

depth

No. 13 - SEPTEMBER, 1975

For the Australian
New Zealand staff
of Hewlett-Packard



RACIAL DISCRIMINATION BILL

The subject Bill was passed by Parliament on 3rd June, 1975.

It now becomes unlawful to discriminate or to incite discrimination against a person on the basis of race, color, descent or national or ethnic origin.

"It is unlawful for an employer or a person acting or purporting to act on behalf of an employer -

- (a) to refuse or fail to employ a second person on work of any description which is available and for which that second person is qualified;
- (b) to refuse or fail to offer or afford a second person the same terms of employment, conditions of work and opportunities for training and promotion as are made available for other persons having the same qualifications and employed in the same circumstances on work of the same description.

Below is an extract from the H.P. Personnel Guidelines, which reflects the company's long established attitude towards discrimination:

"It is our policy to recruit, hire, train and promote in all job classifications without regard to race, color, sex, religion, national origin or age. This policy applies to both qualified and qualifiable people and, in addition, places particular emphasis on our efforts with regard to the development and promotion of minorities and women.

This policy of non-discrimination and equal employment opportunity is a company-wide directive for positive action. Each division and department head is charged with the responsibility of executing the policy on a local basis to assure conformance and the achievement of our objectives."

NEUTRAL GENDER

- (1) In advertising vacant jobs, use words which have no gender. This advice is given in a brochure "Guidelines for eliminating discrimination from job advertisements" issued by the National Committee on Discrimination in Employment and Occupation.
- (2) Avoid using "man", "woman", "boy", "girl", "male", "female".
- (3) Use words which have no gender, e.g. - person, applicant, operator, process worker, sales representative (instead of salesman).

KEY SPACE ROLE FOR HP-65

An HP-65 pocket calculator played an important role in the historic Apollo/Soyuz rendezvous in space July 17.

The fully programmable HP-65 was used to calculate two critical mid-course correction manoeuvres just prior to the link-up of the U.S. Apollo and the Russian Soyuz spacecraft.

The calculator was also used as a back-up for Apollo's on-board computer for the final manoeuvres prior to rendezvous and docking.

A third set of calculations performed by the battery-powered HP-65 allowed the astronauts to precisely point Apollo's high gain antenna at an orbiting satellite to assure proper communications with Earth.

Two HP-65's were taken on the space flight, along with four sets of program cards and six spare battery packs.

The Hp-65 is not the first HP pocket calculator to venture into space; an earlier model, the HP-35, went along on the Skylab missions.

INFLATION.

DO YOU KNOW? That if you're now on a wage of \$150 a week and wage inflation continues at rate of 30 per cent per annum for 10 years your wage will be about \$1,590 a week or \$82,680 per annum. And if you survive and your employer survives for a further ten years your weekly wage will be \$21,929 or \$1,140,308 per annum.

So keep alive till '95.

HEWLETT-PACKARD'S HIRING POLICY

RELATIVES AND FRIENDS

Historically, Hewlett-Packard has had an equal opportunity policy that applies to hiring and subsequent personnel actions relating to employees. In fact, H.P. encourages referrals of relatives and friends as they are one of our best employment sources. However, overall we make every effort to minimize the possibility of unfairness, not only because it is good business, but it is also our responsibility as citizens.

In order to guarantee that all applications for employment receive equal consideration, regardless of the applicant's race, color, sex, religion, national origin, age or family ties, we would like to re-emphasize the necessity of adhering to the following guidelines:

1. Applications for employment may be picked up at the Personnel office by employees for their relatives or friends.
2. The applicant should mail the application to the Personnel Section.
3. If an opening is available, the Personnel Section will contact the applicant directly.
4. Relatives and friends of applicants must refrain from trying to influence the hiring decision in any way.
5. Reasons for any employment decision will be given only to the applicant.

H.P. enjoys an enviable reputation as being a good place to work and a Company which treats people fairly and honestly. This is a hard earned reputation growing out of top management's belief that people at all levels of the organization adhere to the sensible concept of equal opportunity. In order that this reputation may not be jeopardized, we must all be extremely careful to observe these guidelines, thereby preventing any unfairness in our employment process.

MANAGEMENT

DEVELOPMENT

PROGRAM

April this year saw the introduction of the H.P. Management Development Program, being conducted for the first time by in-house staff. Instructors taking part had previously completed the Instructor Training Workshop given by Joe Shepela in July 1974. With this previous training and by utilizing the individual instructors experience in a particular field, the program achieved good acceptance from all participants. A further session is scheduled early next year.

M.D.P. 14-17th April, 1975.

Instructors

Participants

Bill Allison
Doug Cheeseman
Ted Cooke
Lindsay Gale
Ray Hartley
Lance Moffat
Alex McKean
Ron Pritchard
Bruce Thompson
Peter Van Schilt
Colin Howard
Joy Wingard

Roger Bailey
Robin Schmidt
Jim Creed
David Barr
Randel Ross
John Bieske
Bruce Marsh
Bruce Thompson



H.P. PHILOSOPHY - JOB TRANSFER

Internal transfers are encouraged when they contribute to the strength of the organisation and/or offer opportunities for personal progress to employees. Personal progress may be achieved in positions which are greater in scope or responsibility or in positions which provide the development of one's abilities which contribute to career objectives.

