitioners as well as academics have a privileged publishing responsibility to their profession — to enhance an appreciation of ergonomics in this country as well as gaining personal advantage. Case histories are as valuable as the theoretical research that is sometimes perceived to be the more important record. Yet case histories demonstrate the interface between the science of ergonomics and the practical application of its principles — an issue of critical importance in generating public awareness of the value of ergonomics expertise. This will be a priority at the ESA Conference 2001 in Sydney. It is also a most effective means of reaching beyond our limited numbers to proclaim the value of ergonomics and ergonomists. It may even encourage applications for the various grades of membership in the ESA. Ergonomics Australia needs to become a marketing tool that is valued by the wider community — rather than a small circulation in-house newsletter that lacks professional rigour and credibility.

Two things must be recognised before getting euphoric about an upgraded journal. In the first instance: a quality appearance hopefully will attract attention alongside other respected journals of national and international varieties. Secondly and even more significantly in terms of credibility: the content must match the wrapping if public acceptance is to be won and maintained. The present edition is notable for its omissions; as such it illustrates the challenge of the future. The editor is grateful to those members who are the nucleus of Australian ergonomics thinking and giving in these pages — present both in time past and time present and hopefully to be joined by others in time future.

Sincere good wishes for the Christmas Season of Goodwill and may we all share in the excitement of future wonders that celebrate the limitless potential for good to those who seek it.

Shann Gibbs PhD
Editor
Report to ESA members from the IEA Council Meeting, Florence, Italy October 2001

It was my pleasure to represent the Ergonomics Society of Australia at this council meeting. Unfortunately, my fellow councillor Margaret Bullock was unable to attend owing to travel difficulties associated with the September 11th crisis and the demise of Ansett and its subsidiary travel agencies.

A total of 32 representatives were present in Florence for the 2-day meeting. The key outcomes included:

- New membership status was awarded to Hong Kong and Mexico.
- A memorandum of understanding has now been signed with the International Occupational Hygienist Association. The finances of the IEA have been substantially increased this last year resulting from two factors:
  a. a profit of US$50,000 from IEA 2000 in San Diego; and
  b. increased contributions to the IEA from sustaining members and sponsoring organizations.

This additional funding is heading towards a US$100,000 budget to fund future programs within the IEA strategic plan.

- The Journal of Occupational Safety and Ergonomics (JOSE) has introduced an award of US$1,000 every three years for the best article published in their journal. A QED (Quality Ergonomics Design certification program is to be investigated by the IEA). This would in essence, place the IEA as the international focus for identifying products that could reflect the ergonomics design process. The feasibility of developing the criteria and the appointing of agencies to issue this certification will now be undertaken. This resulted from a Google search of the World Wide Web, for the term “ergonomically designed”. In less than 0.53 seconds it identified 51,800 entries!

- IEA will sponsor a distance learning program involving 10 units of study involving 2-3 practical exercises / visitations. This would be used as the basis of the roving seminars that have been successfully implemented in a number of African states. The University of Nottingham (UK) “Ergonomics Application in the Workplace” short course would be used as the basis of this program.

- The IEA has commenced an endorsement program for certifying bodies. Currently the BCPE and New Zealand Ergonomics Society are in process. It would seem appropriate that the ESA submit the certification criteria developed by the PAB for IEA certification.

- A review of international master programs has indicated a wide discrepancy between the teaching hours and the curriculum content. None of the programs assessed within UK, Sweden, Australia or France specifically met the IEA accreditation requirements. For example, the curriculum content relating to cognitive ergonomics ranges between 4% and 35%. A program has been requested to have universities and other institutes — teaching ergonomics at a post graduate level — register with the IEA to enable further refinement of the expected curriculum and assessment criteria. Any teaching programs in Australia who would wish the IEA to be aware of their program should make contact via Christine Stone at ESA Secretariat.

- The WISE (Work Improvement in Small Enterprises) program has been evolving through the IEA. This program is developing checklists and training programs originally targeted towards farmers and small enterprises. It is intended also to develop material that will target health centres and OH & S specialists.

- The ILO “Ergonomics Checkpoints” document is still seen as one of the major international resources to facilitate teaching, particularly within small enterprises. A new ILO publication relating to ergonomics checkpoints for agriculture is currently being developed in Japan and will be available in 2002. This includes programs relating to good agricultural improvements that are being studied in Vietnam.

