

depth

No. 14, DECEMBER, 1975

For the Australian
New Zealand staff
of Hewlett-Packard



REVIEW, for the purpose of Salary Administration, can be defined as follows:

To view, look at, look over again, to inspect, to look back upon, to survey, to critically examine.

It does not mean:

To change, revise, amend or alter.

Salaries are reviewed quarterly.

Salaries are revised when performance improves and/or when internal and external conditions create the need.

H.P. believes that salaries should rank among the leaders of competition and its pay program should be based on the Principle of Merit, with pay administered on a consistent and equitable basis throughout the organisation.

There appears to have been a misunderstanding in relation to the quarterly salary review. Supervisors review salaries for each staff member at intervals of three months to ensure that salaries are comparable to those paid in comparable organisations for similar positions. If H.P. salaries are competitive, there is no need for revision in order to achieve our objective in regard to the external market.

They also review performance, and individuals are paid according to their relative value. A merit increase is related to your contribution. That is why a salary increase is not recommended for every employee at every salary review.



NEW HP COMPUTER PLANT STARTED IN CUPERTINO

Work has started on a new 154,000 square feet addition to the facilities of HP's Computer Systems Group in Cupertino, California.

The \$6 million, two-storey building will increase the size of the company's computer operations here to 488,000 square feet of building space.

"The expansion is the result of growth in our computer business," said Paul Ely, group general manager. "The strong market acceptance of our new data terminal products and the continued success of the HP-3000 and HP-2000/Access and the HP-21MX family of products make it necessary to expand our manufacturing capability."

Initially, the new building will house the newly formed Data Terminals Division and expanded manufacturing operations of the Data Systems Division. Completion is scheduled for December, 1976.

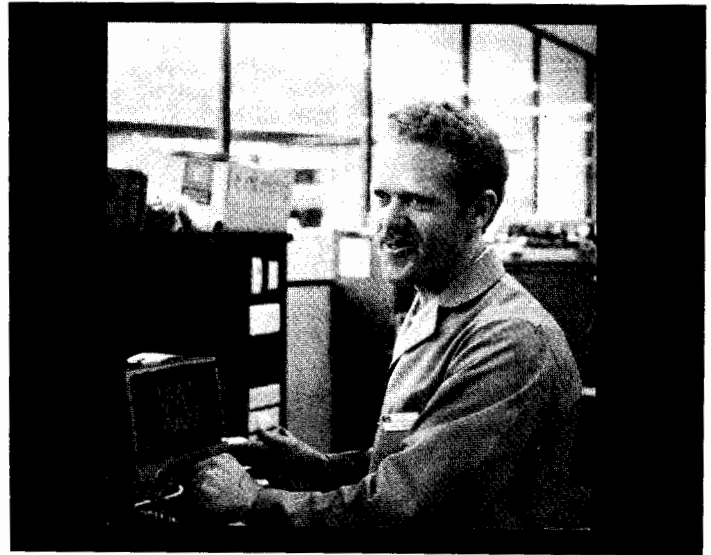
LYNETTE - PETER

Congratulations to Peter and best wishes to Lynette on the occasion of their engagement.

Peter had difficulty convincing the daily newspapers that the engagement notice below was genuine:

GRANT - MALONEY

Rocky Lion wishes to denounce all the Balcney that has been spread about him and would like to announce with the greatest joy that one Lynette has Merrily Granted to wear his ring.



H.P. Population Expansions

- Les & Robyn Clark a son Craig
- Bruce & Margaret Graham a daughter Sally
- Ron & Beverley Pritchard a daughter Tamara
- Norma & John Lepp a son Nicholas

Stork About H.P.



Karen Kennon is finding it more difficult each day to maintain visual contact with her feet, (not to mention her typewriter).

Karen will be leaving H.P. in January '76 to enter into the specialized field of motherhood.

MEMORIAM - RAY UNDERWOOD

Ray died suddenly of a heart attack on 9th October, while demonstrating equipment at the Flinders University Medical Centre in Adelaide.

Ray joined H.P. on 4th November, 1974, as an Analytical Field Engineer, and was well respected for his knowledge in this field.

He will be greatly missed by all staff at H.P.

After the enthusiastic reports of the Service and I.G. Seminars, the Admin. Group decided to follow suit, and consequently arranged their own seminar last September.

Held at the Golden Trout Hotel/Motel, Eildon, the group traveled up in the late afternoon of Wednesday, September 17th, arriving mere minutes before a large part of Victoria was hit by a severe storm which brought thunder and extremely heavy rain.

The Wednesday evening saw the members of the group enjoying a social time together and virtually taking over the pool room. Mike Houlihan, who was visiting from the States, displayed his prowess at the tables, and the evening wound up with an "Educational" period.

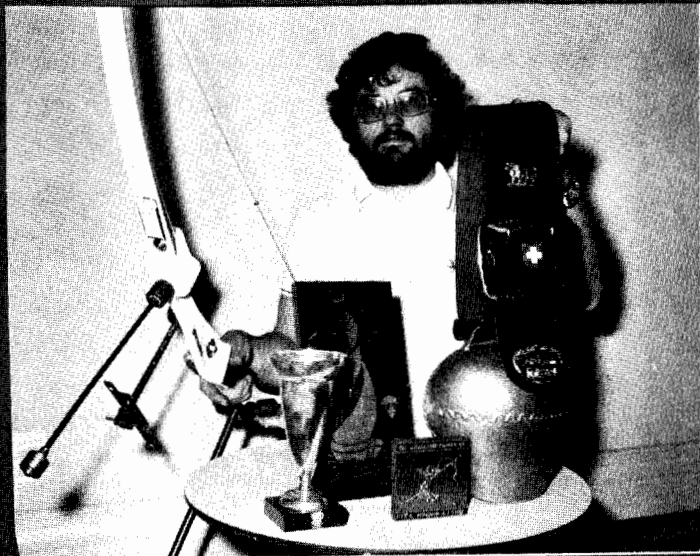
Thursday morning saw the start of the Seminar proper, accompanied by the roar of water pouring over Eildon Weir, the gates having been opened because of the heavy rains. Discussion ranged across a number of topics, including In-House Data Processing, the Compile System that will be instituted throughout Australia over the next year or so by the Department of Police and Customs, and thus involving our own Customs Group. After lunch the seminar continued with a review of the HPIC Administrative Organisation, and then having been joined by Messrs. Morgan and Springall, they talked about the Service and Marketing plans for FY76.

The evening saw the return of the social side, and after a few games of pool, the wonderful world of "Slosh" was exposed to those present (Rules and Regulations for playing of same available for a "small" fee).

Friday included further reviews and discussions on various subjects, including HEART, decentralisation of administrative functions, and various accounting functions. The seminar wound up with a brief comment from John Warrington, who had been with us all day, and who, incidentally, had fared quite well at a further session of "Slosh" during the luncheon interval.

About 4.15 p.m. the various cars departed to make their individual ways back to Melbourne, seeing on the way the devastation caused in various areas by Wednesday's storm.

The seminar itself was of great value to all those concerned. Not only did people get to know each other a little better, but they also gained an insight into each other's areas of control, and their plans and ideas for the future.



Hear about the new F.E. who got three orders on his first sales call -

Get out;
Stop out;
And don't come back!!

For those persons not aware of the results achieved by David Anear in the recent Archery World Championships, held in Interlaken, the following information is provided:

David achieved a points score of 23401 which gained him 26th placing in the World Titles.

Following the World Titles, David was invited to compete in the Prince Rainier Tournament, and achieved 1st place with a score of 1239 points.

A Timely Suggestion to Relieve a Problem

Entirely too much time is being spent in the Rest Room.

In the future we will follow alphabetical order. For instance:

Those whose names begin with "A" will go from 8.00 - 8.05. "B's" will go from 8.05 - 8.10 and so on. If you are unable to go at your regular time it will be necessary to wait until the next day when your turn comes again.

My involvement in Apex dates back to 1969, when I joined the Croydon Apex Club. I have since transferred to Ringwood Apex Club. Before enlarging on my involvement in Apex, may I explain what Apex is.



The Apex Badge is a triangle. The rays are symbolic of the rising generation of youth, the sides of the triangle represent fellowship and service, and the base citizenship. Apex is a non-party political and non-sectarian organisation open to young men between the ages of 18 and 40. The ideals of Apex are:

- To make the ideal of service the basis of all enterprise
- To develop by example a more intelligent and aggressive citizenship
- To provide a means of forming enduring friendships rendering altruistic service and building better communities
- To promote international understanding and friendship



Through the efforts of three recognised founders of Apex, Ewan Laird, Langham Proud and John Buchan, a meeting of young men was held in Geelong, Victoria, in November 1930 at which it was decided to form a young men's business club. In March 1931 Apex was constituted. Since then Apex has formed into an association of greater than 700 Clubs and more than 18,000 Apexians. Apex is not only restricted to Clubs within Australia, it has now spread through South-East Asia, and furthermore is directly associated with the World Council of Young Men's Service Clubs, the Round Table Associations of Great Britain, Europe, Africa, New Zealand, India, Hong Kong and other areas, the Kinsmen's Clubs of Canada and Active 20/30 International of the United States, Mexico, Central and South America.

By being a member of Apex you are, therefore associated with approximately 90,000 young men from all around the world.