In keeping with this philosophy, a number of transfers have taken place this year:

<u>Name</u>	<u>Current Position</u>
Christine Armstrong	Secretary, District Manager, Sydney
Trish Zack	Secretary, Australian Service Manager
Dawn Alderson	Secretary/Receptionist, Perth
Russell Warmington	Staff Engineer Calc./DMI
Stuart Morel	Spare Parts
Sonja Doyle	Mini Calc. O.P.
Pam Clegg	Secretary I.G.
Sandra Robertson	Customer Rep., Brisbane
Ron Lomax	Calc. Field Engineer, Adelaide
John Simmonds	Data Systems Service Engineer
Bob Cattell	Instrument Staff Engineer

MARYSVILLE ESCAPADE

The Cookes' grapevine spread the word and as a result Instrument and Component staff from Australia-wide arrived in Melbourne on Tuesday, 15th July. Eight of the group were put through a hard day's sales training conducted by John Bieske. As well as working hard it proved to be a day in which people got to know one another a little better and it also proved how much fun selling really is.

By Tuesday evening everyone had arrived and they somehow found their way to the Cookes' hacienda on the hills of Warrandyte. After good food, good wine and plenty of talk, everyone retired early so as to be fresh for the following three days' sales meeting.

On Wednesday morning the Melbourne staff, acting as chauffeurs, drove their interstate compatriots the short one-hour journey through the fantastic forests north of Melbourne. Upon arrival and until lunch, the time was spent neighbouring and getting to know one another.

At the hour of 1400 (2.00 p.m. in lay terms), the first real session began in earnest. This, along with the following sessions, proved to be an interchange of ideas, thoughts, problems and experiences. Most of the time the exchanges were rowdy and eventful.

Visitors from other groups within the company included Roger Bailey, Bruce Marsh and Gray Morgan. These people gave inspiring and informative talks on subjects of their expertise. During the FY76 Forecasting session it resembled the local Newmarket Cattle Auctions, e.g. "Any advances on 100K"; "I can't accept that" "I need at least half-a-million." However, after much discussion we finally resolved our tentative Forecasts for the next fiscal year.

Our Chief Auctioneer, Tony Cookes, will be selling our figures to the United States Divisions during quota setting in August.

Our social activities centred around the huge open fire place in the lounge, the old piano, the pool table, the table-tennis table, and the bar (as an after-thought).

After much thought and deliberation, the following Awards have been made:-

King of the Ivories	Gordon Smith
Chief Gambler (Bingo)	Bob Cattell
(Bob went with the name of "Catman", came back as "Bobcat" - you might ask him why).	
Unbeaten Table Tennis Partners	Ron Hodgson & John Bieske
Impresario	John Harvey
Oom-pah-pah-Man	Hans Bels
(who sent the amplifying systems at the Motel into deep distortion and resonance with his deep voice).	
Night Owl	Tony Cookes
Connoisseur of Fine Grapes	Drawn between Dick Graf John Williams John Biggins
Best Dressed	Phil Herbert
Bush Man (au natural)	Bruce Ibbotson
Hoppalong (whatisname)	Don Simmons
Hoarse Man	Mike Canvin
Explorer	John Antonello
Beach Boy	Dave Robertson
(who spent time around an empty swimming pool)	
Quiet Man from the West	David Chambers
Cowboy	Ken Jackson
Gentlemen's Award	Daniel Restuccia
Roadrunner	Paul Macquarrie

The sales meeting was the best we have had to date and certainly achieved the objectives set down for fellowship, sharing ideas, discussion and mutual problem solving. We feel that the time has helped build a better and more professional approach to our team effort and over-all sales approach.

Whilst this contribution to "Depth" is being formulated, Ron Hodgson relaxes on the shores of Nambucca Heads in northern New South Wales. Ron is there on a three-weeks' sentence for accumulating vacation leave. Ron and Pam's young son, Stuart, who is twelve months old, has already been taught the art of fishing and thus following in the footsteps of his parents.

During April Ron also left us behind when he attended the Intercon Senior Sales Seminar in the United States.

Our new members of staff are Pam Clegg and Fran Mackessack. Pam comes to us from the Service Group, and with her previous customer knowledge, is certainly building a rapport with customers.

Fran comes from a comprehensive background of secretarial experience.

Don Simmons has a suspected broken toe (we in the office think it is gout). Don's story on how he obtained the injury is that it occurred whilst slipping around umpiring one of those Victorian Rules Football matches. His wife, Lynn's, version is slightly different.

John Antonello has spent his time reading the weather forecasts seeking good supplies of those granular cold white frozen flakes. With his friends from the C.S.I.R.O. he visits Falls Creek and Mount Buller at every opportunity.

Both Sheila Lowe and John Bieske, separately I might add, travel north in September to the so-called Sunshine State for their annual vacations. Sheila is holidaying at Surfers Paradise and John at Noosa Heads.

Ann Tredrea is as normal as ever, or as normal as can be expected after nine and a half months of marriage.

Mike Canvin has returned very broke after his sojourn to his olde country, the United Kingdom. Mike, along with his wife Brenda and daughter Emma, spent eight weeks visiting family and friends.

John Biggins continues to be a sad and disappointed figure each Monday morning after the Collingwood Football team have lost another match.

Tony and Wendy Cookes are currently in the United States, combining business and pleasure. Tony has planned on taking some vacation leave whilst there.

STORK ABOUT H-P HAPPENINGS.



Rosalie Sutton left us to become a full-time mother to new baby daughter (Kimberley), her first venture into this sphere.