- Discussions were held about funding support for students from IDCs to enable them to
attend conferences. It was interesting to note that the German Ergonomics Society allocates a part of their conference budget to fund attendance of students from IDCs. It is a worthy concept for the ESA to consider such funding for our surrounding neighbours eg. Papua New Guinea, Indonesia, Philippines etc.

- The IEA Council thanked the ESA for its leadership in the IDC project relating to book donations. Specific mention was made of Tony Payne, Alan Howie, Ruth Stuckey and myself in this regard.

- IEA Fellows - In 2001, there were six nominees from affiliated societies. The two awarded were Peter Hancock, USA, and Ian Noy, Canada.

- IEA 2003 conference will be held from the 24th - 29th August 2003 in Seoul, South Korea. The abstract submissions are expected in October 2002 with full papers due by April 2003. The conference will be held at the COEX (Conference and Exhibition Centre) in Seoul with a capacity of 6,000 people. The registration fees will be in the order of US$500 per person. Cheaper fees will be provided for students. Accommodation will be available from US$50 per night. It is worth ESA members considering supporting our colleagues in South Korea for this important congress. Their representatives will be attending the ESA 2001 congress in Sydney seeking support in both a technical and promotional capacity.

- IEA 2006 - this will be held from July 10th - 14th at Maastricht, The Netherlands.

- IEA Council Meeting 2002. At this stage, the date and venue has yet to be resolved. A preference was indicated for conduct in an IDC country. If this will not possible to arrange, the Nordic countries have issued an invitation to have the Council Meeting coincide with their 2002 conference in Norkoping during early October 2002.

Significant discussions occurred at the IEA Council in relation to the ramifications of the European Union method of consulting with professional associations and the requirement for possibly a “network” of European societies to work co-operatively within the EU consultation processes.

I look forward to meeting members of the ESA during ESA 2001 and also to discussing any further details in relation to this report at any convenient time, either directly or via email.

Thank you for the opportunity of representing the ESA in this important forum.

David C Caple
IEA Councillor

Ps. The 4th PREMUS conference on MSD was hosted in Amsterdam from 30th Sept - 4th Oct. A total of 250 papers / posters were presented in a 9am - 6pm program. A total of 10 from Australia attended including 3 ESA members. (Ros Kushinsky, Trudy Tilbury, and myself). A large group from USA failed to attend owing to September 11th restrictions by their employers.

The quality of papers was excellent. It is evident that extensive funds are still being extended on research in many countries. Since the initial PREMUS meeting in Stockholm 9 years ago, an obvious change in research has occurred. We now have many longitudinal studies with cohorts between 1,000 and 10,000 subjects. With data over 6 or more years a greater understanding of workplace factors is evident. Further, the interest in psychosocial factors in the research is also now more structured. The ongoing interest in "intervention" studies i.e. to show that applied ergonomics actually prevented MSD is an ongoing thorn in the credibility of the science. This is seen as the major area for future research. The development of major risk factors and quantitative guidance is generally not in dispute. However, the development of actual exposure limits is still under debate. It would be tremendous to see more Australian research presented at PREMUS 2004 in Zurich, Switzerland. We have lots to contribute to the MSD debates, particularly in the area of intervention studies. The next PREMUS conference, as well as IEA 2003 in Seoul, Korea will be two opportunities to present.
On a sad note, I will be standing down as Chairperson of the Professional Affairs Board at the end of the year. Being Chairperson of the PAB has been a great experience. I have enjoyed immensely working with members of the PAB namely, Ken Horrigan, Bob Stacy, Neil Adams, Gerhard Hendricks and Robin Burgess-Limerick and I thank them for their support and hard work. This year the PAB has reviewed and endorsed the Handbook that we believe will be a valuable resource for professional ergonomists, teachers and clients.

Within the Handbook we have revised the:

- Appeal Mechanism;
- CPE Criteria for membership;
- Code of Practice; and
- Complaints mechanism.

In addition, we have proposed a Re-Certification process and now have the CPE membership on-line up and running.

The mentor program and membership drive has improved CPE membership but there is still a way to go. At December 2000, there were 51 CPEs representing less than 10% of ESA membership. Today we have 59 CPEs. Our target is 20% by the end of 2003.

I am standing down from the PAB to take up the role of President Elect which I anticipate will be more demanding of my time and will require that I acquaint myself with new and complex issues.