Average Club membership is in the vicinity of 30 Apexians. Each Club meets fortnightly, usually in the form of a dinner meeting, and on joining Apex it is explicit that Apex does not retain inactive membership.

Many service schemes are handled by each Club in the municipality in which they operate. These may be assisting pensioners with firewood, cutting lawns, cleaning spouting; it may be raising money for various charitable organisations, and one that comes to mind during my involvement with Apex is the number of hours I have personally spent in raising money for the new Maroondah District Hospital in Croydon.

On the national scene where all Apex Clubs are involved, Ringwood Club has been actively involved in aid to Multiple Sclerosis during the past 12 months. This has been an intensive programme of raising money throughout Australia and also assisting, wherever possible, Multiple Sclerosis Centres scattered throughout Australia. Many hours have been spent by members of the Club in doing painting and other necessary tasks at the Multiple Sclerosis Centre in Riversdale Road, Camberwell. The main emphasis of late has been the raising of funds to equip the day-care centres. Another objective of the scheme has been to promote public awareness of what Multiple Sclerosis actually is.

Currently my portfolio within Apex Club at Ringwood is that of Civic Service Director. As such I am responsible for all service hours worked within the community that are not related to the raising of money. A current project is the Heathmont Community Centre which the Club manages and promotes. It is hoped that the Centre, through our Club's efforts, will be extended from the large hall that exists at the present moment into a total community centre complex that will be used by residents of the Ringwood and surrounding municipalities. My job with this Centre is that of Chairman.

Apex provides an opportunity for fellowship, not only with your own Club members, who come from a variety of vocations and professions; but also members of other Clubs and Countries. All in all, my involvement in Apex is fulfilling and can only be judged by my activity and the fact that you get out of anything only what you put into it.

SERVICE AWARDS

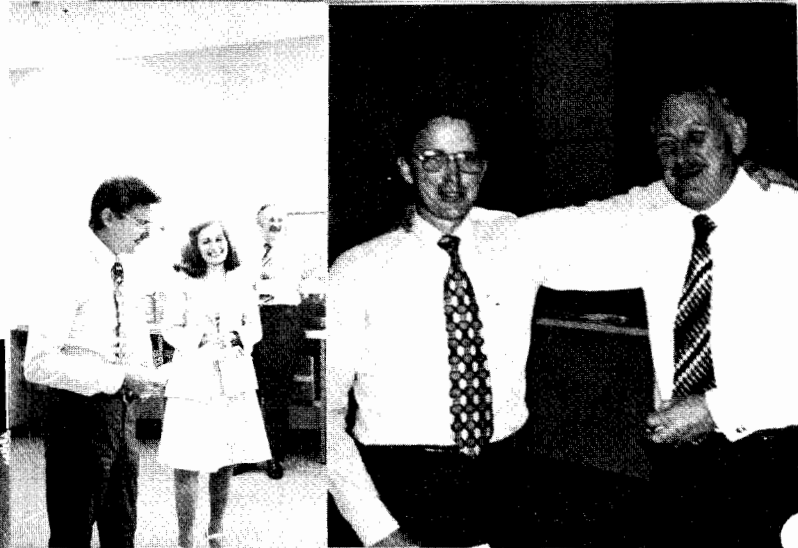
One of the more relaxed occasions during Alan Bickell's recent visit, was the presentation of Service Awards.

Service Awards are presented annually to employees for each five years of service, eligibility is figured on total full-time and permanent part-time service and the employee must be on the payroll when the Awards are given.

The following Awards were presented by Alan:

20 years	John Warmington
10 years	Robin Schmidt
10 years	Les Lawrence
10 years	Ralf Pfisterer
5 years	Joy Wingard
5 years	Doug Cheeseman
5 years	Lloyd Stott.

An additional presentation was made to John Warmington from the staff in appreciation of his leadership during his twenty years association with H.P.



BEST COMMENT OF THE MONTH

One of our more energetic, productive members of staff, who already has seven children when asked if intended having any more answered, "No, I've stopped the production line now and am concentrating on servicing."

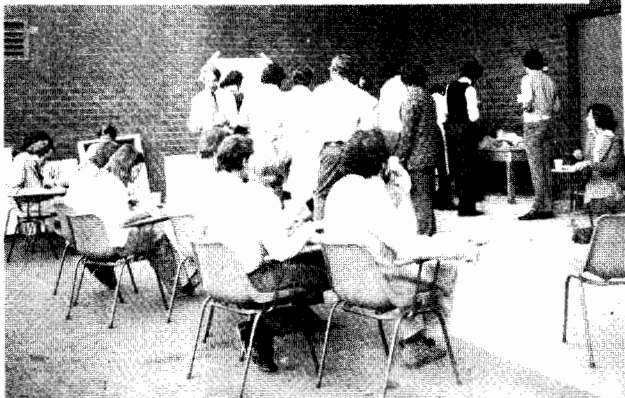
WELL DONE SERVICE

A Rare occasion to get in for a Chop.

To celebrate the successful achievements (i.e. Profit) of the Service & Parts Group, a lunchtime B.B.Q. was organised at the Melbourne premises.

Service shipments represent \$US1.398 million, with a margin of 6.9% PROFIT.

Congratulations are due to all in the Service & Parts Groups throughout Australia.



SERVICE

ACTIVITIES

During the past year we have heard the moans and groans of "Bad fiscal year, orders down" and of "increasing inflation" so it was thought that now is as good a time as any to inject a little humour into "Depth". In this issue the service rendition will swing away from facts and figures a little and attempt to raise a smile - or even an eyebrow - or two.

Every service department as big as ours must have a front line of defence. This, unfortunately, is necessary because no matter how hard we try to please, we still get the occasional irate customer. This is usually due to a misunderstanding or communication breakdown. Our front line, of course, is our lovely receptionist Miriam Higgs. By the time the customer is passed on to us Miriam has him quite placid and we are able to help without too much fuss. For this reason I thought it would be appropriate to open this section with Miriam. Here, our intrepid cameraman (no names, no court martials) caught Miriam tearing her hair out at phones ringing all over the place.



We thought 'discretion was the better part of valour' and did not ask whether it was a customer she was dealing with or one of us. Keep up the good work Miriam, but watch out for those bald patches that seem to be appearing.

Switchboard, Phones, Hair and Miriam.



Talking about losing hair, Alex McKean's must be getting a little thin - and no wonder, Melbourne Parts Centre during the past couple of months has been anything but settled. Sue Di Mattia has left to go holidaying in Italy with her husband (some people have all the luck) and Doris Prince has left to live in Canberra as her husband, a colonel in the Army, was transferred.

Sue was replaced by Ken Braszell. Ken and his wife, Enid, have two children, a boy and a girl. Ken enjoys gardening and being handy about the house. He has also spent time in the C.M.F.

Doris has been replaced by Lyn Prince, her sister-in-law. Lyn is married to a jet captain for T.A.A., and they have two children, a boy and a girl. She enjoys yoga and cooking and is a member of "Beta Sigma Phi" the American organisation for advancement of friendship and cultural interests for women. Asked if she is a women's libber, the answer was "No".

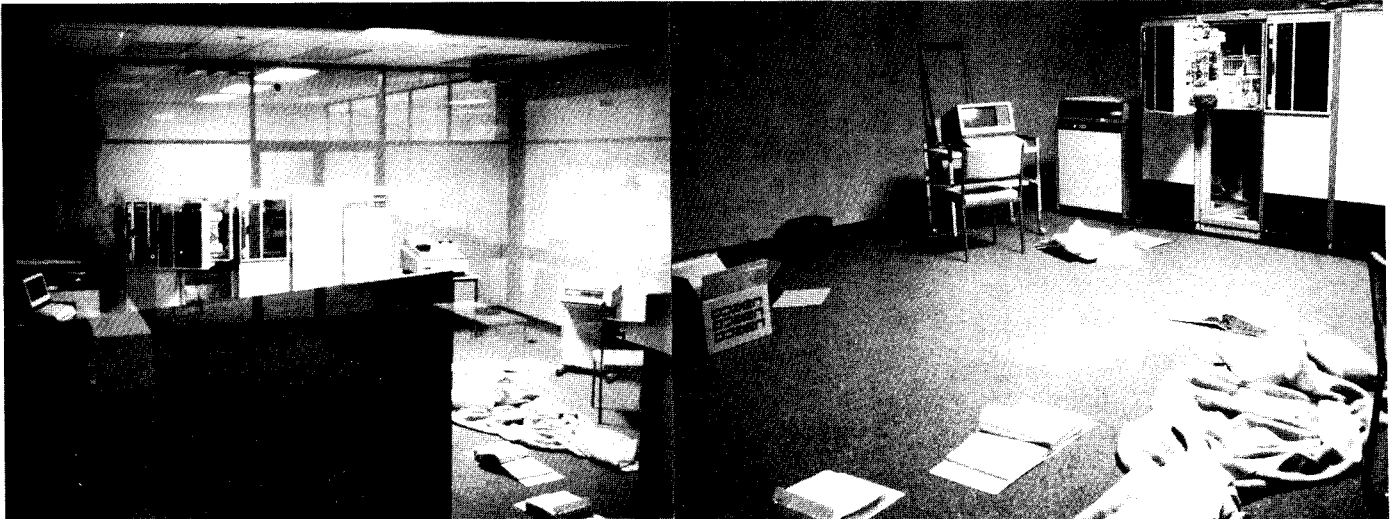
Welcome Lyn and Ken, may your stay with HP be a long and happy one.

