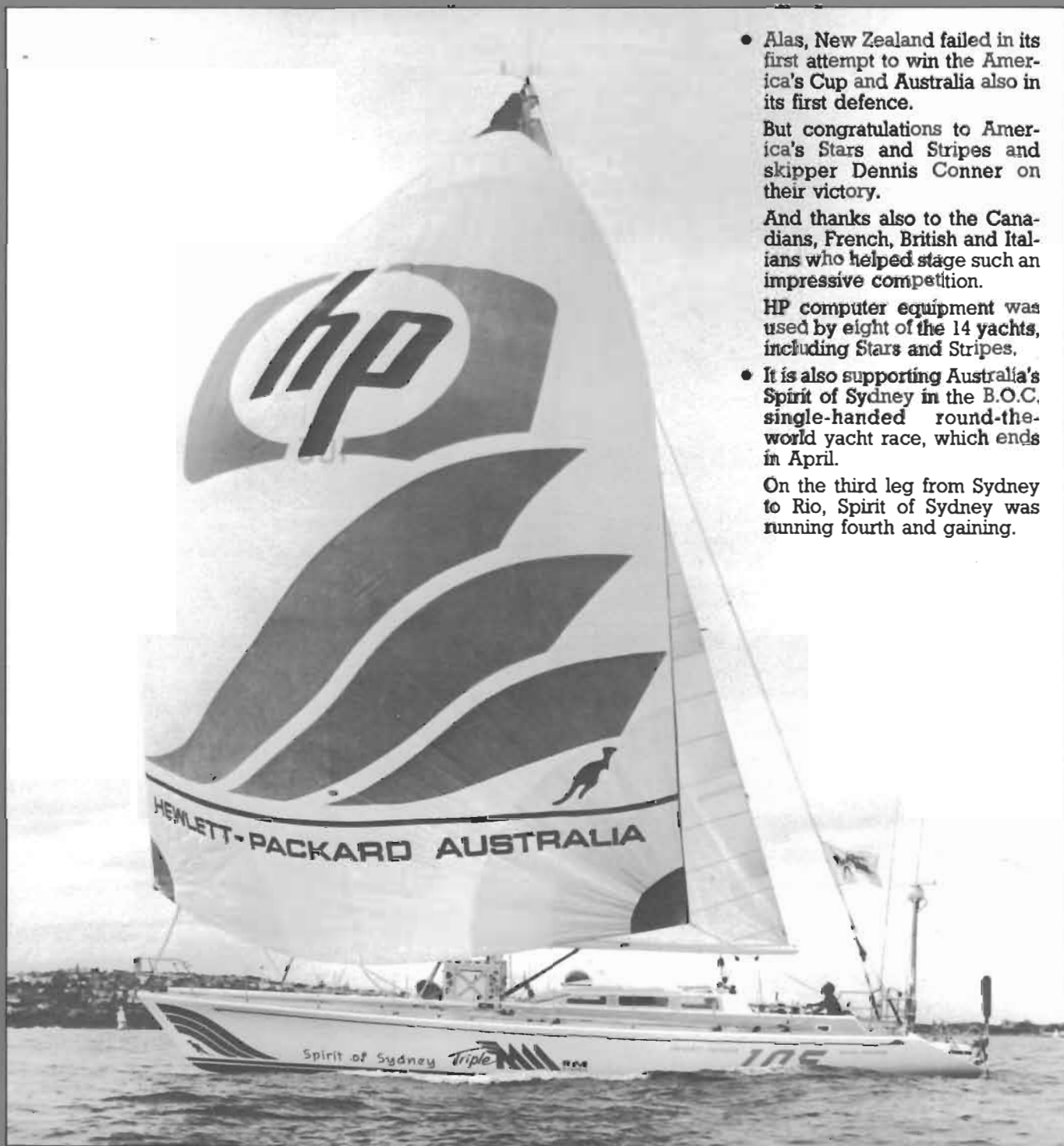


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hp FOR AUSTRALIAN AND NEW ZEALAND
STAFF AND FAMILIES OF HEWLETT PACKARD
No 27 February 1987



- Alas, New Zealand failed in its first attempt to win the America's Cup and Australia also in its first defence.

But congratulations to America's Stars and Stripes and skipper Dennis Conner on their victory.

And thanks also to the Canadians, French, British and Italians who helped stage such an impressive competition.

HP computer equipment was used by eight of the 14 yachts, including Stars and Stripes.

- It is also supporting Australia's Spirit of Sydney in the B.O.C. single-handed round-the-world yacht race, which ends in April.

On the third leg from Sydney to Rio, Spirit of Sydney was running fourth and gaining.

Excellence in execution

Good strategies poorly executed don't accomplish anything.

In fact, just an average plan that is brilliantly executed can be a big winner.

This was the message that President John Young gave to general managers from around the world when we gathered for his start-of-the-year briefing last month.

The theme of his talk was *Excellence in Execution*.

It was the most encouraging such meeting I had attended.

John Young had made it clear that focus must be on the effective execution, or implementation, of plans.

The world is clearly more competitive and we must be swifter on our feet. We need a greater sense of urgency. We need good products but we also need to get them quicker to the market place.

A lot of emphasis was put on the R&D people being thoroughly aware of the significance of 'time to market'. Clearly, if we can develop products from conception to marketing more quickly than in the past, it will help us leapfrog our competition.

It will avoid situations where to be successful we become focused on pricing.

R&D and marketing people had a December meeting — the first on a worldwide basis — and it was most successful in focusing on the needs of the marketplace.

John observed that TQC was slowly but surely becoming institutionalised. It is necessary to give it even more attention. Continuing effort will go into that within HPA in 1987.

HP is using a lot more processes and methodologies in its planning and decision-making (what products to bring to the market) and measurement of the effectiveness of these programs.

The new word is 'metric', meaning measurement criteria. Just about everything has a metric or measure.

It all comes back to the TQC concept.

The Corporate managers reported that HP had emerged from tough times, still with a lot of challenges but better positioned in a financial and managerial sense than any of our major competitors.

Things are *not* always rosier on the other side of the fence.