Margaret Head
Chairperson PAB
PRIVACY ISSUES

Many of members may be unaware of the new Privacy guidelines being introduced at this time that will reflect how this society and others like it will gather and use personal details.

As of 21st December 2001 the Privacy Amendments (Private Sector) Act 2000 will commence. The final guidelines were due to be published around 20th October 2001. It is at least 200 pages in length. Anyone who wants to look at it or download it, should go to www.privacy.gov.au — Federal Privacy Commission.

One point of note is that compliance with these regulations will be based on the guidelines not the principles included.

How is this likely to affect the members of The Ergonomics Society of Australia or any other membership type organisation will depend on the primary and secondary purpose needs of the given Society to gather and keep personal data.

It is perceived that people will need to Opt In to information gathering and dissemination. In the past it has been assumed that a person needs to Opt Out if they do not want their data to be included.

What information does the society keep on members and how is it used?

Name
Address
Phone, Fax, Email
Employer, position
Educational achievements etc
Any address and contact details that are to be used in the Membership directory if it is different to normal contact details.
Date of joining
Birth Date
Membership level
Financial status and what date fees paid.

Basically this information is restricted to the ESA secretariat which does not sell or provide mailing lists to a third party except in the case of the Professional Conference Organiser who disseminates Conference information to members and delegates. Generally the information consists only of Name and Address, although email addresses may be given, as this is how conference organisers prefer to disseminate conference information. Once conference registrations are received the secretariat will provide details of financial members (name & state), to allow a check on the validity of membership claims for discounts.

Following a request for a qualified person to undertake assessments or provide expert legal advice the contact details of the CPE's in their geographical location and speciality field generally are provided. (A part of the CPE member benefits). No recommendations at all are provided.

The Membership Directory is only provided to members for their personal use.

The educational information record is that which been given when making application to become a member or when applying for an upgrade in membership status. This information is used by the executive in the case of new members and upgrade to member category, or to the PAB in the event of a CPE application.

Documents are retained for the duration of legal requirements relating to financial dealings between the member and the Society. (This is generally 7 years)

Mailing details to the mailing house for the production of labels or cover sheets for Ergonomics Australia, Membership Directory, or Conference Proceedings that are to be mailed out to members.

Membership contact lists are provided to branch committees for their use.
What happens now?

As a result of the new guidelines, it appears necessary that the secretariat requests a signed permission form to use members’ names in the Membership Directory, provide them to Professional Conference Organisers or provide them to people looking for professionals in the field.

This being the case, a separate form is included in this journal, to be completed and returned to the secretariat by fax or mail, to be placed on file. If at any time a member wishes to revoke this permission, this only requires that member to advise the secretariat that s/he no longer wishes to take part in that activity.

Once a member has become unfinancial and/or resigned from the society any relevant data held must be destroyed (except those required to be kept by law).

ESA will need to keep on file all records of any changes to details as well as any contacts made between the Society and the Member to comply with the Openness provisions. This makes provision for a member, within reason, to request to see all data and details of dealings being held — pertaining to that member only.

Of note is the fact that the only information of a sensitive nature that ESA gathers is to do with credit card details and cheque payments. Please be assured that as soon as allowed the secretariat will destroy the information using a shredder. Generally this means that for the credit card authorities, the bank requires them to be held for 12 months to allow for any disputes that may arise. Once the 12 months are up these forms are shredded. ESA does have to keep a copy of the merchant receipt for Tax and Accounting document retention. In regard to cheque payments it is necessary to maintain deposit books with relevant cheque account name, bank and branch number included, to correspond with the merchant receipts that are used in any possible Tax Audits. These records must be retained for 7 years.

Something that did come to notice during an information seminar was that there are 23% of firms that use cookies or web bugs to track customer browsing — most of the time without permission. ESA does not do this.

For further information please visit the website mentioned at the beginning of this report.

Christine Stone
ESA Secretariat

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WORLD CLASS: BE PART OF IT
Noticeboard

Given the timing of the ESA Annual Conference and the linked Annual General Meeting it has not been possible to have the Annual Reports and Minutes prepared and received in time for inclusion in this issue of Ergonomics Australia. It is hoped that they will be available for publication in the New Year.