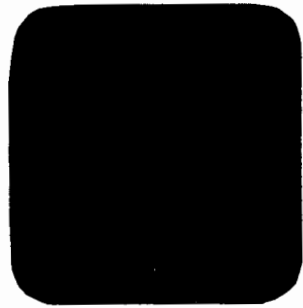
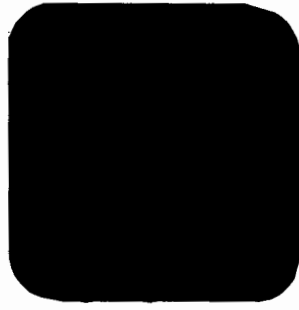
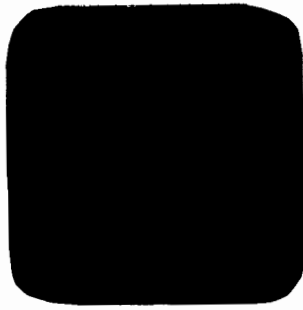
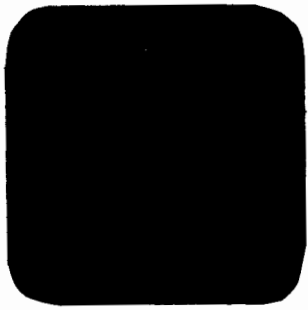
Norma Lepp decided it was time to leave the H-P scene to prepare for the imminent arrival of her second child.



RETIREMENT

Frank Turner retired to the sun, sea and sand at Dromana where he and his wife have built a new home.

PERSONALIZED INPUT PROGRAMMED FOR MELBOURNE



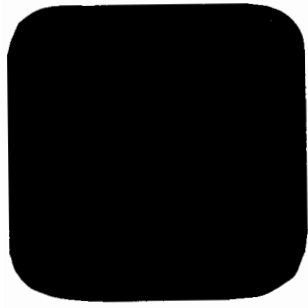
Philip Jones



Fran Mackessack



Bruno Zielke



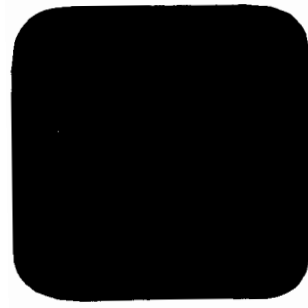
Ian Falconer



Vicki Godena



Arpad Tota



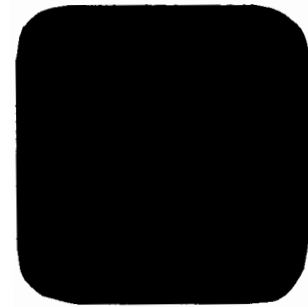
Tom Bryant



Kirsten Firth



Kurt Tanner



Neil Moseley

Bill Cerutti



Margaret Baker



A CALCULATED

CHANGE.

An Australasia-wide team of cracked calculator sleuths raided Terrigal, N.S.W., on Sunday 15th February in hot pursuit of wayward stragglers of the Labour legion.

No apprehensions were made, but each of the sleuths detected signs of recent occupation as well as chronic overheating of the Hotel Florida staff.

In a placatory role, the calculator sleuths remained on-premises until the following Friday. Experts from U.S.A. (Messrs. Warmington and Sozonoff) and Melbourne (Cmdr. Warmington--no relation, and Maj. Morgan) were called in to assist, which they did ably and then left again, for the hazards were great.

A surfeit of good food, a 25 metre swimming pool, sauna bath, golden strands, and golden girls, yea, none of these could lure the sleuths from their single-minded purpose. Delirious spectres behind bars could not daunt the brave contingent. No, no! They plotted and planned, talked and thought, conferred and calculated by day and night. Steam arose from noble brows. The team leader, Corp. Stevens, demonstrated considerable tact and skill in manipulating his dynamic forces, and liaising with the troubled staff. The elusive Lt. Thomas was also hard at work, heavily disguised as an African bloodhound.

Finally the truth was deduced and the team members returned to their various bases around Australia to recover from the harrowing investigation. As for the results - they can never be published. Of such a serious nature were the implications that the case has been classified top secret. An order has been issued to the media that all references to the incident should be forgoughten.

MOD
EWI

SERVICE

ACTIVITIES

I thought this would be a good opportunity to let everyone know what the Australian and New Zealand Service Group have been up to in the last few months. Actually, it's been a very busy period for service and very profitable according to our \$ figures. At this point in the year we look like achieving at least, 1.2M \$U.S. business by the end of the year - a great effort.

The department has really been jet setting this year.

Lindsay Gale has just returned from a five-week visit to the U.S.A. where he picked up a few tips about the 9600 R.T.E. Software and the 7905 Hardware.

Walter Buturlin went to Germany for three weeks where he did training on the 1010 Liquid Chromatographs.

We also saw Danny Kovacs go home to Hungary for eleven weeks; first time that Danny has taken leave since he joined the company in 1967, but he still had to go and visit our local H.P. office in Austria, never knows when to stop.

David Anear had a very successful trip to Interlaken, where he competed in the World Archery Championship competition. Whilst he didn't break any records in the first leg, he made amends in the second half when he came ninth - he started using arrows instead of boomerangs - this gave him an overall placing of 26th. He then spent four days in Nice, competing in Prince Rainier's invitation shoot. Dave won that with flying colours.

The rest of the Group have buzzed around Australia, e.g., Gordon Barnett travelled north to Port Hedland and Mount Newman; Peter Hillman to Sunny Gladstone; John Springall and Rob Stewart have been to New Zealand and Bob Hicks, Mike Taylor, Bob Congdon and Greg Condell to Melbourne. Whilst on the subject of travel, did you know the Service Group had its annual meeting in May at Lake Eildon (see article this issue)?