John's update of strategic issues highlighted several which are relevant to HPA. They are:

- The need to reap benefit from the Spectrum program by marketing and selling these products effectively.
- Continuing to emphasise *excellence in execution* of all the basic functions and operations of our company.

Definitions

Corporate strategy: Identifies HP's core business segments and defines common attributes.

Core business segment: The broadest possible set of related businesses with commonalities in products, technologies and markets.

Segment managers decide on the businesses the company is to operate in.

Importantly we ought to be in segments only where we can have a leadership position.

However, it does not mean that No 2 in sales means we ought to get out. The customers' view of leadership is perhaps as important as the absolute market share position.

Nevertheless, we do want to *aim* to be leaders in all aspects.

Business: The smallest size grouping of related products and services that can be planned relatively independently of the Company's other products and services.

Usually a business serves an identifiable customer base and competes against a defined set of competitors.

Business strategy: That set of decisions made in marketing, production, R&D and finance needed to position that business in its competitive environment.

- Making sure we achieve balance in profit contribution by each of our major businesses.
- Focusing on organising ourselves to be competitive.
- Ensuring everyone has the right

attitude to customer satisfaction and living up to the standards we set and the promises we make.

- Managers and supervisors nurturing the growth and commitment of all in their areas of responsibility.

Chief Operating Officer Dean Morton reported that there had been many successes in 1986, primarily with the launch of the Spectrum family and the shipping of the first 840.

The move from the 16-bit HP3000 family to the new Precision Architecture had gone smoothly. There were now 10 alpha sites and 28 third parties had made the change.

The 950, the next higher performance machine in the Precision Architecture family, was on schedule.

The only concern was that the MPE-XL operating system needed some more tuning.

FY86 targets exceeded those of FY85 but profit did not. However revenue per person gained 10%, which meant productivity improved by that figure.

Dean's 1987 priorities were these:

- Improving on a company-wide basis the focus on HP's fundamental businesses; making sure the right products were addressing the right markets; and making deliveries on time.
- Commitment to continuous quality improvement in whatever task or process an employee was involved in.
- Maximising performance from all our available resources.
- Improving market position in each of our key businesses.
- Ensuring a positive net profit from each of our businesses.

The *Rows and Columns* way of showing the linkage of the company's activities — which a number of HPA people were introduced to last year — made it easier to see how excellent implementation of plans is vital to success.

MTS is an additional aid for HPA.

We're facing the same issues as they are in the Corporation and we are at least up with the game.

All the international visitors were pleased that the meeting was that of a worldwide company rather than an American organisation with overseas interests.

MALCOLM KERR



• Not a free plug for Bondy's brew; just Glen's proof that it is big and it is an airship.

Computer
Museum

Meeting the Fremantle challenge

Sadly the America's Cup stayed only three years in Fremantle and is now bolted down in San Diego.

But Australia had a resounding winner in the television coverage it beamed throughout the nation and around the world.

Never has a yachting regatta being covered so dramatically, with so much innovation and flair. There were cameras in an airship, in helicopters, in spectator boats, on mast-heads, even below decks in the bowels of the competing yachts.

HP had a high profile with computer systems supporting eight of the 14 competitors but it also had an unseen role in the high quality of the TV transmissions.

Admittedly, there was one horrible moment when we thought we might have had egg on our face but a slick recovery operation, involving HP people in Perth, Melbourne and the States, saved the day.

Channel 9 owns an HP sweep oscillator with a leading edge broadband plug-in type HP83592A. It is an extremely versatile instrument which covers an enormous bandwidth, from 10MHz to 20GHz, which Nine uses in its studios to check sophisticated broadcast equipment.

It intended using the oscillator to sweep microwave devices inside the Bond/Swan Premium airship where TV cameras were mounted.

(BBM **Glen Taylor** believes only ignorant easterners call it Bondy's Blimp. "It's a real airship, not a blimp," she says.)

Unfortunately the oscillator failed when a test was being conducted on 5 January.

Telecom lent its sweeper to finish the test and within 24 hours the fault analysis had been completed and parts ordered from the US.

The parts arrived in Melbourne at midday on the 14th and the unit was fixed by 8pm.

It was shipped early on the 15th and arrived in Perth the same day ... with two weeks to spare before the sail-off was to start.

SVC Engineer **Glen Williams**, SVC Co-ordinator **Mick Cerkez** and Warehouse Supervisor **Laurie Cini** earned the fulsome praise of Nine's communications engineer **Dave Patroni**.

Without the repair of their instrument sweeper, the Nine network faced the prospect of inferior pictures taken from a helicopter instead of the vibration-free airship.

"The whole team in the Perth office supports Dave's appreciation of this tremendous effort," Glen said. ■

A lot going for us

John Young told the general managers' meeting that he had come to appreciate just how many things HP had going for it — an outstanding accumulation of technology and marketing capability that was first-rate.

He said we had very competitive people — they wanted to win.

And we had people with excellent basic attitudes. They were open, they liked to work in a teamwork environment and, if given a chance to succeed, would beat anyone. ■

No grass grew

Perth office had a demonstration of Gallic get-up-and-go when HP France's AEDM **Danielle Paradelles** breezed into town one Thursday morning during the America's Cup challenger eliminations.

The French Department of Communications was providing *French Kiss* with facilities which included HP hardware and software.

DCEM **Chris Cantor** was happy to oblige when Danielle said he wanted to throw a dinner party on Monday and needed to know the syndicates using HP gear.

Chris wrote down eight and Danielle said he'd be visiting the south-

west next morning but would give a list for name tags in the afternoon.

Several of HPA's WA customers, including Argyle Diamond Mines' MD **David Carpin**, accepted invitations.

On Tuesday, Danielle flew home.

"Certainly didn't let grass grow under his feet," observed Chris admiringly. ■

Obituary

All of us in HPA offer our sympathy to the family and Auckland work colleagues of **CE1 Greg Hall** and his fiancée, **Trish Malpas**, who died in a road accident on 31 January. ■

Helping customers in the outback

Once a year Region CE Manager **Bob Congdon** beats the bounds of his extensive Australian bailiwick, a continent of nearly 8 million square kilometres and a coastline of 20,000km.