A new publication is available:

Bad Vibrations — A Handbook on Whole-Body Vibration Exposure in Mining

What causes it?
When is it a problem?
What can be done?

Compiled and written by Barbara McPhee, Gary Foster, Airdrie Long

Published by the Joint Coal Board Health and Safety Trust 2001

Under Acknowledgments it is states that This handbook is the result of research undertaken by the authors in the NSW coal industry from 1996 to 2000 with funding from the joint Coal Board Health and Safety Trust and Worksafe Australia. It is the synthesis of research findings as well as information and ideas gleaned from the industry.

Contact information:
Barbara McPhee
E-mail: bmcphee@jkgroup.com.au
Tel: 02 9808 2556

Gary Foster:
E-mail: gfoster@jkgroup.com.au
Tel: 02 9247 5246

Airdrie Long:
E-mail: a.long@considered.com.au
Tel: 02 9411 4248

Joint Coal Board Health and Safety Trust
21/44 Market Street Sydney NSW
GPO Box 3842 Sydney NSW 1042
Tel: 02 9291 5666 Fax: 02 9262 6090
E-mail: trust@jcb.org.au
Website: www.jcb.org.au

Research Scholarship in Human Factors at the University of Queensland

Key Centre for Human Factors and Applied Cognitive Psychology

School of Human Movement Studies

Department of Civil Engineering

The departments listed above are offering a three-year Australian Postgraduate Award (Industry) to support PhD research in the area of drivers' behavioural responses to traffic signs.

The successful applicant will conduct experiments in a driving simulator based in the School of Human Movement Studies and will undertake a formalised program of human factors training in the Key Centre for Human Factors. It is expected that the successful applicant will have knowledge of one or more of the following areas: experimental psychology (especially with reference to human vision), human factors, and highway engineering or computer science. As such, it would suit a person with an honours degree in psychology who has an interest in applied research, or an honours graduate in engineering/computing who has an interest in human behaviour. The scholarship will be available for three years, starting as soon as possible after 1st January 2002, and a tax-free stipend of $22,283 per annum will apply. A small amount of additional funds will be available for conference travel and research expenses.

Further details are available from Dr Tim Horberry, email: t.horberry@humanfactors.uq.edu.au,

Dr Guy Wallis (Human Movement Studies)
email: gwallis@hms.uq.edu.au or

Dr. Hussein Dia (Civil Engineering)
email: H.Dia@uq.edu.au

Applications should include an official academic transcript, a curriculum vitae and a letter of application. Formal applications should be submitted by post to:

Dr Tim Horberry, Key Centre for Human Factors and Applied Cognitive Psychology, University of Queensland, Brisbane, Qld 4072

Applications close on Friday 30 November 2001 so timing probably will render this for information only.
Conference Calendar

2002

20-22 February 2002
Conference on Occupational Risk Prevention (ORP'2002)
Gran Canaria (Canary Islands)
For your information, the working areas of ORP'2002 will be ergonomics, prevention and safety management, legal issues in prevention, psychosociology...
The Conference will be co-chaired by Prof. Markku Mattila, and Prof. Waldemar Karwowski.
You will be able to find more information — although for the moment in Spanish — at http://www.prevencionintegral.com/ORP2002

2-5 June 2002
Congress web site www.niwl.se/wwh
Carina Bildt
Secretary General
National Institute for Working Life
S - 112 79 Stockholm Sweden
Phone +46 8 619 68 11 Fax +46 8 619 68 05
Email: wwh@niwl.se

3-8 August
4th World Congress on Biomechanics, University of Calgary, Canada.

2003

IEA Congress 2003 Seoul, Korea
The 15th Triennial Congress of the International Ergonomics Association, Seoul, Korea, 2003, will offer the exciting opportunity to discover the wonder of Korean tradition and culture. Referred to as the hub of Korean politics and economy, Seoul is international city, yet uniquely Korean as well. Blending her 5,000-year-old history with the cutting edge in technological and economic progress makes Seoul an exciting international city and popular tourist destination.
The Congress welcomes proposals for paper presentations, panel sessions, multiple-session international symposia, demonstrations, single-session symposia, poster sessions, debates, research/review/case study papers, colloquia, and workshops. Deadline for abstracts will be announced later. Contributions are invited in any of the subject areas listed or in other related areas.
Paper submissions are invited in all areas of ergonomics.
Please send all inquiries to: Secretariat of IEA 2003
#37-12, 6F, Nonhyun Bldg.
Jamwon-dong, Seocho-gu
Seoul, Korea 137-030
Tel) 82-2-3446-2451
Fax) 82-2-3446-2465
E-mail: papers@iea2003.org
Information for Contributors