John Simmonds, one of our Data Products C.E's., spent about 5 weeks batching some time ago. His wife, Danni, realised a lifetime ambition and spent the 5 weeks touring Israel.

Another one of our C.E's., Alan Dobby, had the remains of a several months' long party to clean up when his parents returned home from a visit to England. I guess it had to end some time Alan. It will be back to solid food and 8 hours a night sleep for you.

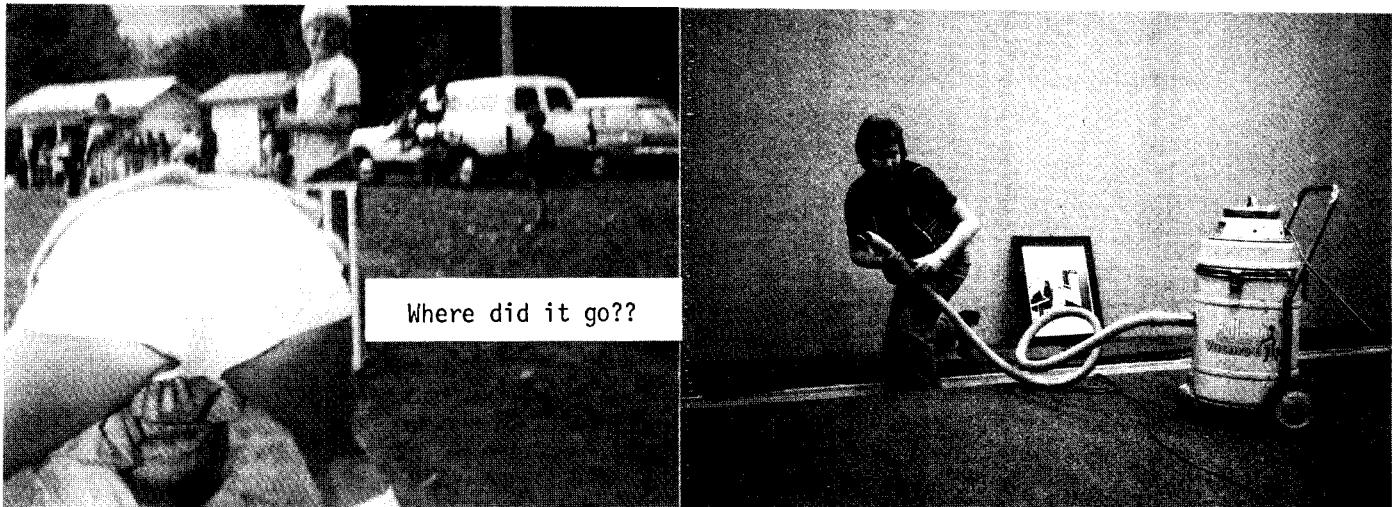
Les Clark, our jovial maintenance engineer, was joined by his wife, Robyn, here at HP Melbourne for a while. Robyn first worked for mini calcs and then on the cardex in spare parts. Seeing that Les haunts the golf course every Saturday morning, and not only with golf clubs, but gallon jugs of rough red as well, additional finance had to be obtained and Robyn had to leave the security of her kitchen and enter the wonderful world of HP. As soon as the golf clubs were paid for, Robyn returned to the kitchen to once more delight Les with her culinary skills. Robyn and Les are now the proud parents of their first baby - a son, Craig. Someone will have to tell Les to keep the boy off the golf course for at least 18 months! Seriously, all the very best to the three of you.

HP Melbourne Data Centre have received a 3000 for Administration use. This system was installed by Lindsay Gale, Data Products Section Leader. Apart from the operator faction, which crashed the system several times, no major difficulties were experienced. We were able to snap evidence of Lindsay's 'trouble free' time before he was able to remove it - a bed, no less!!



And we were led to believe he was working behind those screens.

Wendy Mosden is about to leave the Service Department and move over to Admin., so before she goes we thought we might have a look at Wendy doing her own thing. While playing cricket at a company outing we see her wondering where the heck that ball went to - some wicket keeper.



At work we find her sick and tired of doing DOS III so she changed to driving a vacuum cleaner.

Wendy is also well known for ability to tuck-in shirt tails.

Thought you'd escape our clutches unharmed didn't you Wendy? Anyway, all the best in your new job.

Danny Hills our Stores Supervisor had two weeks leave some time ago. Most of the fortnight was spent painting his brick veneer house - I guess someone forgot to tell him to only paint the wood - and lopping a 45ft. tree. Our camera caught him looking a little sheepish on his first day back and we wondered why.

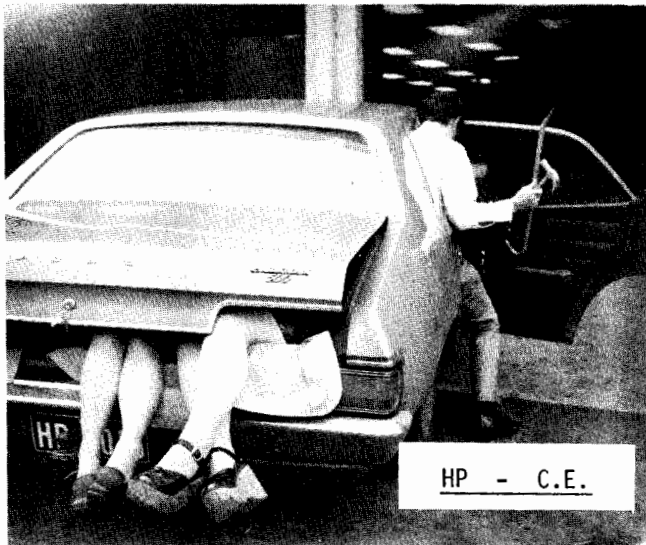


This has not been substantiated, but even though the tree landed exactly where planned, apparently the length was misjudged and the neighbour's car and clothesline somehow managed to sneak under that tree. How about it, Danny?

Danny (Tree-top) Hills.



A HP Data Products C.E. spent months of intensive training on all the highly technical and sophisticated equipment he will be dealing with before he goes out to answer a trouble call. We were very fortunate to be able to photograph a C.E. just about to embark on an interstate mission of mercy, with not only his delicate alignment tools in hand but also whatever accessories he might need for his overnight stay protruding from the boot. There is not a shadow of doubt, you're in safe hands with a HP C.E.



HP - C.E.

Just before closing, I thought we may have a quick glimpse into the past. We notice that Linas Petras, our Industrial Calc. C.E., is smiling broadly. It is very hard to tell nowadays whether he is still smiling - his moustache obscures the view!!

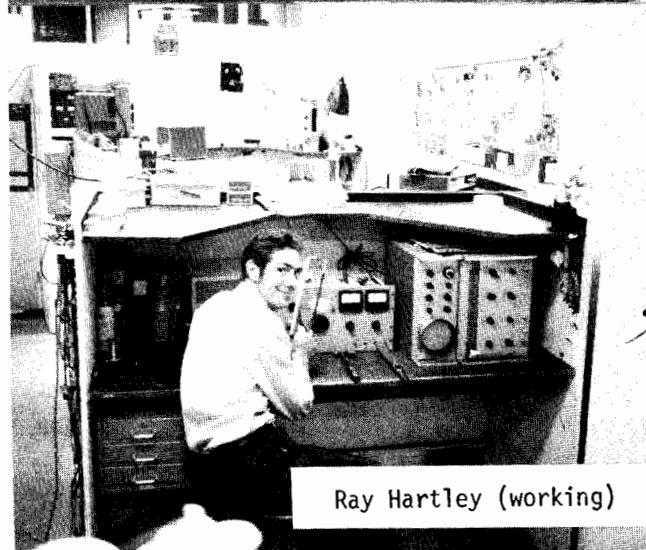


Linas Petras (smiling)

We also see Ray Hartley working for once. Ray sure has changed over the years, but his repair techniques are still the same. Keep at it mate.

Judy Davis left HP and is moving to the country. We hope that the change from mini calcs to milking cows is an agreeable one. We all wish you the best of luck Judy. One word of advice though, make sure you know the difference between cows and bulls.

As this is the last issue for the year, we of the service department would like to wish HP staff and families all the very best for Christmas and the New Year.



Ray Hartley (working)

Hear about the dog surrounded by four trees?
Didn't have a leg to stand on.

UAS IMPLEMENTATION.



Contrary to popular belief, the HP3000 computing system installed adjacent to the entrance foyer in Melbourne office is not one of Bruce Graham's more expensive sales gimmicks. Nor is it Rob Stewart's latest staff training aid (although its early history provides the rationale for this argument).