Craig Shaw and Alex Kennedy both produced offsprings in the past few months (it must be all the hot air around Canberra, makes everyone sleepy - or the port and beer!!).

The departure of Norma Lepp was rather a sad occasion; we will certainly miss her cheery smile; but she would insist on "biting her finger nails", makes you go fat you know!! Trish Zack has been promoted to the position of Secretary to John Springall replacing Norma.

Most rewarding news of all was a very nice "Thank You For Good Service" letter the calculator boys (Lloyd and Linas) received from Department of Labour and National Service in Tasmania. It's nice to know one's efforts are appreciated.

On the hobby scene, Rob Stewart and Don Mays are trying to kill themselves by floating in the air hanging on to pieces of old rag, kiteing they call it. Allan Dobby is busy renovating his mansion in the hills; Bernd Rottinger has moved into a new house in Heathmont, and Ross Dick is trying to sell his house, nice place, just two miles from H.P. if anyone's interested.

To round off, on a serious note, the Australian and New Zealand Service Group processed 1,783 repair orders during the month of August, with a value of \$285,282, pat on the back to all the crew.

Jeff Marshall was too polite to point out that he also received a "thank you" letter from George Breed, Waltham, for his efforts in maintaining Medical margins in the first half of this year. Well done, Jeff.

ANNUAL SERVICE MEETING AT EILDON
BETWEEN 25th AND 27th MAY, 1975

In an effort to have an open and communicative service meeting this year we decided to stage this event up the creek literally. It was held on Lake Eildon just 100 miles from Melbourne.

Two large well-appointed 45ft. houseboats were hired and these were moored in teeming rain at a point considered picturesque (we really couldn't tell until the rain stopped). It was intended that Rob Stewart's boat "Cleavage 11" (the writer will allow readers' thoughts to run wild for five minutes conjuring up how such a name developed!) - now back to the story - "Rob's boat" would be used as a tender between Eildon Boat Harbour and our picturesque swamp view.

Unfortunately an over-anxious deck hand caused the stern to rise out of the water while the capable captain was still shutting the engines down and water was sucked into two of the cylinders of the engine.

The next time the engine was started much bending occurred due to the fact that water doesn't compress easily - let alone ignite!

This unfortunate mishap meant that one of the houseboats had to be used as a tender, so we moved closer to the harbour. Imagine the indignity of it all - a 45ft. houseboat which steered like the Queen Mary in the Yarra, towing a 300 horsepower fibreglass rowing boat.



Mike Stanbridge did an excellent job as our chef and considering the difficult circumstances, lack of preparation time and long days involved, he must be heartily congratulated from us all for a job very well done. It is doubtful that meals such as were served could be obtained in any but the finest restaurants.

Monday's meeting closed officially at approximately 11.00 after the individual office reports had been presented. A nightcap was taken by all present (except one) and we were gently lulled to sleep by the rocking of the boat.

Tuesday opened a reasonably fine day and we again got down to work early to tackle further the still mounting pile of items. The meeting officially finished at 1.00 p.m. and the boats were taken into the middle of the Lake (in the sunshine), a fine lunch and general discussion then took place until approximately 3.00 p.m. when we returned to the Boat Harbour.

In retrospect, the meeting was a very valuable chance to meet each other and to openly discuss our problems which generally turned out to be common problems, which by such an open discussion could be solved to the benefit of all concerned.

The Meeting items on Accounting, Profitability, Parts, and individual office reports were of great benefit to all.

As the sun set on Eildon we weavily wended our way home to catch various flights, etc. and to put into action some of the resolutions adopted at Eildon 1975 (e.g., I will not mix port with beer again, etc.).

THAT'S A LAKE



TED COOKE

Originally comes from Pntvbridd. in Wales He

..... by someone who might have had something to do with it, but nevertheless, H.P. was awarded the President's Award for "The Display Which Created

MELBOURNE EXHIBITION → 1975 .

Our Melbourne multi-discipline HP Exhibition was held during the 3rd, 4th and 5th June. The venue chosen was the Park Royal Motor Inn located in the Melbourne University area.

HP hired the full convention facilities offered at the Park Royal, comprising reception area, main equipment display area, plus two seminar rooms capable of being opened into one area. All disciplines participated and each had new products on display.

The highlight of the three days was the eight seminars given by the Instrument, Industrial Calculator and Computer Systems groups. These seminars attracted a total of 603 people.

The best number for any one seminar was 170 who attended the Wednesday morning seminar given by customers of HP, Les Jenkins and George Crisp from Microlink Communications Consultants. Their seminar was titled "Extending your Spectrum Analyzer for Greater Versatility in Communications Measurement". The interesting point was that up to 100 people were turned away as a result of our sign on the door, "Standing Room Only". A re-run of this seminar was necessary at 6.30 p.m. Wednesday evening.

For the duration of the show two colour video machines were used, one running continuously on Consumer Calculators and HP-IB, while the other was used for customer viewing of video tapes of their selection.

For the three days a total of 1,100 people attended the Exhibition and seminars, proving it should be an annual event on the Melbourne Sales calendar. It also proved that seminars are definitely the way to fly.



During the 9th and 10th April the Melbourne Sales staff from all disciplines travelled to Geelong to present the first Exhibition in that fine city. Geelong is a city of 140,000 people and is situated 45 miles south-west of Melbourne on the shores of Port Phillip Bay. It is a heavy industrial town with main industries being Ford Motor Company, Alcoa, International Harvester, Avalon Airfield. The Gordon Institute of Technology is the Advanced College for the area and Geelong is also the site of the new Deakin University.