Editor
Dr Shirleyann M Gibbs
Gibbs + Associates Pty Ltd
25 Melaleuca Drive St Ives NSW 2075 Australia
Tel: +612 9983 9855 Fax: +612 9402 5295
E-mail: shanng@optushome.com.au

The deadline for issues in 2002:
March edition = February 1
June edition = May 1
September edition = August 1
December edition = November 1

Contributions
Contributions to Ergonomics Australia are always welcomed and encouraged.

The activities, achievements, experiences, views and opinions of Members are always of interest. These can be in the form of letters, notices, notes, commentaries and articles.

Graphics (photos, illustrations, drawings, computer graphics etc) are particularly welcome and should be camera ready. Photos need not be black and white and negatives are not required.

The preferred form of submissions is via e-mail, either in the body of a message (short notices), or as an attachment (articles / letters). Files may also be mailed on floppy disc (or Zip disc if very large). Microsoft Word or Corel WordPerfect are the preferred formats (the editor cannot transcribe MacIntosh files that are not in IBM type format.)

Handwritten or hard copy submissions will only be accepted in exceptional circumstances as the Editor is not a trained typist, does not employ a secretary and her time is valuable!

Any inquiries about contributions should be directed in the first instance to the Editor.

Information for Advertisers

Inquiries
All advertising inquiries should be directed to the Federal Office of the Society.

Contact
Ms Christine Stone
T: 02 6242 1951 Fax: 02 6241 2554
E-mail: esa@interact.net.au

9 am-1 pm Monday to Thursday and 9am-12 noon on Friday

Size
The finished page size of the Newsletter is B5 (270mm x 176mm)

Printed column sizes are 210mm x 152mm (double) or 21mm x 72mm (single)

Advertising Copy
Must be camera ready and must arrive at the ESA Federal Office by the Copy Deadline Submission Date for the Edition in question.

A professional advertising service is available for producing camera ready copy if required. For further inquiries regarding this service contact:
Mr Goro Jankulovski, Acute Image Pty Ltd
Tel: 03 9381 9696 Mobile: 0414 605 414
E-mail: goro@acuteimage.com.au

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These rates are inclusive of GST

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Endosures

Pre-printed enclosures (leaflets, brochures) etc are welcome for inclusion with the Journal.
Enclosures should be pre-folded to fit inside the finished Journal.

Rates for enclosures

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These rates may increase if the enclosure weighs more than the equivalent of 2 standard weight A4 pages. These rates are inclusive of GST.

640 copies should be sent to arrive at the ESA Federal Office by the Copy Deadline Submission Date for the Edition in question.

Address for mailing Advertising copy and/or enclosures

ESA Federal Office
Canberra Business Centre
Bradfield Street
DOWNER ACT 2602

Advertising copy and enclosure submission deadlines for 2002 are the same as for Contributions — 1st of month prior to publication

Edition | Submission Deadline
--- | ---
March | 1 February 2002

Circulation

The Journal will in future be published four times a year and is received by approximately 620 professional’s Australia wide working in the areas of ergonomics, occupational health and safety, and design.

ERGONOMICS AUSTRALIA ON-LINE (EAOL)

Advertising and sponsorship opportunities also exist in the electronic version of this journal (EAOL) which is managed by Dr Robin Burgess-Limerick at Department of Human Movement at Queensland University. It is downloaded by more than 100 Australian and International readers each week. To view EAOL: http://www.uq.edu.au

Caveats

The views expressed in the Journal are those of the individual authors and contributors and are not necessarily those of the Society.

The ESA Inc reserves the right to refuse any advertising inconsistent with the Aims and Objectives of the Society and Journal Editorial Policy.

The appearance of an advertisement in the Journal does not imply endorsement by the Society of the product and or service advertised.

The Society takes no responsibility for products or services advertised therein.

Editor

Dr Shirleyann M Gibbs
Gibbs + Associates Pty Ltd
25 Melaleuca Drive St Ives NSW 2075 Australia
Tel: +612 9983 9855  Fax: +612 9402 5295
E-mail: shanng@optushome.com.au