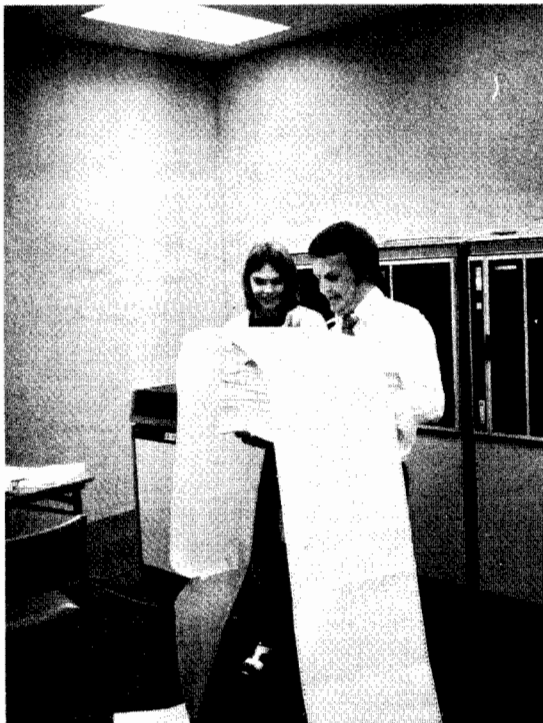
It was in fact installed as a dedicated administration number crunching tool which will provide the base for a host of management and accounting systems covering such areas as Payroll, Sales Analysis, Inventory Control, Order Entry and Statistics, and the already installed and operational "UAS System".

"UAS" stands for Uniform Accounting Systems (previously CUAS, the C standing for Corporate but dropped in deference to we International-ites) and is a 3000 version of the Corporate accounting system which is run at Bay Area EDP Centre on IBM equipment. It also has the added enhancement of dual currency facilities which were developed at ICON, primarily by Harley Leete. H.P. Australia was the "guinea pig" for the dual currency facility and after one or two very minor irritations were cured it was held to be a "goer".

The UAS general ledger system incorporates an accounts payable subsystem and upon utterance of the magic word will spit cheques out of the line printer with gay abandon. There were of course, very stringent internal controls placed on this part of the system, but the fact that every third or fourth cheque is payable to the "Peter Van Schilt Benevolent Fund" leads one to question their effectiveness.

The installation of the system could not have been carried out effectively without the expert assistance of ICON personnel. Such personages as Harley Leete, Mike Houlihan and Nan Cox all gathered down under to assist in this monumental implementation. Even Sam Solt, the ICON Data Processing Manager, dropped in to see how his troops were performing. The dedication of these people certainly went a long way to making the whole operation as smooth as possible. Sam and Mike were also dedicated to proving that Australians do not necessarily have a mandate on Foster's consumption.

Well the "UAS" is here to stay; it will impact everyone directly or indirectly over the next few months, and will doubtless prove to be an important step forward in enhancing our accounting and management techniques.



INSTRUMENT GROUP

Further to the last issue, we are pleased to confirm that John Bieske and Sheila Lowe returned (separately) from their holidays in Queensland. Their sunbans put us all to shame.

Don Simmons took John Antonello to Tasmania for a week to teach him the finer points of gambling. We understand that the trip was very successful with a small profit for both teacher and pupil.

Melbourne Instrument Group held two seminars, one at Melbourne University and the other at Monash University, on "Digital/Logic Analyzers". The seminars were conducted by Jeff Duerr, from Colorado Springs Division, and were a great success. Approximately 80 people attended each seminar and it is hoped that a few orders will ensue.

Ron Hodgson had a week's "drive-yourself" tour of Brisbane, Sydney and Canberra. The purpose of the visit to Brisbane was to install an HP-IB System at the University, and the remainder of the trip was mainly devoted to the R.A.A.F.

We are having our usual December influx of visitors from the U.S. Jan Black was with us for a few days arranging the distributorship of our Diodes and Optros. Jeff Duerr is with us at the time of writing and has put some of our bronzed Aussies to shame with his energy.

An Award from the Loveland Division of HP-IBus Driver was made recently to Ron Hodgson of Melbourne Office.

The Award was made in recognition of Ron's efforts in selling and promoting HP-IB Systems throughout Australia.



John Antonello has been successful in selling 28 Spectrum Analyzers to the Army. The order will total approximately \$335,306. The contract will include Calibration of the 28 Mixers by Ian Richards.

John will be conducting four Seminars for Army personnel, and has promised to take Ann to lunch as a "thank-you" for the excellent job she did in preparing the quotation.

PART TIME FUTURE

By the year 2000, some futurists say, most people will work a short week of no more than a few hours.

This will not be from choice, but because in the over-populated, automated world of the future jobs will be so scarce that they will have to be farmed out. Everyone will work part-time compulsorily.

Predictions of this kind are usually harmless academic exercises. What is certain is that jobs are scarce today in certain parts of the world.

It is against unemployment, and in the developing countries under-employment, that the efforts of world organisations are being directed in a bid to help curb population growth and to create more jobs.



However, labour shortages exist in some industrial countries and the need to keep production going has led to some original ideas to procure labour.

In Denmark, for instance, employers are offering terms to people who cannot work a full week. A new part-time agreement is envisaged under which workers will be able to choose their preferred number of "work units" of four hours each.


By this means women with family responsibilities, retired and older workers, disabled people, students and so on, who cannot work full time can be employed for the time they do have available.

COMPANY

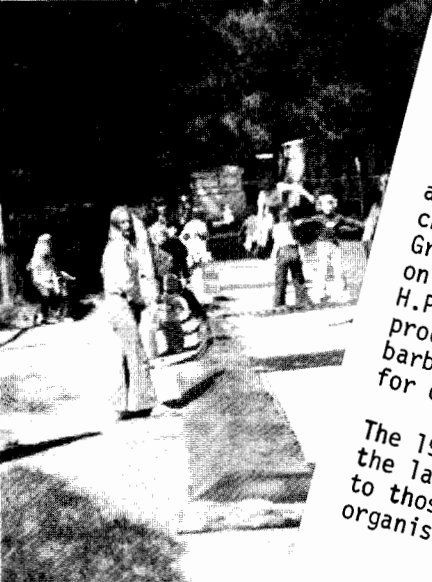
PICNIC.



In direct contrast to the climatic conditions that dampened the outlook (not to mention the body) of the 1974 company picnic, this year ideal conditions prevailed throughout the day, allowing full use to be made of the excellent facilities available at Peninsula Gardens.




Various activities were scheduled, much to the delight of the children present. Undoubtedly one of the most popular facilities was the "Slippery Dip", as evidenced by the photographs.





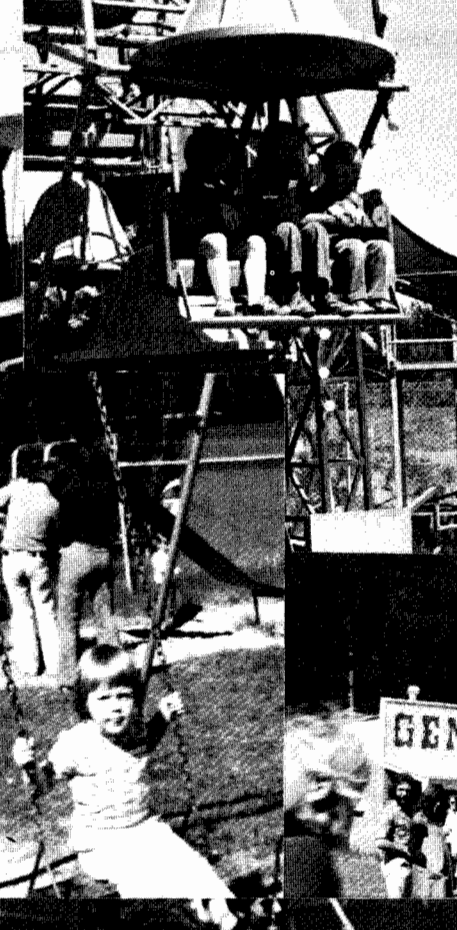
The general objective of the children was to exhaust their physical capabilities by endeavouring to participate in all organised activities and use every available facility.

The responsibility of the hot food department was once again under the control of crack B.B.Q. chefs, led by John Warmington, ably assisted by Gray Morgan, John Springall and Roger Bailey. Not only does this display the versatile nature of the H.P. management team, but also their ability to produce good results when the heat is on!! (Gas barbeque of course, none of this paper and wood stuff for our team).



The 1975 picnic was certainly a great success, (despite the lack of numbers), and our thanks and appreciation to those persons charged with the responsibility of organising and co-ordinating this function.