It's to show the blue-and-white flag, sort out problems, get to know companies deeper than just a single contact and fraternise with CEs and other sections in our branch offices.

"Desk-bound, you can easily forget there's another real world operating beyond our six-lane freeways and city hype," he says.

"The landscape may be desolate in the Pilbara and places like the Argyle Diamond Mine difficult to reach; and outback people are slower of speech and enjoy simpler pleasures but some of Australia's most important commercial operations are taking place there.

"High technology is all over the place and HP has some very important sites in isolated places.

"Mines that are hundreds of kilometres from a city or even a town, some reachable only by once-a-week light aircraft, need first of all computers and instruments that are robust, with reliability engineered in.

"Then they look for really slick response when something does go wrong and in both areas HP has built a good reputation."

CEs always have their toolbags packed and a change of clothing handy; wives and children are never sure to see dad tonight.

They tell of one CE who was off on a distant rescue mission when the pilot announced his single-engined plane was overloaded.

Glancing out to see whose toothbrush was being off-loaded, the CE saw his toolbag taken from the locker so he promptly disembarked.

"What the hell do you think you're doing?" demanded Biggles.

"An engineer's useless without his tools," replied the CE.

"Fair enough," agreed the aviator as he dumped a sack of Her Majesty's mail on the tarmac and replaced the toolbag.

Some people do get priorities right.



• Darwin's two Trevors — T Oliver (left) and T Brown.

Bob will be happy when a remote diagnostic system of preventive maintenance has covered every outback site.

The thinking is that it's too expensive for an engineer to make a dash outback, do a quick fix, get back to base and maybe find another problem has come up just 50km from where he's been.

It makes sense to do weekly diagnostic checks of equipment by telephone and modem from Melbourne and detect even the faintest murmur that could be harbinger of a breakdown.

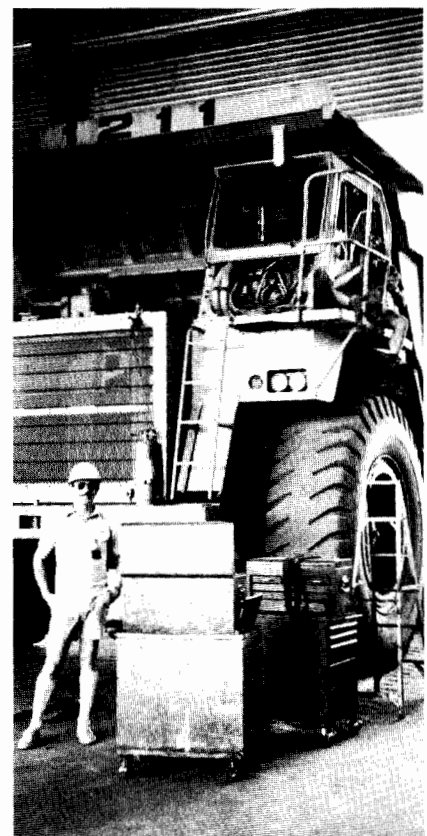
The phone checks, interpreted by the Predictive Monitor using historical trend data, can suggest whether an engineer should spread the costs of a visit from Perth or Brisbane or Adelaide by staying longer to replace any troublesome parts on adjacent sites before they fail.

Bob was with CEDM **Steve Hitchings** at Kununurra, which services the Argyle diamond mine, on Melbourne Cup day. They were looking for a meal and the front bar, with dogs sniffing the strangers and clients in siesta on the floor, wasn't all that inviting.

At much greater cost, they accepted a table in the dining room, the only males in a crowded room of women, all dressed to the nines for judging in *Fashions in the Field*.

"At first it seemed a little sad; 3000km from the lawn at Flemington and not a hoof or a hoop in sight," Bob says.

"But then you realised people in the outback don't have theatre, Test cricket, the Davis Cup or four TV channels and they defeat isolation and boredom by creating their own entertainment and diversions. Jolly good luck to them, we thought." ■



• Bob Congdon gone bush ... dwarfed by ore carrier at Argyle Diamond Mine.

Darwin support

Darwin manager of Australian-DAM Graphic Services PL, a Bendigo-owned company, and HP's local dealer is **Trevor Oliver**.

Region CE Manager **Bob Congdon** had dealt with him but they had not met until Bob called on him just before Christmas.

Trevor has had a colorful career since graduating in communications engineering from the Western Australian Institute of Technology.

He worked with French and Japanese engineers in China in 1979 on offshore seismic surveys. It was a time when rope barriers kept away Chinese wanting to touch them to make sure they were real.

The crew used HP9825 calcs, really hi-tech then.

After China, Trevor went to the Philippines, North Africa and the United Arab Emirates.

"He's a dealer who can work with a minimum of supervision and is doing a good job. The Northern Territory Department of Occupational Health said they were getting better support from HP than competitors," Bob says.

Trevor Brown, ex-RAAF, is the other part of the HP presence in Darwin.

After Darwin, Bob visited customers in Perth and Adelaide, including Dampier Salt and Codan.

Codan, which has used HP computers and instruments for some years, exports high frequency radio communications packages to 70 countries, often through United Nations agencies and aid programs to developing countries. ■

Hearing it from the coach

Top Melbourne Australian Rules coach **David Parkin** was keynote speaker at the CEO dinner in December.

David, who coached Hawthorn and Carlton to premierships and is now at Fitzroy, gave an amusing but penetrating description of how teamwork brings success.

He took guests behind the curtain of the players' room and told light-hearted stories about many of the greats in the game.

What came through most strongly, however, was the immensely detailed physical and psychological information a modern day coach accumulated on every player and how each was targetted to a team task.

"No matter how talented and motivated a person is, a group achieves its potential effectiveness not from disconnected individual endeavors but when everyone is moulded into a cohesive team effort," he said. "Just like it is in business."

Building on the Parkin theme, MD **Malcolm Kerr** told the CEs: "You and your team can impress by your attitude. People see our company through the way you behave."

He said there must always be coordination between the CEO, AEO and the Sales Force. One was ineffective without the others.

"The current installed base is our first market. That is where you can help make sure we have the loyalty and respect of our customers," he said.

