Our journey through life is often marked by occasions when it is necessary to make prompt, and maybe vital, decisions. A wise appreciation of existing circumstances may sometimes compel us to defer such decisions, but, in the main, most decisions should be based on an accurate estimate of all factors, and be given promptly and without equivocation.

With most "head and butter" problems, decisions CAN be given promptly. It does not pay to procrastinate. Putting off to tomorrow what can readily be done today is a negation of personal character, is unbusiness-like, and—in essence—portrays a lack of the definite qualities necessary for success in a material world. Successful people are those who invariably exert themselves at the appropriate time. These people saw tomorrow's opportunities to defer such decisions, but, in the main, most decisions should be based on an accurate estimate of all factors, and be given promptly and without equivocation.

"I'll do that NOW!" instead of "I'll probably do that sometime." Which all boils down to the obvious fact that the procrastinating individual wonders why he, or she, remains an unknown. Showing an early penchant for commerce, he secured a sales position with the Colac firm of Bilsons (later to become Foy-Bilsons Pty. Ltd.). At this latter venue, he has remained ever since, and is an accountant, and Felicity, aged 17 years, who is employed in the Shoe Department, at Smith's Store.

However, all ranks is unmistakable, and whose service at the great Colac store of Foy-Bilsons leaves nothing to be desired. With these thoughts in mind "News Service" presents to its readers the story of Mr. William J. U. Paine, Manager, Footwear Department, Colac Store.

Mr. WILLIAM J. U. PAINE, Manager, Footwear Department, Colac Store.

Our PERSONALITY was born in the Western District in 1900. After two years at Warragul, Mr. Paine journeyed to the other end of Victoria and was entrusted with the task of opening a new Shoe Store for Wilson and Coy, at Mildura.

The scope of experience in country stores can be accurately gauged from the foregoing picture, viz.: Terang (Western District) to Warragul (Gippsland), Warragul to Mildura (North-Western Victoria). From Mildura, Mr. Paine reverted to the district of his birth, and upbringing. In 1927, he accepted a position as Shoe Department Manager with the Colac firm of Bilsons (later to become Foy Bilsions Pty. Ltd.). At this latter venue, he has remained ever since, and is a Life Member of Colac Golf Club. It's not so long ago that he took a prominent interest in theatrical work, and the Company of which he was a leading member raised large amounts for many charities.

Not able to enlist in the armed forces, "Uly" turned his patriotic energy to Home Defence. He joined the V.D.C., attaining the rank of Sergeant-in-Charge of the Colac Mortar Squad. Whatever spare time was available was devoted to assisting the Red Cross—in which Cause he was local Treasurer for more than 20 years, and for which body he has greatly assisted in raising large sums to build, and develop, the modern Nurses' Homes in St. Kilda Road, Melbourne. Truly, a commendable life for any ordinary mortal, and one that reflects every credit on the upright man who is the subject of this article.

Mr. and Mrs. Paine have two children—Bill, aged 24 years, who is an accountant, and Felicity, aged 17 years, who is employed in a sales position at the Colac Store. For recreation, our PERSONALITY finds plenty to occupy his leisure hours at his Skene's Creek piscatorial excursions!

In a serious vein, however, let it be truly stated that this is the single story of an estimable man, a good friend since that early days, and one that reflects every credit on the upright man who is the subject of this article.

Mr. and Mrs. Paine have two children—Bill, aged 24 years, who is an accountant, and Felicity, aged 17 years, who is employed in a sales position at the Colac Store. For recreation, our PERSONALITY finds plenty to occupy his leisure hours at his Skene's Creek holiday home, where he is a devoted adherent of the gentle art of angling. In the latter sphere unkind rumour has it that "Uly" has been known, on odd occasions, to bring a fishing rod on his piscatorial excursions!

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FROM OUT OF THE PAST

We gratefully acknowledge the receipt of a most interesting document, which will be published in full, later in this article. The document is a copy of a set of Rules, ISSUED IN 1852, and intended for the Guidance and Conduct (and how impressive these words sound!) of the office staff of a Sydney merchant's establishment 110 years ago, but lost that called for the guidance of the personal, or "wrongdoer," and one whose service record is one of which any individual can be justifiably proud.
a youthful Queen Victoria occupied the British Throne, and there were many people still living who had fought against Napoleon at Waterloo. The country had captured her distant markets as a consequence of the far-reaching Industrial Revolution, ancient dynasties in Europe were crumbling before the impact of restless, liberal unrest, sailing ships studded the waterways of the world, and the Great Mutiny in India had loudly proclaimed the territorial, and colonial expansion. India had not suffered the travail of the Great Mutiny, the new industrial centres of England had erupted into districts of reeking slums, public executions were not uncommon, the dimly-lit, covered streets in these cities were evidently suitable areas for the degradations of thug, footpad and garrotter, whilst unemployment was thought to be an inescapable "Act of God."