Brian Smith
Calc./DMI Field Engineer

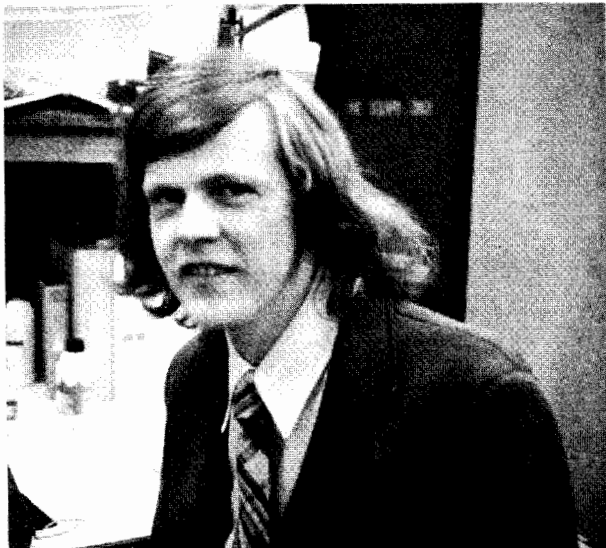


Jolanta Mackowski
Order Processing



NEW

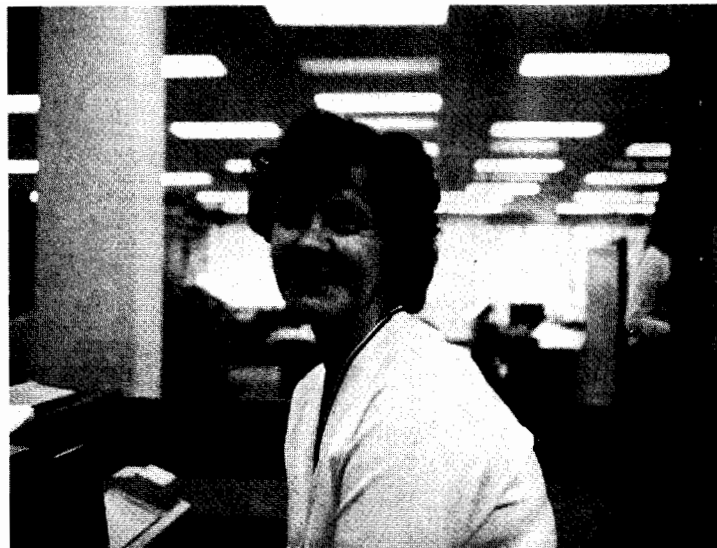
Ian Webb
Calculator Technician



Sue Turner
Key Punch Operator



Catherine Mercer
Telex Operator



Lynette Prince
Spare Parts Clerk



Ken Braszell
Parts Store

FACES.



Betty Davis
Hand Held Calculators





SYDNEY.

NEW FACES

Karen Walker and Gloria Underwood are two new names in the Instrument Group - Karen took the place of Louise Walter when she left to explore the outback; Gloria taking over the position previously held by Chris Armstrong. Chris has moved to be secretary for Harold Norrie and Hans Bels.

In the Calculator Group, Shirley Nankervis has taken on the position of secretary after a long time with that chair vacant.

The Service Department continues to expand at a rapid rate - Bob Carey is a new computer systems service engineer, Paul Bromfield is a new calculator service engineer, and Maureen Bevan is responsible for all spare parts orders.

After nearly three years with HP, Sue Ware has left us to await the arrival of her first child. She was given a very modern clock so that she can watch the time go by. Most of the staff were able to attend a farewell luncheon in her honour, and I'm also told the baby was conceived in the "Ware-house", but our stores people hotly deny it.

Wedding plans are in the air around the Instrument Group, with Dan Restuccia and Karen Walker both getting engaged - but not to each other!

Dan ties the knot on Jan 2nd - Happy New Year - while Karen has not yet set a date.

The Instrument people have also had a drove of U.S. visitors through, including Don Rowe, Jan Black and Jeff Duerr. It was Jan's first visit to Sydney; however both Don and Jeff are becoming regular (twice?) visitors.

To help in understanding what our medical customers are talking about, Irene Cook attended a course conducted at the Hornsby & District Hospital on "Medical Terminology". Irene graduated with distinction, and while not qualified to give ECG's or Pulmonary Tests, she can talk about them at length!

The Calculator Group have had their share of visitors also - both coming and going. Bruce Brackett came to tell us and be told about the 3810. Manly Siler and Max Davis came to help us launch the 9815 in Sydney and Randy Foster came to supervise it all! Max Davis was particularly interested in our activities, as he is a production man rather than marketing and the exposure to a remote sales organisation was a fairly new experience.

Mike Stevens helped balance the travel account by attending seminars and courses in the U.S., along with visits to some sales offices there. Mike brought home some experiences and stories that were given, along with a slide show, to anyone who showed the slightest interest! They really were quite enjoyable however.

Ken Moulang has changed jobs, as from November 1 Ken took on responsibility for APD products in N.S.W., giving up his territory for CPD and CED to Alex Ozolins and David Maitland.

What have Elton John, Henry Mancini and Barry Henninger got in common?

They are all outstanding musicians, that's what!!

Barry is husband of Di, computer systems secretary, and in conjunction with his sister, Betty, has won the Outstanding Composition Award at the 1975 Popular Song Festival in Tokyo.

They won the Australian Popular Song Contest in Melbourne earlier this year with their composition "Elizabeth". The prize for that contest was a grand piano, a ticket to Tokyo with accommodation and spending money and the opportunity to compete in the World Festival.

Contestants from over forty countries took part in the festival in Tokyo, so their winning represented a truly outstanding effort.



I.R.E.E.

CONVENTION 1975

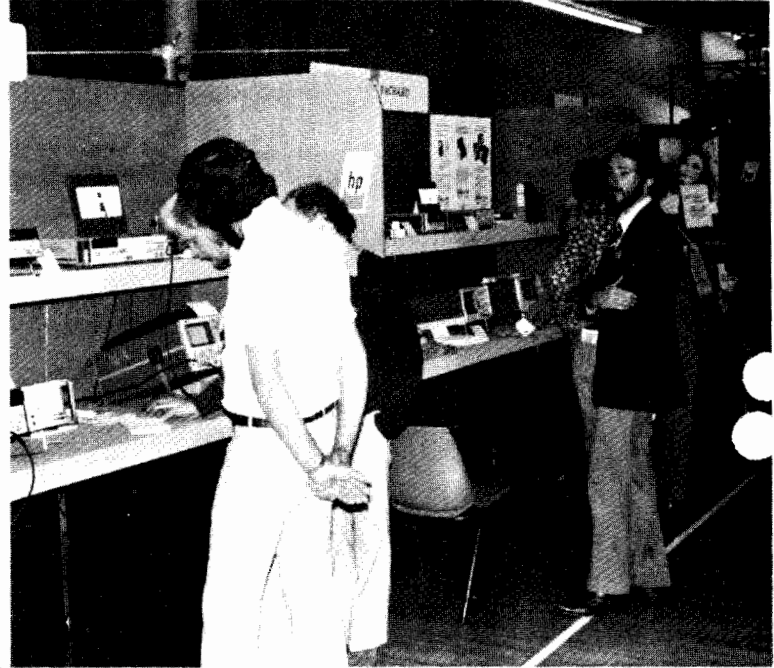
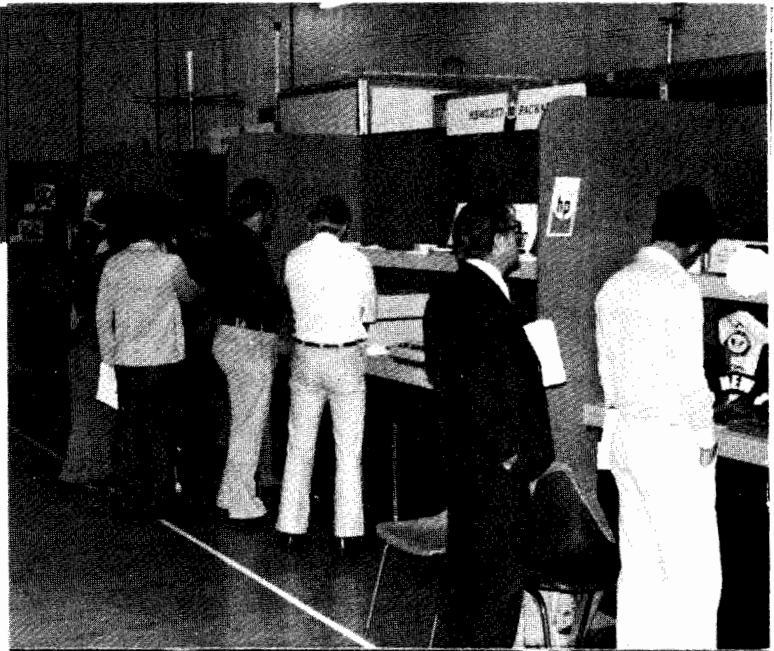
From August 25 to 29th, Sydney was host city to nearly 1000 delegates to the International Electronics Convention '75. The convention was the second International Conference in the history of the I.R.E.E., the first was the 1938 World Radio Congress, and visitors came from the U.S.A., U.K., Singapore and many other countries.

As a company vitally concerned with the Electronics Industry, HP had a very high interest in the exhibition aspect of the convention. We had a series of nine display stands totalling 90 feet of display benches, with each 10 feet module concentrating on a particular group of products. The service operation was included to show visitors our capabilities in that area, along with specialised displays of HP-IB, computer systems, low-cost instruments, components and our general instrument and calculator products.

With a display stand 90 feet long, some considerable help was needed to provide enough staff to ensure each stand was continuously manned. Interstate visitors included Dick Graf, David Robertson, John Bieske, Ron Hodgson, Margot Darlison and John Williams with Gray Morgan and John Warmington calling in briefly.

As part of the technical lecture program, Don Loughry visited from Corporate Engineering to present a paper on the evolution of HP-IB. Even though it was presented very late on the last day, the paper was well attended and interest was very high.

Harold Norrie served on the Convention Board for the I.R.E.E. with responsibility for printing the 650 page Convention Digest.



COSTLY

A man was about to check in at a hotel when he noticed a very chic chick giving him the eye. He walked over and spoke to her as though he had known her all his life. Both walked back to the desk and registered as Mr. and Mrs.