Malcolm said the selection of **Hans Neilson** (TQC and then General Manager, New Zealand) and of **Roy Armour** (Quality Assurance Manager) showed there was quality in the CEO.

"There are career paths for you; I hope you have noticed it," he said. ■



• Malcolm (left), Training and Development Manager Ray Gerwing and David Parkin share a joke at the CEO dinner.



• Adelaide CEDM Brian Avery (left) and Roy Armour.

Computer
Museum



Help for shooters

Two champion New Zealand shooters lost guns and equipment worth several thousand dollars after competing in the Commonwealth Games in Scotland.

Greg Yelavich and Alan Earl had to borrow gear to compete later at the World Championships in East Germany.

One of Greg's two pistol shooting gold medals was taken by a thief who ransacked their campervan.

Back home they had doubts about being able to fund their preparation for the 1988 Olympic Games in Korea. Then HPNZ came forward with a \$3000 gift.

Greg said: "We were devastated by the theft which affected our performance in the World Championships. We're absolutely thrilled at Hewlett Packard's gift.

"I feel so humble; we have never before been offered money. It's a great incentive to try for the next Olympics."

General Manager Hans Neilson helped because of HP's involvement with the Commonwealth Games. A number of Edinburgh HP staff had helped Greg and Alan, providing billets until they sorted themselves out.

Hans said the dedicated work and financial hardship of New Zealanders competing overseas was well known. HP wanted to recognise the shooters' efforts.

"They both have enormous futures

in their sport. This will not only make up for their losses but give encouragement for the future," he said. ■

met CEs from around Australia in Melbourne in December.

"I'm seeing life from the other side. The things I used to complain about as a user are now my responsibility to fix. Maybe I can help those who have always been on the vendor side to appreciate better the needs of customers," he said.

"My biggest challenge is getting to understand the breadth of the product line."

Greg was born in Auckland, is married to Linda, and relaxes with skiing and jogging. ■

Greg changes sides

New Zealand's new National Support Manager Greg Barton came to HP from Data Bank Systems in Wellington.

"It's a different culture and different perspective at HP which make the new job both an encouragement and a challenge," he said when he



• Greg Barton (left) and Region Administration Manager Bruce Thompson.

Off to chase new heights

Tell Phil Wilkins he has rocks in his head and he'll take no offence.

He'll cheerfully admit that when he's not working in the Joseph Street distribution centre his head is full of rocks — of the climbing variety.

In a few days he leaves on a climbing expedition in India, expecting to conquer a 21,500ft rock named Hunnamantibba.

For starters, he will scale a developed route but the encore will be an assault on the as yet untamed north face.

Then it's on with skis for cross-country trekking.

Phil is no slouch as a mountaineer. He was attracted to rock climbing in Scotland when his family lived in Europe for a few years and he's scaled Chopicalqui in Peru, which lifts 21,000ft through the clouds.

He's also swapped climbing tips with Sir Edmund Hillary's son, Peter.

"Sir Edmund and Tensing showed that Everest could be beaten. Before then it was like the 4-minute mile. People wondered whether man could break through. But once someone did it, everyone had a go and today new sights are set," Phil says.

"Peter, like everyone these days, spurns oxygen and the huge support parties which helped his dad and Tensing to be first to stand atop the world's tallest mountain. Also, the concept that only one or two climbers got to the top has gone.

"Today the alpine style is for climbers to number no more than four or five; they carry all their gear and supplies and everyone aims at reaching the summit.

"We're better conditioned, technique has advanced and, of course, we have better equipment and clothing."

Phil doesn't downgrade local climbing, even though Kosiusko, at 7316ft, is a pimple compared with Peru and the Himalayas. "Mt Arapiles, near Natimuk in the Wimmera, is only 700ft but it is famous as one of the world's finest climbing areas," he says.

"In 2km there are 2000 different climbs and it's possible to use the

• Where others keep golf bags in the boot, Phil Wilkins stores climbing gear. He's pictured here in the Joseph Street car park, checking ropes and things after a weekend's rock practice near Walhalla in Gippsland.



rock year round because of the good weather.

"My long-term aim is to buy a house in Natimuk, as other climbers have done, teach weekenders some of the year and get part-time work in Melbourne when funds run low.

"Dangerous? Not really when you're experienced. But even then you hope a rock won't fall and clunk you on the head.

"Needless to say, most climbers are single. Wives don't like the single-minded dedication."

Does he annoy policemen by climbing bridges and buildings when there isn't a mountain handy?

"You mean 39 Joseph Street? I wouldn't have a rope short enough," he says poker-faced. Then assures you that, while friends occasionally do, he has never done anything to excite the gendarmes.

Phil's brother, Mark, also works in the HP distribution centre. But he's not a climber.

"Not even a social climber," says Phil. ■

Company cars

It must have been a facilities manager at the end of a trying day who penned the words below:

"Company vehicles seem to be popular because they have special features rarely found in private vehicles. For example:

- They travel faster (in all gears, especially reverse).
- They accelerate at a phenomenal rate.
- They enjoy a much shorter braking distance.
- They have a much tighter turning circle.
- They can take bumps at twice the speed of private vehicles.
- Battery, water, oil and tyre pressures do not need checking nearly as often.

- The floor is shaped just like an ashtray.
- They do not require garaging overnight.
- They can be driven up to 100km with the oil warning light flashing.
- They need cleaning less often, especially inside.
- The suspension is reinforced to allow carriage of concrete slabs and other heavy building materials.
- They are adapted to allow reverse gear to be engaged while moving forward.
- Tyre walls are designed to allow bumping into and over gutters.
- Unusual and alarming engine noises are easily eliminated by turning up the radio volume.
- No security is needed. They may be left anywhere, unlocked with the keys in the ignition." ■

Name calling

All you Johns and Davids and Roberts and Peters and Pauls — you're really a pretty common lot.

Only numerically speaking, of course.

Personnel Representative **Alison Teed** stumbled across the fact when in a frivolous idle moment (the only one all year, she claims) she asked CHARM to rank preferred first names in order of popularity.

John and **David** led all the rest, each with 33 occurrences; followed by **Robert** (16), **Peter** (23), **Paul** (15), **Ian** (15) and **Michael** (11).