In the young land of Australia, life was raw, vigorous, and turbulent. Sydney Town—the continent's greatest city—was a sprawling collection of nondescript (mostly) wooden dwelling; footpaths and good roads were practically unknown, and the urge for exploration of the hinterland ever present in the minds of the adventurous. The Port Phillip District had just succeeded in its agitation for separation from Sydney to become the sovereign State of Victoria, John Pascoe Fawkner was a familiar figure around Melbourne Town, the great gold rushes had only commenced the year before, bushwhanging was a common occurrence, and Industry was in a primitive, undeveloped, stage.

At the time, business was conducted in Sydney Town in 1852, and many great activity on the waterfront, and its spheres directly associated with the continual provisioning of the sailing ships that made port of Sydney their Mecca. The business of a Ship's Chandler was a most important one, the young man who secured a position in the office of such an enterprise. It was essentially an "employer's market," rules were rigid, and the social distinctions between Master and Man infeasible in their operation. The working environment matched the moods of the discipline that existed, and I believe the first exhibition of the high stools, the quill pens, the contemporary drawings, and these vividly show the high stools, the even higher (and certainly, narrower) windows, the quill pens, the small writing desks, the spike files with the small shaved document, the candle sconces on the walls, and the shabby, anxious clerks. These were the inseparable adjuncts to life in an office over a century ago!

Is it any wonder that the Rules for the Conduct and Guidance of the office staff reflected the rawness of those days. They were typical of the discipline that existed, and I believe the first exhibition of the discipline that have been superior to any shops (11) Members of the Clerical Staff will provide their own pens. A new sharpener is available, on application to Mr. Ryder.

(12) Mr. Ryder will nominate a Senior Clerk to be responsible for the Clerical staff, and if the document, and all Boys and Juniors will report to him 40 minutes before Prayers, and will remain after closing hours for similar work. Brushes, Brooms, Scrubbers and Soap are provided by the Owners.

(13) The New Increased Weekly Wages are as heretofore detailed: Junior Boys (to 11 years) 1
Boys (to 14 years) 1 Junior Clerks 4
Juniors 8
Senior Clerks (after 15 years with the Owners) 21
THE OWNERS HEREBY RECOGNISE THE GENEROSITY OF THE NEW LABOUR LAWS, BUT WILL EXPECT A GREAT RISE IN OUTPUT OF WORK TO COMPENSATE FOR THESE NEAR UTOPIAN CONDITIONS.

ENGAGEMENTS

Sincere congratulations are conveyed to the following Staff Members, whose engagements have been recently announced:

Miss Irena Pickering, Toddlers' Department, City Store, to Mr. Ian Matheson.

Miss Sandra Evans, Travellers' Office, Collingwood, to Mr. Richard Teemon, also of the Travellers Office.

As can be seen,

Every good wish for future happiness, health, and prosperity to the following people, who recently celebrated their weddings:

Miss Glenda Raymond, Docket Office, Collingwood, and Mr. Neil Vickers.

Miss Dorothy Wilson, Travellers Office, Collingwood, and Mr. Kevin Mahler.

Miss Shirley Hayes, Fancy Goods Department, Brighton and Millicent.

Miss Margaret Stan, Parton's, Dandenong, to Mr. Ian Dobson.

Mr. Ray McLaren, Materials Department, Prahran, to Miss V. Murray.

BIRTHS

"News Service" extends its best wishes to the following staff members, who were recently blessed with additions to their respective families:

Mr. & Mrs. Lamott — a daughter (Babbi Adel ). Mr. Lamott was formerly employed in Ladies' Suits, City Store.

Mr. & Mrs. F. Sampson — a daughter (Lynn Heather ).

Mr. Ray McLaren, Materials Department, Prahran, to Miss V. Murray.

MARRIAGES

The popular "Jimmy" Macdowall, Maintenance Painter, has every reason to be proud of the scholastic achievements of his 15 years old son, Donald. This is a difficult task, as Donald is a member of Boyswear Staff, Morsheads, Ballarat.