The Instrument Group conducted two seminars, one on the HP-IB and the other on general Test Equipment. For the two days we had over 300 customers attend the Exhibition and from this number it was considered a large success.

For the HP Melbourne Sales staff it promoted camaraderie and fellowship amongst disciplines.

STANZAS WRITTEN IN DEJECTION IN
THE WHITEHORSE HOTEL

IT'S MONDAY MORNING, THE WEEK'S BEGUN
AND EARLY BREAKFAST STARTS THE FUN,
SOME MOST ENJOYABLE TEA AND TOAST
AND A ROUSING LECTURE FROM MY HOST.

"DON'T BE SADDENED BY WHAT YOU HEAR
YOU MUSTN'T THINK THE END IS NEAR"
(says Bieske breathing in my ear).

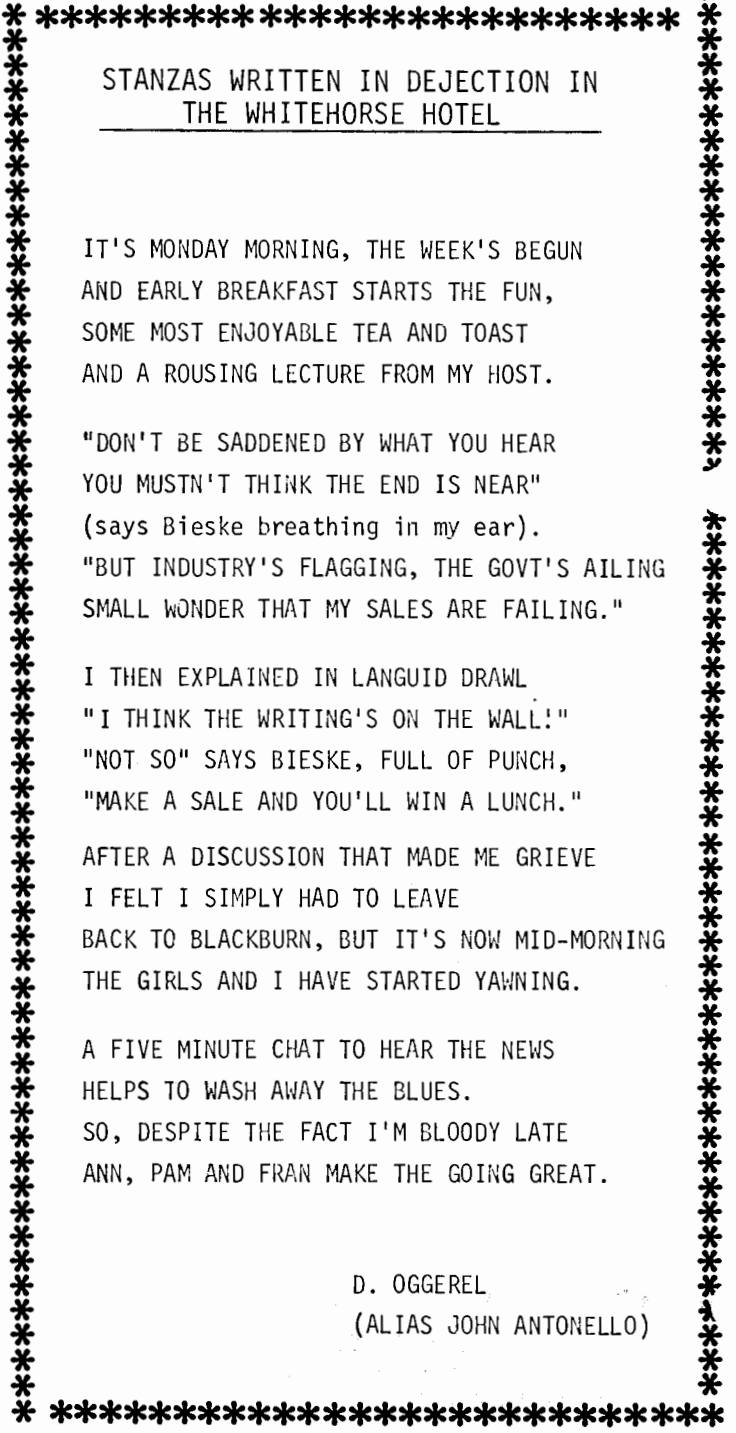
"BUT INDUSTRY'S FLAGGING, THE GOVT'S AILING
SMALL WONDER THAT MY SALES ARE FAILING."

I THEN EXPLAINED IN LANGUID DRAWL
"I THINK THE WRITING'S ON THE WALL!"
"NOT SO" SAYS BIESKE, FULL OF PUNCH,
"MAKE A SALE AND YOU'LL WIN A LUNCH."

AFTER A DISCUSSION THAT MADE ME GRIEVE
I FELT I SIMPLY HAD TO LEAVE
BACK TO BLACKBURN, BUT IT'S NOW MID-MORNING
THE GIRLS AND I HAVE STARTED YAWNING.

A FIVE MINUTE CHAT TO HEAR THE NEWS
HELPS TO WASH AWAY THE BLUES.
SO, DESPITE THE FACT I'M BLOODY LATE
ANN, PAM AND FRAN MAKE THE GOING GREAT.

D. OGGEREL
(ALIAS JOHN ANTONELLO)



ENGINEERING EXPOSITION

NEW CALCULATOR STAFF IN MELBOURNE

JAN WALL

Comes from Melbourne and was educated at Camberwell Grammar from which she obtained her H.S.C. After completing her studies there she went to the Ringwood School of Commerce from which she received a secretarial diploma. She has 4 children, of the four-legged and tailed variety, and horse riding is her most time consuming hobby. Her other interests lie in swimming, tennis and "telling jokes".