After a three-day stay he walked up to the desk and informed the clerk that he was checking out. The clerk presented him with his bill for \$350. "There's a mistake here," he protested. "I have been here only three days." "Yes," replied the clerk, "but your wife has been here a month."

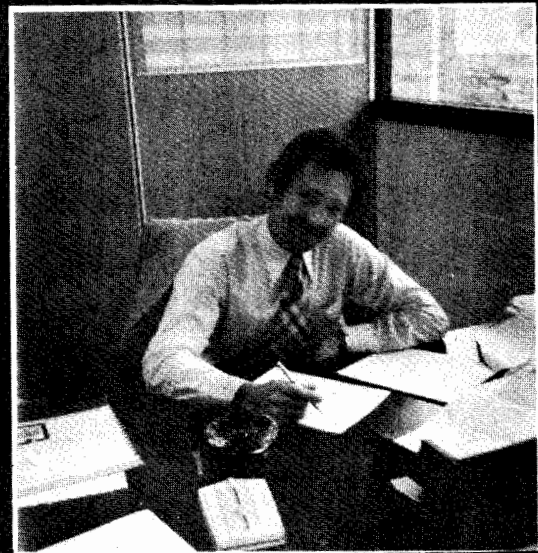
ADELAIDE.

ANGELA MARSHALL, our calculator secretary, is happy to announce the birth of an Olympian, namely hubb, to represent Australia in hockey in the forthcoming Olympics. Angie will have a task in front of her in keeping Steve, trim, taut and terrific for the Games.

The Victorians have done it again according to Ron Lomax, by emptying all their excess water into the Murray which is now passing "through" Ron's holiday residence and thus leaving Ron in deep water for his Christmas holidays.

HP, Adelaide, is making a small contribution to the seventh HP objectives of citizenship in that it is displaying in its premises, paintings, drawings and similar art work done by the students of one of the largest high schools in Adelaide, namely Norwood High.

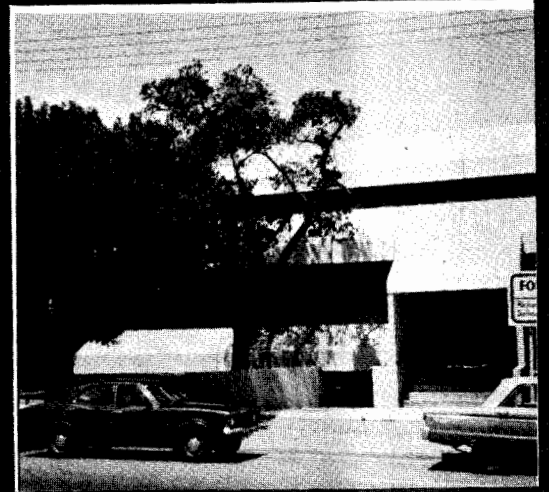
Peter Congdon, the Art Master at Norwood, is the brother of our customer engineer, Bob Congdon, and both he and the students are delighted with the opportunity for their work to be displayed publicly, (however small the public traffic through Adelaide Office might be, the paintings do give the staff quite a lot of pleasure and enjoyment).



SIGN IN A LOCAL FACTORY

"Girls, if your sweater is too large for you, watch out for the machines.

If you are too large for your sweaters, watch out for the machinists."



BOB CONGDON is our service engineer who joined HP Adelaide Office in May of this year. Before joining HP Bob worked for Control Data and at E.M.I. Electronics during which time Bob was working closely with the Department of Supply and Department of Navy in the development and installation of a weapons system for the Royal Australian Navy.

Bob belongs to Gawler Soaring Club and spends his leisure time gliding over the countryside.

KNOWING

A sedate lady called to testify in a lewd and lascivious trial asked permission to write what the defendant had said to her.

When her note was given to the jurors to read, one pretty panelist found the man next to her asleep, pinched him and passed the note on. He read it, smiled at her, nodded and stuck it in his pocket.

PART 2 OF THE BRISBANE OPERATION.

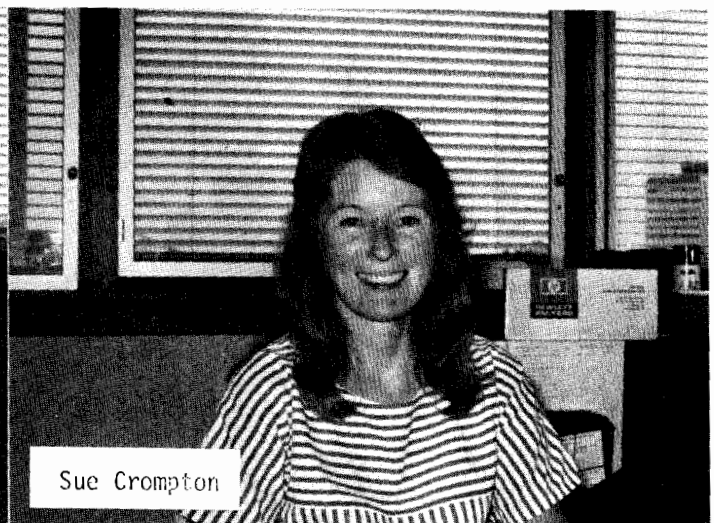
In the last issue we briefly described the origin of HP Queensland to the point where we ran out of space in Bread House.

Harold Norrie and myself went looking for alternative accommodation during March 1974, just after our disastrous floods. This quickly eliminated 50% of the buildings available as underwater carparks didn't particularly appeal to us. We ended up looking at a rather attractive "A" frame building which was in the immediate vicinity of Bread House and within walking distance of the central city. The more we looked at this building, the more suitable it appeared and indeed John Warrington approved our move. One large furniture removal van was able to move the entire office from Bread House to the Queensland Teachers' Building on 10th June, 1974.

Just prior to our move, Sue Crompton joined us to replace our previous secretary, Angela Tsakas, who had decided to leave us. So we moved into our present office, all 3000 square feet of it, with Healey, Doug, Sandra, Sue and Bruce. It immediately became apparent that what was a crowded office in Bread House, was a very sparse situation in our new office, and we were constantly being ribbed with "you have just moved in eh" up until early 1975.



Sandra Robertson

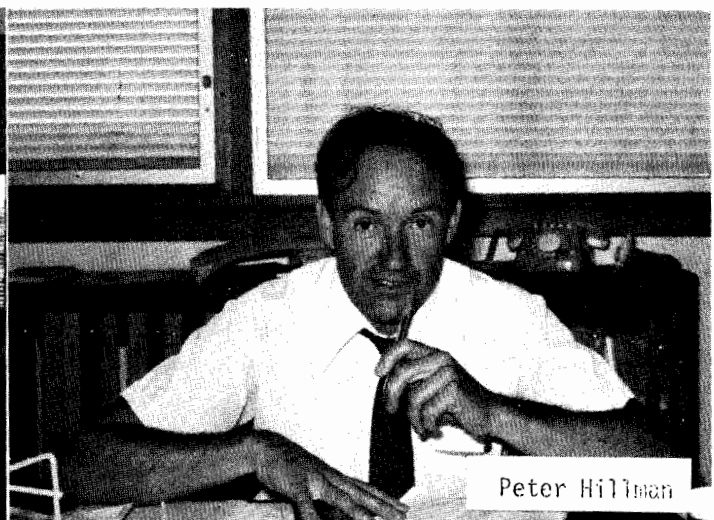


Sue Crompton

Due to the expanding calculator business, Healey Blessing transferred from service to calculator sales and was replaced by Peter Hillman who has had a wide and varied experience outside of HP. A month later Greg Condell, ex R.A.A.F., joined us as our calculator technician but has since expanded to take in back-up support for computers and analytical equipment. Our two photographs of the service area show Peter Hillman looking concerned at his desk and Greg having a discussion with Gray Morgan about service support.



Greg Condell & Gray Morgan



Peter Hillman

BRISBANE.

In addition to Healey in calculator sales, Gene Conron joined us as calculator staff engineer. To complete the expansion, Jenny Mudge joined us as receptionist and service Secretary in October and David Robertson as IPG staff engineer in November. By the end of 1974 we had a fair complement of people which overcame our vast space problem. One could say that Parkinson's Law was applied to fill the available space, however, fortunately this was a genuine expansion due to need.

The next issue will be the final of this resume of the establishment of our office. I will then concentrate on current news, photos and plans for the future.

CANBERRA.



Liz & Pat Lynch

With such a short period between the last issue of Depth and this one, we in Canberra have had little time to accrue much news - it takes time for our staff to work on such news as new babies and the like.

We do have a wedding to report. Liz Dienavs married Pat Lynch on 1st November, and is now off on a camping holiday, away from the salt mines (her words). Some of you will remember Pat from his brief time with HP in the Canberra Service Department.

We have Doris Prince relieving in Canberra Office whilst Liz is away. Melbourne will remember her from "Parts".

Craig Shaw is off on a visit to Denmark with his wife over the Christmas break, to show off his new baby son to the grandparents. Needless to say, we're all green with envy.

We are pleased to report that Canberra Office exceeded 1 million dollars in sales for the first time - onward to bigger and better things!

Since the last issue we have had visits from Don Rowe and Geoff Duerr from overseas, plus visits from various people from other offices.

All of us in Canberra would like to wish all of you elsewhere a very happy Christmas and all the best for the coming year.