Mr. & Mrs. Clive Williamson — a son (Darryl Clive ). Mr. William-
was made to this popular young man by Mr. Perkins, Store Manager. To the good wishes expressed on that occasion, "News Service" adds its quota. We welcome back Mr. Leo Blakeley, Carpets Department, after his long and serious illness. All join in expressing the sincere hope that Leo's recovery is permanent and complete.

**COLLINGWOOD**

An open invitation is given by the Collingwood Social Club to employees of all stores to take part in a Picnic at Warrandyte Picnic Grounds on Sunday, April 15th, 1962.

**FREE MILK, HOT WATER, NOVELTIES, ICE CREAM, PUNCH AND JUDY, PONY RIDES, SLIDES, SWINGS FOR ALL THE KIDDIES, AND SPORTING EVENTS FOR ALL. JOIN THE HAPPY THrong AT WARRANDYTE ON 15TH APRIL.**

We forecasted, some time ago, that the interest being shown in ten-pin bowling by Collingwood staff would almost surely result in the entry of teams into various competitions. Well—it's happened! Two good teams have been chosen and the numbers are as follows:—


Hawthorn Bowl: Messrs. K. Westcott (Electrical Department), L. Pearce, D. Seagrave (Hire Purchase Office), J. Perry and D. Cameron (Despatch).

Every good wish for success to both teams.

Her many friends will be pleased to learn that Mrs. Whittaker, Materials Department, is making very satisfactory progress. The lady has asked "News Service" to convey her sincere appreciation to all for the kindness, and practical expressions of sympathy, shown to her in her illness.

A welcome has been given to the following new-comers:— Mr. B. Money, Soft Furnishings, and Miss C. Holman, Group Floor Department.

"News Service" supports the good wishes.

Recent elections for Mutual Aid representatives from Collingwood saw Mr. A. Robertson elected as Store Trustee, Miss McQuillen as Female Adviser, and Mr. Bert Hale as Male Adviser.

A number of omissions has occurred since the last issue of "News Service." In this respect, we refer to Mr. Bill Lee (Hardware), who has returned to Western Australia, Mr. Graeme McKay (Men's Footwear), who has become an apprentice butcher at Birregurra, and Mr. Trevor McKenzie (Menswear), who has accepted a managerial position elsewhere. To each of these three gentlemen, Colac staff convey their best wishes for the future.

At the half-yearly Meeting of the Directors, held on 1/3/1962, and presided over by Sir Frank Richards, it was announced that Mr. Brian Jones, Accountant, had been appointed as Company Secretary for Foy-Bilsons. Mr. John succeeds Mr. F. A. Houghton, Company Secretary for Foy-Bilsons. Mr. John succeeds Mr. F. A. Houghton, Company Secretary for Foy-Bilsons. Mr. John succeeds Mr. F. A. Houghton, Company Secretary for Foy-Bilsons. Mr. John succeeds Mr. F. A. Houghton, Company Secretary for Foy-Bilsons. Mr. John succeeds Mr. F. A. Houghton, Company Secretary for Foy-Bilsons. Mr. John succeeds Mr. F. A. Houghton, Company Secretary for Foy-Bilsons. Mr. John succeeds Mr. F. A. Houghton, Company Secretary for Foy-Bilsons.

A former well-known Colac employee in the person of Mr. Max Sheppard (now of Foy's—W.A. Pty. Ltd.) entered himself with glory recently by earning first prize in a nation-wide display competition. The prize was a trip for two, to Japan. A great performance from a talented young man.

The thoughts, and sympathy, of all at Colac are with Mr. and Mrs. Ron Gilham in their present trouble. The infant son of this worthy couple is seriously ill and is, at present, an inmate of a Melbourne hospital. It is our earnest wish that the young chap will be speedily restored to good health and be back soon with his fond parents.

The Grocery Department celebrated its fourth birthday early in this month to the jubilation of a considerable number of enthusiastic shoppers and many free gifts. Obviously, the birthday was an outstanding success.

Several newcomers to Store service have been appropriately welcomed. The three persons named were Misses Pamela Delane (Display), Lyndall Hendriksen, Maudrene Walters, and Frances Milthorpe (Office). To them all, many years of happy association with our organisation.

The early months of any year are the favored ones for holidays, and the return of the fortunate ones after such vacations, very welcome with their colleagues who have kept "the flag flying" in their absence. With the profound thought, readers can be sure that the half score returned leave-takers are assured of a vote of appreciation from all at Colac.
GEELONG

Hearty congratulations to Miss Colleen Murphy on the attainment of her 21st Birthday. This important event was celebrated on 28th February.