RUSSELL WARMINGTON

Comes from Melbourne and was educated at Ivanhoe Grammar and then at Swinburne Institute of Technology from which he received a Diploma of Engineering in Electronics. Russell is married and has been "closely associated with H.P. for many years" and lists his hobbies as water ski-ing, square dancing, tennis and public speaking, which he also teaches.

STAN KARPOWICZ

Was born in Fulda, Germany, but was educated at University High School in Melbourne before taking out a Bachelor of Science from Melbourne University, majoring in Maths and Chemistry. He has worked for Nufarm Chemicals, as a chemist, and for Richard Klinger as a sales rep. besides operating his own cleaning business. He is married with two children, and enjoys playing guitar in a group and golf.

TED COOKE

Originally comes from Pntypridd, in Wales. He obtained a Degree in Psychology and a Degree in Economics from the University of Wales before teaching at his old school, Pontypridd Grammar School. After the war he worked for Burroughs Computing Services and Davey Ashmore Computing Services as Sales Manager. He arrived in the Antipodes two years ago as Victorian Manager for Datanamics and is now Victorian District Manager for our Calculator Group. He is married and lists as his hobbies, brain surgery and playing soccer.

On March 5 and 6 at St. Kilda Town Hall in Melbourne, a Civil Engineering Exposition and Symposium was conducted by the Foundation for the Technical Advancement of Local Government Engineering in Victoria. The exposition and symposium was designed specifically in order to attract Municipal Engineers, Councillors, Government Engineers, Contractors etc. The symposium, which was entitled - "Conservation - At What Cost?" was given on the first day of the exhibition and encompassed the views of trade unionists through to company managers.

There were a total of 50 exhibitors displaying equipment from small garden humus decompositors to road-marking and surveying equipment through to elephant-like, vehicle driven vacuum cleaners.

Although our competitors in the surveying field were represented, H.P. was the only company presenting calculators. We had on display a 9830A calculator with associated peripherals, pocket calculators and a 3805A distance meter system.

Many of the companies had gone to some length with their displays, but our own stand attracted the most interest. This was probably due to the fact that calculators can be used to solve a wide range of problems, whereas all the other equipment was more specifically orientated to solving one problem. Possibly the fact that we were drawing a nude on the plotter which we were giving away to interested bystanders might have had something to do with it, but nevertheless, H.P. was awarded the President's Award for "The Display Which Created The Most Interest". This represents the first ever recognition of this type to be presented to H.P. Australia, and our thanks go to Kevin McKinnon, Stan Karpowicz and Peter Philipp for a job well done.

Hear about the F.E. who received a note in his pay advice slip which read "Your pay increase will become effective the day you do".



SYDNEY.

Yvonne Warner has come to take up the position of Secretary in the Service Department, following Jan Floyd's move to the country, Gunnedah in particular. Alex Ozolins was appointed Calculator F.E.. Alex is a graduate geologist, bringing yet another discipline into the group. Karen Walker is our new Secretary in the Instrument Group, replacing Louise Walter, who recently left to explore the Australian outback.

Barbara Coad left us after four years, to further her career in the components industry. For the last couple of years Barbara has assisted Gordon Smith in our components activity as Secretary and unofficial Staff Engineer, developing a high interest in this product line.

Terry Lawson is moving on to greener pastures (?) in the field of computer servicing, with a company involved in the printing and graphics industry.

To the new faces, we bid you welcome. To those that have left, we bid farewell and success in the future.

As host city for the I.R.E.E. Convention in late August, many activities are centred around the exhibition, particularly in the Instrument Group.

The company is taking a stand 90 ft. long in 10 ft. modules, 5 of which are for instruments, one for components, two for calculators and one display showing the electronic engineering fraternity our capabilities in service.

Harold Norrie has been actively involved in the I.R.E.E.'s. planning, as a member of the Convention Board.

Gordon Smith has been more than moderately successful in his golfing efforts, but it must be announced that he missed out on a 36 hole knockout competition by one stroke after a two hole sudden death play-off.

We have had a number of new parents in the group recently - Jim and Pamela Watson added Christopher to their family in December. In March, John and Christine Harvey added Fiona and within six weeks, Paul and Jannette McQuarrie came forth with David. We think competition between F.E.'s. is fine, but really!!

For the last couple of months, Sydney has been enjoying glorious weather, fine warm sunny days, typical of a good English summer. This probably accounts for the number of visitors we have had. Most recent of these visitors were Dick Warmington and Randy Foster, involved in the launch of the H.P.-25 calculator amongst other business.

Hans Bels recently returned from 8 weeks travel through Europe. The greater proportion of this time was spent in Germany. Hans took the opportunity to visit H.P. Sales facilities and also Manufacturing plant - GmbH Boeblingen. Hans is currently editing the numerous films that have been processed, in preparation for the forthcoming "Gala Presentation" which will be announced shortly.

Dr. Victor Chang, leading heart surgeon at St. Vincent's Hospital, Sydney, invited Leif Karlsson to attend an operation and assist with training a technician responsible for handling H.P. monitoring equipment.

DID YOU KNOW

If your nose runs and your feet smell, you've been built upside down.

The man who can smile when things go wrong, has probably thought of someone he can put the blame on.

WESTERN AUSTRALIA.