The Teed Who's Who was correct at 15 February. Remember, it recognises preferred names (not necessarily legal names) given to Personnel at the time of joining HPA.

So those who opted for **Pat** or **Geoff** get submerged in the pack; while **Patrick** and **Geoffrey** bask in blissful exclusivity.

To forestall queries: Rose-Marie is distinguished from Rosemary, Ann from Anne, Cliff from Clifford, Geoff from Geoffrey.

Here are members of the One Off Club:

Aldo, Algerine, Alison, Anastasia, Andre, Angelo, Ann, Annabel, Annette, Archie, Arthur, Arun, Ashley, Athol;

Bernard, Bernie, Beryl, Betty, Bevan, Beverley, Brad, Brendan, Brendon, Brent, Bronwyn; Bryan;

Cal, Cameron, Carl, Carlo, Carmen, Carole, Charles, Cheryl, Chin, Christene, Chuck, Claudi, Cliff, Clifford, Clive;

Daniel, Danielle, Daphne, Darron, Darryl, Dawn, Debra, Deirdre, Dene, Denis, Dennis, Derek, Derrin, Diana, Dianne, Doreen, Doune, Duc, Duncan;

Elayne, Ellis, Elissa, Enid, Enio, Farrell, Faye, Felicity, Fong, Francis;

Gail, Gayle, Geoffrey, Geok, Gerardine, Gilbert, Gillian, Gina, Glenda, Glenn, Gordon, Graedon, Gwen;

Hans, Harry, Healey, Heiko, Helene, Hon-Chiu, Howard, Hugh;

Ingrid, Ion, Iris, Ivan, Jacqueline, Jane, Janine, Jann, Jasmine, Jean, Jens, Jeremy, Jill, Jo, Jo-Ann, Jo-Anne, Jaoa, Jos, Joy, Joyce, Julia, June, Jurgen;

Karen, Karin, Kate, Katerina, Kelvin, Kerri, Kerry, Kirsten, Kirt, Kitty, Kumar;

Laurence, Lee Anne, Leong, Lewis, Linas, Lloyd, Lois, Louisa, Lydia, Lyn, Lynda, Lyndy;

Malcolm, Maria, Marie, Marilyn, Marion, Marlene, Mavis, Max, Mel, Melanie, Melissa, Merv, Mervyn, Millicent, Muan, Mui, Murray;

Nancy, Neal, Neville, Nicholas, Noel, Norma, Noreen, Oleg, Olivia, Pasco, Patrick, Peggy, Penny, Perry, Piers, Pradeep;

Rafik, Rajeev, Randy, Remonde, Rena, Rick, Rob, Roland, Rolf, Roma, Ronald, Ronda, Rose-Marie, Rosemary, Russell, Ruth;

Scott, Sean, Shailesh, Sharon, Shayne, Sheila, Shirley, Sid, Sigrun, Sonia, Spencer, Spiros, Stan, Stefan, Sudhir, Sylvia;

TC, Theo, Timothy, Toni, Tola, Trudy, Vadim, Val, Veronica, Vicki, Vicky, Vin;

Walter, Warren, Warwick, Wee Ming, Wilma, Yves, Yvonne. ■

Christmas parties

Fancy dress brightened Canberra's first Christmas party in the canteen of the new building. The invitation was "come dressed as the person in history you most admire."

Employees and partners enjoyed a formal buffet dinner followed by a disco complete with DJ, flashing lights and mirror balls.

King Henry VIII (**Paul McQuarrie**) called his subjects together to award prizes to the best dressed:

- Florence Nightingale (**Athol Barker**).
- Mermaid (**Gillian Frost**).
- Zorro (**Joseph Fenech**).
- Dr Livingstone (**Dave Holland**).
- Bob Marley (**Kerri Crawford**).
- Sid Vicious (**Nigel Carruthers**).

Other highlights were **Greg Atkinson** as a Southern gentleman giving lessons in whip cracking and Mack the Knife (**Ellis Campbell**) drawing the blood of Bonnie (**Gayle Payne**) who grabbed at what she thought was a rubber knife but which turned out to be real.

In Melbourne, a giant croquem-bouche and gingerbread houses were again the centrepieces in Chef **Ben Bramble's** elaborate festive decorations. ■



• Secretary Christene Okey at the profiterole tree.



• Resplendent SE Tony Wade and wife Helen.



• Mermaid Gillian Frost and husband-to-be Tony Croker.

One way to slim

Melbourne Sales Representative **Peter Hall** saw canoeing as a way to lose weight and the kilos did slide away, it's that kind of energetic sport.

But he had another reward. With brother Gary, he was one of eight paddlers in the HP-sponsored team which won their Touring Canadian Double section of the great Murray Marathon.

Seven of the eight were employees of Australian Airlines. Gary works in the drafting office.

The canoes set out from Yarrawonga on Boxing Day and by New Year's Eve — 403 km, 37hrs:17mins:48secs and a lot of blisters later — Peter stepped weary but triumphant from his boat at Swan Hill.

His longest day on the river was nearly nine hours, the shortest six. Average speed for the four boats was 10.8kmh (the previous year the winner averaged 9.8kmh).

Peter's training was with Footscray club on the Maribyrnong River, on week days after work and mostly at night.

"In the middle of winter, it takes application. The cold is really cruel but not as cruel as the abuse of fishermen if you snag their lines in the dark," Peter says.

"Driving back to Melbourne, we were all saying never again. But now the team is thinking of defending the title.