"A TOUCHING THOUGHT"

The trials of an unfortunate car mechanic!! The poor man was caught in a marital mix-up involving a couple - whose car had broken down. The husband sent his wife home by bus and when she arrived found the car already there with her husband's legs sticking out from underneath. She touched a sensitive spot on him, then realised it was not hubby but a mechanic. Horrified, she ran into the house and asked her husband to apologise. But too late. Hubby found the mechanic sprawled unconscious, his head bleeding from a bad cut. The unsuspecting mechanic had sprung upwards at the wife's friendly greeting. Hubby frantically called an ambulance but then had to explain to a curious driver how it happened. The driver laughed so hard he dropped the stretcher, tumbling the mechanic to the ground. The innocent victim was taken to Canberra Hospital unconscious, his head cut and with a broken arm from the fall.

(This article actually appeared in a Canberra newspaper).

PERTH OFFICE.

Perth Office has been on the move over the last few months, and it was with a smile that we noted some 'spy' in the Eastern States decided last Edition to give our new staff a bit of a write up.

These notes motivated the 'appointed' one to get down to the typewriter and send in our version of the characters who have joined this office.

We also thought it might be time to refresh the memories of our distant fellow workers just who keep the cogs grinding over here in the 'outer limits'.

Firstly to the new staff members, as seen by their co-workers in the West.

GORDON BARNETT, that very congenial Englishman has taken over the Service Division and added to his list of duties, is that pleasurable duty of giving moral support (and advice) to the girls in the office. He is definitely qualified for this added 'burden', although no one will explain why. Perhaps he is just gaining knowledge of the traumas in the lives of females, so he is better equipped to handle and solve the problems of his two growing daughters.

RON SARGEANT our computer man - not really new any longer - is a man with the happy knack of keeping everyone laughing and onside, not only in the office but also out in the field. Ron's enthusiasm which never seems to flag at the moment is partially being directed into his beautiful new home at City Beach. We say partially because 'our man Ron' is a computer man through and through.

PAMELA SPRING'S introduction to the working life at HP, as calculator secretary, four months ago commenced by being literally hurled into a 9830A Training Course - why hadn't someone told her what a 9830 was? She has now assimilated enough of a working knowledge to be 'a whizz on the plotter' and specializes in doing birthday plots.

Her charm and enthusiasm with Pocket Calculator customers is such that customers' complaints are totally disarmed before they even get started. This ability is carried through to her private social life where she has (with the help of a friend) recently started a Committee called the PEBE Committee which raises money for charities by organising functions. This work is not new to our Pam who has been involved in charity and fund raising for the past ten years.

Meanwhile as we submit our version of the new faces we feel it is time just to let you know what some of the old faces are doing about the place.

DAVID CHAMBERS is now the W.A. District Manager, the title has changed but David remains the 'man at the top', keeping a paternal eye over the staff, not an easy job, but with six children the most highly qualified man in the office to do it. He is a man always on the move, just take a look at the "Are You Going Out?" Book.

At present David is sporting one of the best tans in W.A., he did have a trip to the Nor'West but when each Division received a list of new contacts he had collated, we knew he obviously had had no time for sunbaking - it is I believe a tan gained on the Swan River every weekend out on his Hawke Surfcat, with his family.

MARGARET CALKIN, nee Tyers, one of the original faces of HP Perth, is now very much a housewife, coping with the trials and tribulations of the Perth Office, a new house and husband. We feel that if she is as efficient in the home as she is in the office, her husband will find life moves very smoothly. At the moment they are both madly redecorating their new home, thus it seemed appropriate that she should be sent out to check on blinds and curtains for the office.

AINSLIE ASPERY, the big calc. F.E., is still dreaming of his time spent in the States and U.K. From all reports there is just nothing like HP U.S.A. They certainly did something to him over there, as he came back enthusing, not only over all the people, places and new products, but ready to plant his back lawn. Kay, his wife, has only waited twelve months to see this miracle begin.

Gentleman farmer: A fellow who stands up when a cow comes into the room.

What do you get when you run over a canary with a lawn mower? 'Shredded tweet.'

W.A.

POCKET CORNER

One of the HP Perth members, known for her charm with customers, received this call from an eager young student enquiring about the HP25.

Student: "I am worried that having to push the function keys on the new HP25 will waste time during exams."

HP Sweetly: "I can assure you that this has not been a complaint from any of the students with HP25's."

Student: "Well what are the complaints you get?"

One HP Perth member was lost for words.

DAWN ALDERSON is the only person in HP Perth who can handle the switchboard, the Micro-Fiche, and customers, all at the same time down in the Reception Area, without getting flustered. Dawn also has Ron Sargeant to look after, and the boys in the Service Division. With all these men around is it any wonder that Dawn has taken up pistol shooting in her spare time?

MIKE STANBRIDGE, the other half of the Service Division, has been with HP for two years, maintaining the high standard of service that HP is so proud of. Rising to other heights, Mike and his wife Maria, have moved from their home in the suburbs and are now members of the high-rise dwellers' set, having just bought a new unit.

So there you have Perth Office and the characters who combine to make it a happy and healthy place to work. At the moment as we go to print, we are using the combined resources of each member, and organising a complete Exhibition at the Perth Sheraton Hotel.

The efforts will be rewarded on Christmas Eve when together the office will go lunching before breaking up for the Christmas vac.



The Social Scene.

A group of 60 HP'ites went back to the days of jolly olde England at Dirty Dick's Elizabethan Rooms on 2nd August.

The night was presented under the somewhat questionable guise of a regal banquet with appropriate King and Queen of the night being appointed. Buxom wenches served a feast befitting royalty (whole baked schnapper, whole ribs of beef etc., etc.,) 2 merry minstrels and a musical maiden accompanied the jolly jester who kept everyone laughing with their continual joking and singing (?) and bantering of the royal subjects. After much drinking, feasting and singing it was decided that this was not only a night to be remembered, it will be repeated.

We intend organising another night at Dirty Dick's at a later date, due to the overwhelming response to the above night.



VILLA BORGHESE

Date: Saturday November 1, 1975

Time: 7.30 p.m.

Place: Villa Borghese, Mt. Dandenong Road,
Kilsyth.

This is the setting for a dinner dance - one that could fly or flop. The music, food and mood would determine the destiny of the Social Club's second dinner dance - and what a night it proved to be.

Everyone thought it was a fantastic success. With leis and whistles on the tables for all, it didn't take long to get things swinging and swaying and dancing and talking and laughing and Despite the poor staff attendance a better night would be hard to find.

There were a few prizes to be won (or fought for) and the lucky lei numbers were presented by Marion Juni and Randel Ross, after a few (!) words from Randel:

- 1st prize - Set of 24 glasses - Ian Johnston
- 2nd prize - Set of 3 glass dishes - Regina Zielke
- 3rd prize - Set of 3 glass dishes - Di Thomas.

Of course every function has to have a Belle (?), and this being International Women's Year, it was decided that the chauvinist male species of the human variety should be selected for Belle of the Ball, and Ron Pritchard was presented with a watermelon appropriately wrapped.

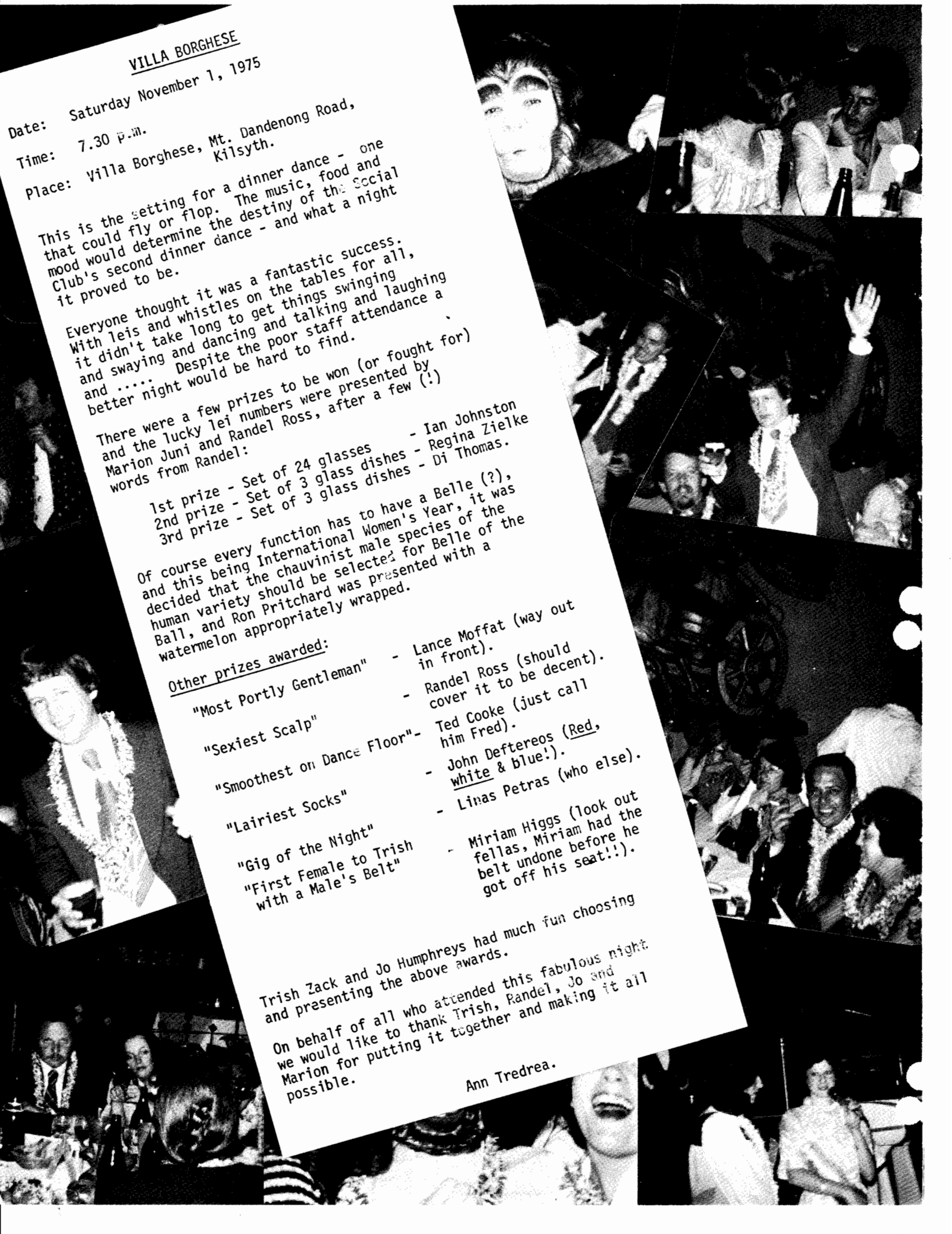
Other prizes awarded:

- "Most Portly Gentleman" - Lance Moffat (way out in front).
- "Sexiest Scalp" - Randel Ross (should cover it to be decent).
- "Smoothest on Dance Floor" - Ted Cooke (just call him Fred).
- "Lairiest Socks" - John Deftereos (Red, white & blue!).
- Linas Petras (who else).
- "Gig of the Night" - Miriam Higgs (look out fellas, Miriam had the belt undone before he got off his seat!!).
- "First Female to Trish with a Male's Belt"

Trish Zack and Jo Humphreys had much fun choosing and presenting the above awards.

On behalf of all who attended this fabulous night we would like to thank Trish, Randel, Jo and Marion for putting it together and making it all possible.

Ann Tredrea.



Safety Program

Co-operation is the keynote of our company-wide safety program. The prevention of accidents is our fundamental goal. Another phase of our program deals with an accident should it occur. First and most important - report all accidents to your supervisor immediately. Supervisors are required to complete a report for the insurance company and submit it to Personnel on the day of the accident.

Advise any physician treating you for injuries, as a result of the accident, that his charges will be covered by workers' compensation insurance.

It is the company's responsibility to provide (1) a safe and healthful working environment for all employees and (2) to assure the safety of all those who have occasion to visit H.P. facilities.

Employees are expected to adhere to those safety and health guidelines that apply to their actions and conduct.

The control of accident frequency requires that each division and group organize and maintain an effective accident control program. It is the responsibility of managers to actively support and participate in these programs.

Fire Regulations

Do not attempt to put out any but a minor fire yourself. Get immediate assistance from others in your area. You should report any fire immediately to the telephone operator and tell her the location.

General Guidelines

- a. Good housekeeping reduces many hazards and is the best kind of prevention. Keep all areas clean.
- b. Observe "No Smoking" regulations where posted.
- c. All cigarettes, and other burning tobacco should be well extinguished before being discarded in a proper receptacle.
- d. Learn the location of emergency exits, fire alarm boxes, and fire fighting equipment in your area.
- e. Keep all exits, aisles, and emergency equipment unblocked and ready for immediate use.
- f. Learn the proper type of fire extinguisher to use on each particular kind of fire and how to operate them.

Reporting Emergencies

Below are the various procedures and conditions to consider when reporting an emergency:

Upon reaching the operator give the following information:

1. Your name and the location of the emergency.
2. A description of the emergency. Specify the need for an ambulance, fire department, etc.

Making a direct call to the ambulance service or to the fire department can lead to confusion in an emergency situation.

After Reporting the Emergency

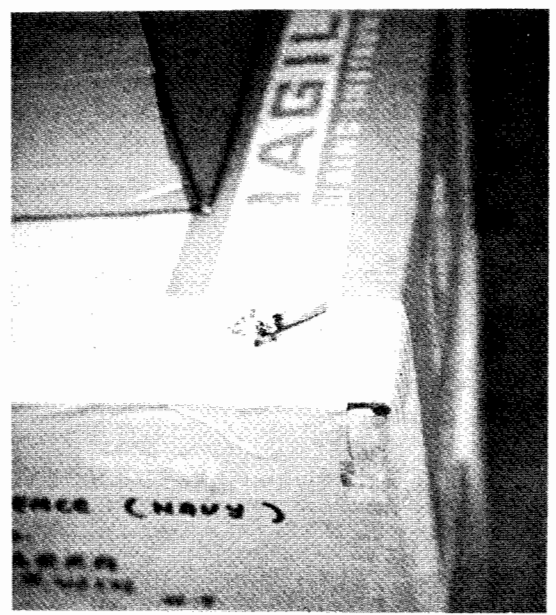
1. Send two or more persons to the parking lot to direct the ambulance, fire department etc., to the area involved.
2. Do not move accident victims unless the location is unsafe.





While on the subject of Safety. This photo illustrates what can happen to a domestic appliance when incorrectly wired.

The iron had been turned on and left for approximately five minutes, before being noticed.



It seems that irrespective of what precautions are taken to prevent fires, there is always the human element of neglect as evidenced by this photograph.

Safety is the responsibility of each and every one of us. It is not the sole responsibility of management, supervisors, the safety officer or any one section alone. It is the combined effort of everyone that prevents accidents.

Accidents do not happen - they are caused - the objective is to remove the causes.

From: Wing Commander P.J. ...
Dear Russell,
On behalf of the Crew I ...
our Group last Monday evening and speaking to us ...
We have a large number of students in the Crew and ...
hand-held calculators in most ...
Looking thro ...
computers and computer relat ...
Your talk and display apart ...
Software Support now decorat ...

APPRECIATION EXPRESSED
It is always rewarding to receive written appreciation of services provided/rendered, and in the past few months such letters have been received expressing thanks to appropriate persons.

tel: 399 131
ADS 52/45/42/
The Manager
Hewlett-Packard
31 Joseph Street
BLACKBURN VIC 3
Dear Sir,
NO
On 20 Octob ... members ...
School of Radio and demonstrated vario ...
products to the members of No 42 Engin ...
Familiarisation Course. This was a ...
entertaining presentation and your me ...
for their enthusiasm.
Would you please convey my ...
Mr Warrington and Mr McKinnon.

Yours ...
Peter Gillieron
... dependant on our H.P. system ...
... on and payments to Cotton Growers. ...
... this problem with your Sydney office we ...
... what what ever else might happen the ...
... must work during those four months.

Having now completed the second season I wish to pass on to you our appreciation of the excellent service provided by Allan Fern's Service Department in Sydney. The few problems we have had here in each case been responded to according to whether or not it occurred during the season which is exactly the type of relationship we were looking for. The result is a system that has far exceeded our original objectives.

Yours faithfully,
NAMOI COTTON CO-OPERATIVE LTD.

FROM THE MANAGING DIRECTOR...

WRITING THIS NOTE JUST A LITTLE OVER TWO WEEKS BEFORE ONE OF THE MOST CRUCIAL ELECTIONS EVER HELD IN AUSTRALIA MUST SURELY BE A PARTICULARLY DIFFICULT CHORE AND I DOUBT WHETHER ANYONE CAN REALLY TIP THE OUTCOME NOR JUDGE WHAT THE ECONOMIC SITUATION WILL BE DURING THE COMING YEAR.

IRRESPECTIVE OF WHICH PARTY IS RETURNED TO OFFICE, I HAVE NO DOUBT THAT WE WILL HAVE TO TIGHTEN THE BELT - THERE ARE MANY SIGNS TO INDICATE THAT OUR QUOTA LEVELS MAY AGAIN PROVE TO BE OUT OF REACH. THIS BEING THE CASE WE MUST RESTRICT EXPENDITURES.

WITHIN HP AUSTRALIA WE HAVE A PARTICULARLY GOOD GROUP OF PEOPLE, THERE ARE THOSE WHO CONTRIBUTE MORE THAN THEIR FAIR SHARE OF TIME, HOWEVER ON THE OTHER HAND THERE ARE MANY WHO ARRIVE LATE, LEAVE EARLY, TAKE LONGER THAN NECESSARY LUNCHEON, MORNING AND AFTERNOON BREAKS AND DO NOT ATTEMPT TO MAKE UP LOST TIME. I REGRET THAT WE HAVE REACHED THE STAGE WHEN WE CAN NO LONGER CONDONE THIS SITUATION AND I AM PERSONALLY ASKING EACH AND EVERYONE OF YOU TO RECONSIDER WHETHER OR NOT YOU ARE CONTRIBUTING AS MUCH AS POSSIBLE TO BRING ABOUT A SUCCESSFUL FY76.



John Warmington

J. WARMINGTON



Tienie Steyne & John Warmington

Recent visitor to H.P. Australia was Tienie Steyne from H.P. South Africa. We managed to take this photo during a busy schedule.

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

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Ann Tredrea