News from the West centres around the increase in staff over the past few months. This can be attributed to the successful marketing of our sales force resulting in additional persons being appointed to key positions.

Earlier this year, Ron Sargeant commenced as a Computer Systems Analyst/Field Engineer. Ron completed his studies in Brisbane, became involved in a sales support role, and eventually handled direct sales of computer systems and hardware.

Gordon Barnett, originally from U.K., where on completion of his studies became actively involved in the computer field before accepting a transfer to Australia, and eventually accepting the position of Computer Systems Customer Service Engineer.

More recently, Pamela Spring was appointed as Secretary in the Calculator Group. Pam completed her secretarial studies in Sydney and utilised her abilities in various fields, gaining valuable experience in the business world. Before accepting the position with H.P., Pam was associated with an organisation responsible for Urban Development and Town Planning.

CANBERRA.

CANBERRA is still continuing to expand - the new members in our Group are:

Clare Maguire, Calculator Secretary;
Mark Dilli, Computer Systems Engineer; and more recently
Chris Etheridge, Calculator Technician.

We are more than pleased to have them on board to help relieve the work load in the Canberra office.

As a result of our increase in numbers, we decided to have our first ever company picnic. We found ourselves a beautiful sunny day, a quiet location by the river, supplies of barbecue food, cooked by the Master Chef, Alex Kennedy, added liquid refreshments, included a few kids and relevant dogs, and had ourselves a really enjoyable outing.

News of the moment was the arrival of Craig Shaw's son, Jason Matthew, described as being fantastic, a totally unbiased statement from some guy who is very "Shaw" of himself.

Canberra office continues to forge ahead, as we settle into the cold, cold winter which continues to continue. So much so that we are all thinking of arranging exchange positions with the staff of Brisbane on an annual basis during the winter months.

STOP PRESS!

It is rumoured that "port and beer" is the recipe for producing daughters. Alex Kennedy has become a father for the second time - a girl (Regan).



ADELAIDE.

At long, long last, Adelaide Office has joined the other offices in Hewlett-Packard, Australia, and is now more or less settled in its new premises at 153 Greenhill Road, Parkside.

For those of you who do not know Adelaide, Greenhill Road is the perimeter road on the south side of the parklands which surround the city of Adelaide. We are therefore very close to the centre of the city and our outlook is across the green, green grass and trees of these beautiful parklands.

We have some 5,000 sq. ft. of space, and we now have facilities for a separate Demonstration Room and separate Seminar Room which will be put to great use in the coming months and years.

The office is on a semi landscaped basis with coloured woollen acoustic screens etc., and the building has around the window line, a planter trough in which have been placed creepers and flowering plants, which should give the building a nice appearance, (if, and when they grow).

On Saturday, July 26, our Calculator Secretary, Angela Nayler, took the fatal step and got hitched to Steven Marshall. Our congratulations and best wishes to them for the future.

Also, on July 18, Jenny Hamilton, Secretary to I.G. Group announced her engagement to Ian Goble. Jenny and Ian will be married some time in December of this year.

GOODIES IN THE GLAD BAG

The photograph shows Ken Jackson (I.G. F/E) packing for his American safari to join the Senior Sales Seminar.

As pictured here, he is holding the loaded hose pipe presented to him for beating off the natives in Honolulu, wearing his love (worry) beads. The dark glasses for shielding his eyes from the sinful sights of Las Vegas which is guaranteed to be the downfall of an innocent like Ken Jackson. Other goodies in the bag were -

A half full bottle of Panadol guaranteed to remove pain, only half full because it is thought that Ken would be feeling little pain.

A giant sized diaper pin in case of extreme emergency for zip failure.

Three pennies for keeping the eyes open during sessions, or when not so being used, teaching Yanks how to play Australia's national game.

Piece of sand paper for removing the fur of the tongue.

To follow H.P. Communications Regulations, a coloured Texta pen.

A Wettex sponge for washing of the face and/or others.

Reliable Alka-Seltzers for the relief of that fuzzy feeling the morning after.

And of course

Instead of a can of Fossies, a can of good S.A. Southwark Brew.

Thus equipped, Ken should be able to cope with almost anything. His only problem may be dollars \$\$\$\$\$\$\$\$\$.

NEW SICK LEAVE POLICY (SUGGESTED)

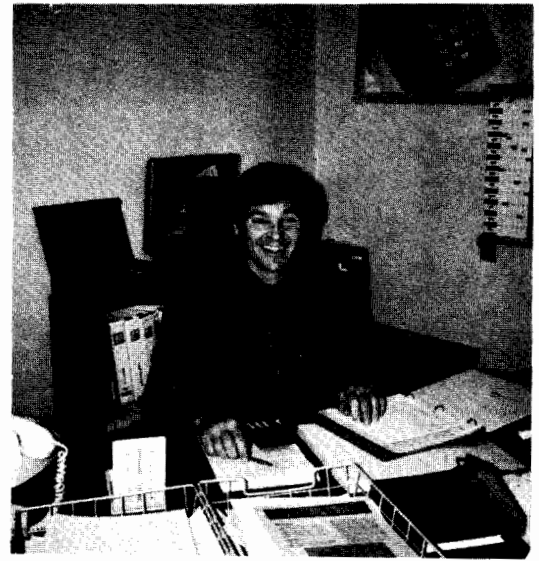
Leave of Absence - for an operation

This is no excuse. We will no longer allow this practice. We wish to discourage any thoughts that you may have about needing an operation, as we believe as long as you are employed here you will need all of whatever you have, and you should not consider having anything removed. We hired you as you are and to have anything removed would certainly be less than we had bargained for.