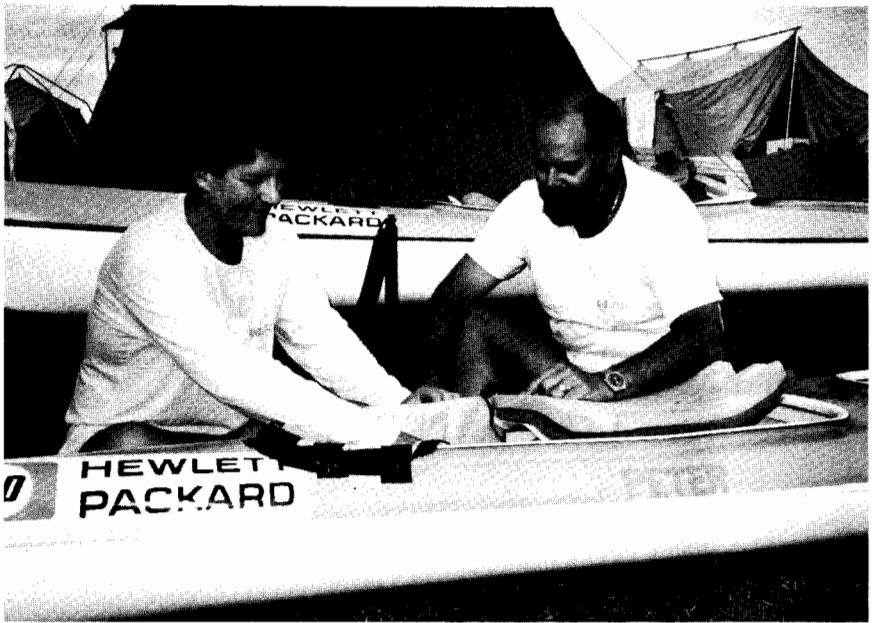
"We're training for the Chinese dragon boat race at Moomba. We had to recruit a bigger crew because each boat has 20 paddlers, a drummer to give the beat and a steersman.

"The course is only a few hundred metres but it's still a challenge. We'll have to better 98 strokes a minute to improve on last year's winner."

The Moomba prize is a trip to paddle against other state winners in Sydney and then, if successful, to compete in a race in Singapore or Hong Kong.

Peter Spring, executive director of Megatec, a software house which uses HP3000s, was co-sponsor and one of their ground support party.

Accounts Clerk **Elaine Griffiths** also followed the Marathon as land crew for her friend. ■



• (Above): Peter Hall (left) and Peter Spring inspect canoes before tenting down for the night.

• (Right): With brother Gary, on the victory dais.



Births

A couple of our notices from Sydney are a trifle belated. Paul Haverfield, who started with the build, is probably playing quarter-back for Balmain by now.

And Serena Turnbull must be about ready for her first perm; but we're more than happy to run the notices. It's great to know that the stork will deliver to places outside Melbourne.

- Paul Michael, son of Customer Engineer **Michael Haverfield** and Jann, at Nepean Hospital on 19 August (4593gr/10lb 2oz).
- Serena Anne, daughter of Customer Engineer **Ron Turnbull** and Carol, at Manly Hospital on 13 September (within half an hour of Carol being admitted; "What a breeze?" Ron said).

- Carl, son of Rosebery Customer Engineer **Rafik Razzouk** and Nadine, at Westmead Hospital on 3 September at 7.20am (3232gr/7lb 2oz).

- Adam, first son of Melbourne Warehouseperson **Joe Kakuska** and Cheryl, at Knox Private Hospital at 6am on 6 January (3402gr/7lb 8oz).

- Elicia May, daughter of North Ryde Service Technician **Ron Powell** and Kerrin, on 30 December (3572gr/7lb 14oz).

- Stephanie Elyse, daughter of Service Co-ordinator **Peter Simpson** and Marguerite, at Mitcham Private Hospital at 8.30pm on 20 November.

- Craig James, son of Systems Support Engineer **George Artemiou** and Kathryn, at Queen Victoria Hospital on 10 February (2920gr/6lb 7oz).

Computer
Muse .im

Newcomers

Arun Bharadwaj, Software Quality Engineer/ASO (Melbourne).
June Brown, Computer Operator/ISG (Melbourne).
Peter Boyle, Warehouseperson/Distribution Centre (Melbourne).
Pat Burrows, Senior Analyst/Programmer/ ISG (Melbourne).
Heather Duncan, Secretary/ASO (Melbourne).
Robyn Hayes, Secretary/Marcom (Melbourne).
Tracey Keyes, Receptionist/Facilities (Sydney).
Ian Knight, Service Technician/FRC (Melbourne).
Elissa Krantis, Typist/Receptionist (Rosebery/Sydney).
Sue Linden, Contracts Administrator/ Supp Admin (Melbourne).
Pradeep Malhotra, Staff Sales Representative/VAC Group (Sydney).
Peter Menhennitt, Contract Writer/ASO (Melbourne).
Francis Mudaliar, Order Co-ordinator/ Admin OP (Sydney).
Denis Odlin, Marcom Co-ordinator/ Marcom (Melbourne).
Noreen O'Sullivan, Computer Operator/ ISG (Melbourne).
Phil Payne, Order Co-ordinator/Sales Supp (Melbourne).
Alex Przychodzki, Warehouseperson/ Distribution Centre (Melbourne).
Perry Rosenboom, Systems Engineer/ AEO (Melbourne).
Richard Ruggiero, Computer Equipment Co-ordinator/ASO (Melbourne).
Marnie Shea, Technical Librarian/Field Marketing (Sydney).
Barbara Smith, Secretary/Medical (Sydney).
Michelle Smith, Typist-Clerk/Sales (Melbourne).
Wilma Spencer, Order Administrator/ Distribution Centre (Melbourne).

David Taylor, Credit Officer/Credit (Melbourne).
Doone Underwood, Typist/AEO (Sydney).
Anthony Wade, Systems Engineer/AEO (Melbourne).
Paul Wiggins, Staff Customer Engineer/ CEO (Canberra).
Margaret Young, Sales Representative/ Medical (Sydney).
NEW ZEALAND
Greg Barton, National Support Manager (Wellington).
Dean Butchers, Staff Sales Representative/Sales (Wellington).
Fiona Lenton, Commercial Services Co-ordinator/Admin (Wellington).
Ingrid McLeod, Receptionist/Admin (Wellington).