Mrs. Shaw of Schoolwear retired during February and takes with her into retirement, the good wishes of all with whom she has been associated.

A number of newsmen to Store service has been adequately welcomed and “News Service” (office, Melbourne) and the felicitations. The newsmen are Mrs. Calwell (Schoolwear), Barbara Davies (Gloves), Muriel Taylor (Wools), and Aileen Jeffery (Underwear).

Miss Dixon, of Paton and Baldwins, has been at the Store for a week’s visit. The purpose of her sojourn at Brighton has been to conduct Parades of new garments to knit, and to advise customers on their problems in this sphere. In both of these spheres, Miss Dixon’s assistance has been invaluable.

Max Spitty, formerly of the Men’s Store, has been transferred to the important position of Manager of the College Shop at Geelong College. As could be expected from this energetic young man, the subsequent performance has been most efficient.

In the busy life of the Store, time is spared for sympathetic thoughts for those employees who are ill at any present time. The good wishes of all go to Mrs. Palmer (General Office) and Mrs. Hassall, and the whole Store unites in wishing both ladies speedy and permanent recoveries. Whilst on the subject of illness, it’s good to see Irene Foyzer (General Office) back at duty after her recent indisposition.

A most enjoyable function was recently arranged by the Social Committee, and proved to be a great success. The said function was a Picnic and Swim Day at Morripons. The fine warm weather accentuated the swimming phase, and many participants thoroughly enjoyed their aquatic frolics in the Moorabool River.

In recent Store promotions, and re-arrangements, special mention must be made of the successful fiesta in the China Shop. This promotion covered a period of one week and featured quality China from all parts of the world, and—more particularly—Lalique crystal from France. Reference, too, is made to the excellent re-arrangement of the Furnishing Department. The new ensemble provides for better customer viewing in both Fabrics and Furniture sections and has been favourably commented upon by the numerous clients who have patronised the appropriate Departments.

BENDIGO

Hearty congratulations are proffered to Mr. B. Wallace, Merchandise Manager, on his performance in winning the Northern District Champion of Champions Bowling Title. This is but another success in an outstanding career as a bowler that has been won by this distinguished competitor.

Whilst in the congratulatory vein, may we offer our good wishes to Mrs. Pederson, Cafe, on the attainment of her Ruby Wedding Anniversary on 15/3/1962. We append the sincere hope that Mr. and Mrs. Pederson will be spared to peace, happiness, and health to celebrate their Diamond anniversary.

Mrs. Evelyne, Cafe, has returned to duty after her illness, and all are pleased to see this lady back at the Store again.

In the sphere of illness, we regret to report the illness of our popular colleague—Mr. Harry Ambly. All will wish this gentleman every prosperity in the new environment.

The Management of Myer’s (Bendigo) has specially asked “News Service” to express sincere thanks to all staff whose efforts contributed towards making the 1962 Summer Sale such an outstanding success. This graceful tribute we gladly do, and we add our congratulations to all concerned.

MILDURA

As promised in our last issue, we now publish the list of office-bearers of Bowrings Social Club. Executive members are as follows—President: Mr. W. Lavery (fourth successive term). Vice-President: Mrs. C. Cameron. Secretary: Mrs. M. Clarke. Australian Women’s Football Association: Mrs. J. Bako. Master Bako, 3-year-old son of Mr. J. Bako, watching the match.

OBITUARY

Our heartfelt sympathy goes to the relatives, and friends, of those whose deaths are recorded hereunder—

Mr. E. F. Watt, Uncle of Mr. J. N. Watt, Managing Director.
Miss Coates, sister of Mr. Frank Coates, Materials, City. Mrs. Honeyford, sister of Mrs. Simpson, Accounts, City. Mrs. Waycott, a member of the Despatch staff at Collingwood. Mr. Feaster, Senior, father of Mr. J. Feaster, Materials Department, City Store. Mrs. Hillier’s car and caravan out of the City when the gentleman is recovering from his injuries sustained in a recent accident. Miss Beverley Walker (Office), Mrs. P. Meagher, wife of Mr. Meagher, Boyswear, Mrs. Honeyford, sister of Mrs. Simpson, Accounts, City. Mrs. Waycott, a member of the Despatch staff at Collingwood. Mr. Feaster, Senior, father of Mr. J. Feaster, Materials Department, City Store. Mrs. Hillier, a member of the Despatch staff at Collingwood. Mr. Feaster, Senior, father of Mr. J. Feaster, Materials Department, City Store. Master Bako, 3-year-old son of Mr. J. Bako, watching the match.
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