Greg DeLaine joined H.P. as one of our Calculator/D.M.I. Field Engineers in January of this year. Greg previously worked with Control Data for 5 years as a Senior Engineer with responsibilities for the Institute of Medical and Veterinary Science, Computer systems, in Adelaide.

Greg is a keen sportsman and plays competitive squash, tennis, hockey and sailing.



S.A.



Angela Marshall, originally from Perth, Western Australia, has recently joined H.P. as Secretary to the Calculator/D.M.I. Field Engineers.

After playing an active role in the West Australian Opera Company in their productions of the Merry Widow and Die Fliedermaus; she is now looking towards the South Australian Co., to continue her singing. Angela also likes to spend her leisure time with Ballet, Squash and Water Ski-ing.

BRISBANE.



PART 1 OF A CONTINUING SERIES:

H.P. started its Queensland operation in 1971 when Paul Dunn moved from Sydney office to Brisbane and worked from his home selling IPG and Calculator equipment in the Metropolitan area with an occasional trip up the coast. Due to the Main Roads Dept. Computer Centre placing an order with H.P. for approximately 200K, it was necessary to add a Service Engineer, and Healey Blessing joined Paul in August 1972, still working from Paul's home. Calculator sales looked so promising that it was not possible to handle the inquiries and to give even reasonable cover to IPG. As a result, the operation was restructured.

Paul and Healey moved into two rooms on the second floor of a building known as "Bread House" late in 1972. Bruce Ibbotson was hired to handle IPG and Paul concentrated solely on Calculator and DMI plus the duties of office manager. This was the first official office as such. We had no secretary and all our paperwork was sent to Sydney with quotes and typing done by our friends in Sydney and communication by daily, sometimes weekly (depending on the carrying service) mailbag.

Business continued to grow and in 1973 our first secretary, Pauline Cooney, joined us and we bought a second-hand typewriter. Business continued to increase beyond all reasonable expectations and it was necessary in mid 1973 to hire an additional girl Friday/secretary specifically to handle calculators and in particular hand held calculators - Sandra Hinkley was hired to fill this position.

In August the second field engineer, Doug Heidke, joined us to help out with calculators and in the FY74 year the Brisbane office produced orders exceeding one million dollars of which over 700K was due to Calculator/D.M.I.

This takes us up to the beginning of the end of our first office and the next article will describe how we moved into our present office and where we are currently in 1975.

FROM THE MANAGING DIRECTOR...

AS THIS ISSUE GOES TO PRESS WE CAN ALL REFLECT ON THE PAST FEW HURRIED WEEKS WHICH INVOLVED A GREAT DEAL OF WORK FROM MOST PEOPLE WITHIN THE ORGANIZATION AS WE COMPLETED SOME FAIRLY HEAVY NEGOTIATIONS WITH FACTORY AND HEADQUARTER PEOPLE IN THE TARGETTING AREAS.

WE HAVE ALSO BEEN QUITE DEEPLY INVOLVED WITH STOCK-TAKE, THERE HAS ALSO BEEN THE INEVITABLE WORKLOAD INVOLVED IN FINALIZING ORDER QUOTAS FOR FY76. IN ADDITION TO THIS, A LARGE PART OF THE ADMIN. GROUP HAVE BEEN INVOLVED, WITH THE ASSISTANCE OF PALO ALTO BASED ICON PEOPLE, TO GET OUR 3000 UP AND RUNNING WITH A UNIFORM ACCOUNTING SYSTEM WHICH SHOULD BE FOLLOWED SHORTLY BY CONVERTING A NUMBER OF OTHER SYSTEMS FROM THOSE WE ARE CURRENTLY USING.



I THINK THAT MOST OF YOU ARE WELL AWARE THAT FY75 HAS NOT BEEN THE BEST OF YEARS FOR HEWLETT-PACKARD IN AUSTRALIA. OUR ORDER LEVEL FOR THE PAST TEN MONTHS IS RUNNING APPROXIMATELY 9% BEHIND THE SAME PERIOD LAST YEAR, THE LARGE NEW ZEALAND COMPUTER ORDER SAVED THE DAY FOR THE AUSTRALASIAN REGION AS SUCH AND HELPS TO INDICATE A 4% GROWTH OVER LAST YEAR IN TOTAL.

A NUMBER OF THE LARGE AUSTRALIAN ORDERS WE HAD EXPECTED DURING FY75 DID NOT EVENTUATE AND IT SEEMS MOST LIKELY THAT THESE WILL RUN OVER TO THE FOLLOWING YEAR. FOR THIS REASON THEREFORE IT IS IMPERATIVE THAT WE ALL TAKE A CLOSE LOOK AT THE VARIOUS EXPENDITURE NEEDED TO PERFORM OUR VARIOUS TASKS, AT THE SAME TIME ENSURING THAT WE DO NOT LIMIT THE OPPORTUNITY OF SECURING THE ADDITIONAL BUSINESS WE WOULD LIKE TO SEE BEFORE THE END OF THE YEAR.

FROM ALL INPUTS WE HAVE IT WOULD APPEAR THAT THE FAIRLY TOUGH ECONOMIC SITUATION IN AUSTRALIA WILL CARRY ON FOR PERHAPS A FURTHER TWELVE MONTHS AND THEREFORE WE DO HAVE A VERY BIG TASK AHEAD OF US IN SECURING THE ORDER LEVELS THAT WE ARE COMMITTED TO FOR FY76.

Depth is published for and by the employees of H.P. Australia.

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