Transfers

Lynda Bassett, Order Co-ordinator to Contracts Administrator/Supp Admin (Melbourne).
David Burgess, Support Administration Manager (Sydney) to Supp Admin Mgr (Melbourne) to Supp Admin Mgr/ Region (Melbourne).
Colin Byron, Region Accounts Manager (Melbourne) to Financial Report Manager (Intercon).
Steve Donohoe, Credit Manager/Credit to Finance Consultant/Finance Remarketing (Sydney).
Joseph Fenech, Systems Engineer/AEO (Sydney) to SE/AEO (Canberra).
Gary Fisher, AEDM/AEO to Staff Sales Representative/Sales (Rosebery).
Derek Fyfield, Senior Analyst-Programmer/ISG to Network Operations Manager/ ISG (Melbourne).
Ron Holstegge, Systems Engineer/AEO to AEDM/AEO (Sydney).
Peter Lalor, Sales Representative (Melbourne) to Customer Engineer/CEO (Perth).
Rajeev Mitroo, Order Co-ordinator to Computer Operator/AEO (Sydney).

Chris Morison, Region Network Manager/ ISG to Region Sales Administration Manager/Distribution Centre (Melbourne).
Jo Naylor, Systems Engineer/AEO to AEDM (Sydney).
Kel Needham, National Accounts Manager/ Sales to DSM Tele/NAM Sales (Melbourne).
Bob O'Connor, Sales Representative (Canberra) to Sales Force Marketing Project Manager (Melbourne) to Field Marketing Manager (Melbourne).
Terry Padden, Special Project Manager/ Sales to DSM/Govt Sales (Melbourne).
Linas Petras, Customer Engineer/CEO to Systems Support Engineer/Escalation Centre (Melbourne).
Elayne Pickthall, Credit Officer/ Credit to Contracts Administrator/Support Admin (Melbourne).
Gary Pope, Financial Report Manager (Intercon) to Region Accounts Manager (Melbourne).
Sylvia Schneider, Systems Administrator (Melbourne) to Systems Administrator (Geneva).
Pam Selbert, Contracts Specialist (Sydney) to Contracts Manager/Supp Admin (Melbourne).
Ann Terrans, Secretary/Admin to Secretary/Personnel (Sydney).
Murray Thomas, Customer Engineer (Perth) to Customer Engineer (Melbourne).
John Toppel, District Manager (Intercon) to National Sales Manager (Australia).
Doug Woodcock, Support Manager (New Zealand) to CEDM/CEO (Sydney).
NEW ZEALAND
Elizabeth Eggers, Contracts Administrator to Systems Engineer/AEO (Wellington).
Bill Gyde, Customer Engineer/CEO (Auckland) to CE 1/CEO (New Plymouth).
Greg McCoy, Systems Engineer (Canada) to Systems Engineer 11/Support (Wellington). ■

Excused

Found on the North Ryde CEO's noticeboard:

*Dear Mr Hewlett and Mr Packard,
Please excuse Rodney if he is unable to attend your compulsory meeting this afternoon.*

He is doing some work in the Port Kembla district today and may not be able to return in time to attend.

*I'm sure he will try harder in the future to make these meetings.
Yours sincerely
Rodney's Mother.* ■

Have you moved lately?

Please keep your Personnel Department advised of any change of address.

Copy for the next issue of Depth closes with Alison Teed, Personnel Department, Melbourne, on 31 March.

Careers start

Fourteen new graduates assembled in Melbourne on 2 February for their orientation program.

They were welcomed by managers and graduates of previous years, who showed them the Joseph St premises.

At formal sessions arranged by Personnel Representative **Alison Teed** they were introduced to various aspects of HP culture — including management style, the direction the company has set for itself, our range of products, customers and productivity tools.

These are the universities and colleges where graduates were recruited, their degrees and first HP appointments:

MELBOURNE

David Burton (Electrical Engineering, Melbourne), PC Analyst.

Pamela Cheong (Computer Science, RMIT), Systems Administrator.

Elizabeth Densky (Arts, Melbourne University), Associate Personnel Representative.

Stephen Farrugia (Computer Science, Melbourne Uni), Software Development Engineer.

Monika Hocks (Computer Science, RMIT), Response Centre Engineer.

Lisa Johnson (Business Studies, RMIT), Management Analyst.

Enio Pellegrini (Communication/Electrical Engineering, RMIT), Customer Engineer.

Brett Sunshine (Computer Science, RMIT), Associate Analyst Programmer.

Peter Wihman (Economics, Monash Uni), Financial Analyst.

Ian Williams (BCom, Melbourne Uni), Staff Sales Representative.

George Yammouni (Computer Science, RMIT), Staff Sales Representative.

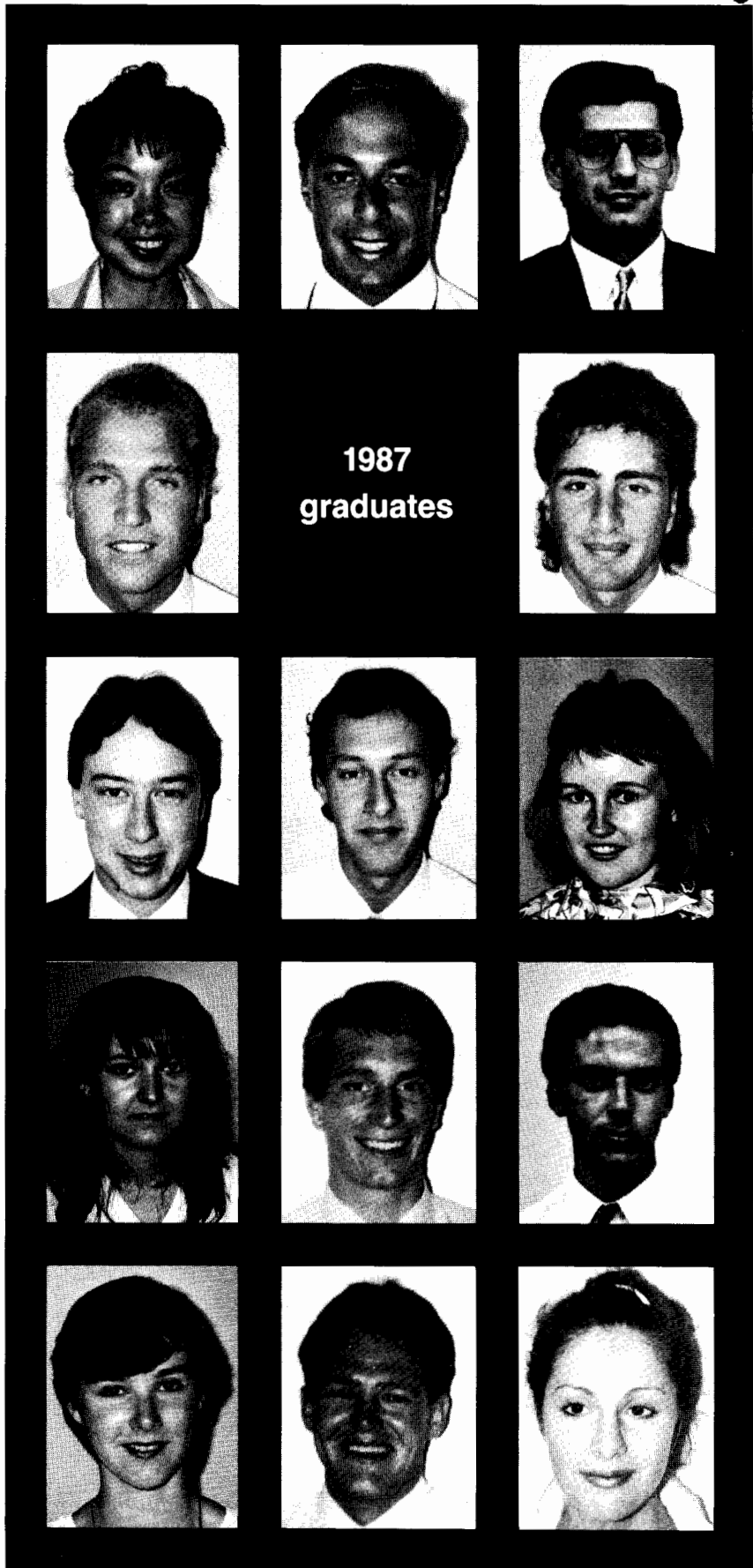
SYDNEY

Gary Duursma (B.Bus, NSW Institute of Technology), Staff Sales Representative.

Kieran Duck (B.Sc, Sydney University), Staff Systems Engineer.

CANBERRA

Sonia Keranas (Arts/Applied Science in Health Education, Canberra College of Advanced Education), Staff Sales Representative. ■



Gifts for research

Thanks to computers, scientists are conducting biomedical experiments 200 million times faster than 35 years ago.

In the 50s, it took Noble Prize winner Andrew F Huxley three months on a hand-cranked Brunsviga calculator to solve his simulation of a single propagated nerve action potential.

Today a computer can answer in milliseconds (as long as the process takes to occur in life).

Put another way, a calculation that would have taken 20 hours a week through an entire professional lifetime can now be solved in half a second.

Previously many tasks were not started simply because scientists knew they wouldn't live long enough to finish.

HPA has donated two Vectra computers, a QuietJet printer and a ColorPro plotter to Monash University's new Australian National Centre for Biomedical Simulation.

Computer simulation gives knowledge of biological processes, such as the working of a calcium pump.

Dr Brian Chapman and **Dr Tim Nield** say computers allow the most cost-efficient form of biomedical research. Running costs are small, it involves no use of animals or buildings to house them, no expensive reagents, isotopes, hormones or drugs and requires minimal floor space.

"When sections of the public are voicing concern about the extent of animal experimentation, it is good that computer simulation can significantly improve efficiency in the design and interpretation of animal experiments," Dr Chapman says.

"In many cases experiments can be performed first as computer simulations and checked for their expected predictions before being performed on animals."

Monash researchers will share facilities with scientists in Australia and New Zealand and with undergraduates.

Their system can link to the National Biomedical Simulation Resource established in the USA in 1983. Dr Chapman has been involved with NBSR since its beginning.

Region Sales Manager/Medical **Bob Cattell**, PC Sales Marketing Man-



• **Tim Nield (left) and Brian Chapman . . . Vectras for research.**

ager **Keith Watson** and Field Marketing Assistant **Jill Digirolamo** were links with Monash in getting the system up and running.



A Vectra PC and Thinkjet printer has also been given to the Princess Margaret Hospital for Children in Perth for its spinal dysfunction unit.

Western Australia leads the world in many fields of research, including spina bifida, one of the most severe

disorders a child can be born with.

Incontinence is one distressing disability, both for patients and for those caring for them.

In a rehabilitation study, 14 of 30 children achieved continence and 10 were significantly improved.

Comprehensive computer analysis is part of the program.

State Sales Manager **Ian Murray** and SR **Cliff Wilkinson** advised on the best configuration to meet the unit's needs. ■

The other race

Last July SE **Laurence Fong** started co-ordinating HP's involvement with *Spirit of Sydney*, an entrant in the B.O.C. around-the-world solo yacht race.

He co-ordinated our global support (Australia, US and South Africa) and liaised with the 2MMM (Sydney FM radio station) syndicate sponsoring the yacht.

The race started at Newport, Rhode Island, in August and will finish back there next April.

Two Portable Plus Enhanced computers went to Newport to go aboard *Spirit of Sydney*. They provide sailing and navigational data.

The others were used in Sydney to plot the positions of competitors and for communication by modem with race headquarters.

There was a problem recharging the on-board units but it was solved with help from the US Response Centre (in particular, **Dave Iuppa** at Santa Clara).

An EPROM problem showed up on the way to Capetown. Diagnostic disc files were sent there via HPDesk by **Mike Steed** (US PC Support).

Capetown CE **Kurt Steel** made the EPROM functional in the couple of days available before the Australia leg started.

Skipper **Ian Kiernan** was extremely pleased by the support given at widely separated locations.

With a Taiwan assignment coming up, Laurence handed over to SE **Randy Lee**, who was on hand when the yachts docked at Sydney over the Christmas-New Year holiday.

They are now headed for Rio, last stop before Newport.

Spirit of Sydney made a bold showing with its HP spinnaker, as the front cover shows. "Hewlett Packard" was also painted in six-inch high letters along the sheerline.

Last report was that *Spirit of Sydney*, seventh at Capetown, was fourth and gaining on the leading French boats. ■