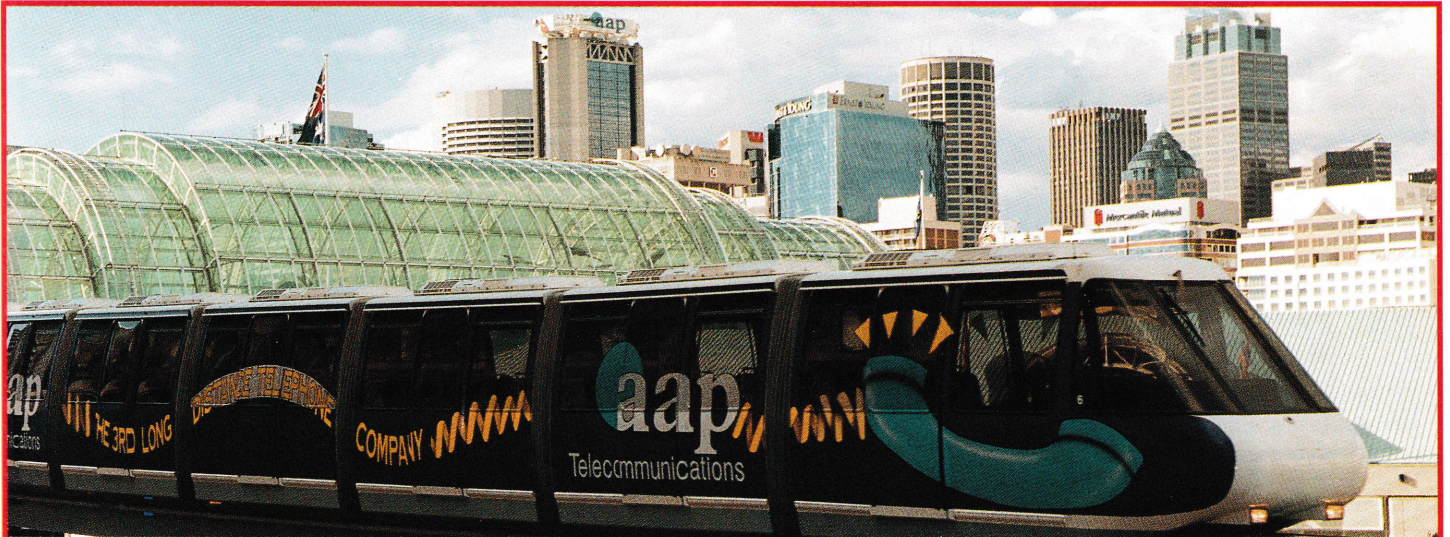


aap today

July 1995

Issue no. 38



AAP Telecommunications firmly positioned itself as Australia's third long distance telephone company by running its claim the length of the Sydney monorail during the ATUG (Australian Telecommunications Users Group) Conference at Darling Harbour.

AAPT also used the monorail to serve cocktails to guests before the conference dinner they hosted at the Maritime Museum.

The monorail advertisement followed six weeks of television and print advertising projecting AAPT as the leading competitor to Telecom and Optus.

And with the launch of a new, unified billing system during ATUG, AAPT began offering discounts on local calls and calls to mobile phones in addition to its existing discounted long distance services.

Called One Bill, the new invoice provides AAPT clients with a single easy-to-read account combining all their telecommunications charges from whatever supplier.

"Our customers have asked us for one account. One Bill meets that by eliminating complicated billing systems by multiple suppliers," said Director of Sales, Marketing and Customer Operations John Stuckey.

NEW AAPT PARTNER IS SINGAPORE TELECOM

Singapore Telecom has purchased a 24.5 per cent shareholding in AAP Telecommunications for \$55 million in a strategic alliance which will help AAPT expand its long distance business into Asia.

AAP Information Services Pty Ltd, the parent company of the AAP Group, has sold down its shareholding in AAPT to 51 per cent and the Todd Corporation of New Zealand to 24.5 per cent.

The agreement was signed with Singapore Telecom International, the international investment arm of the Singapore Telecom Group, on June 21.

Lee Casey, Chairman of AAPT and Chairman and Chief Executive of AAPIS, said Singapore Telecom, one of the world's most efficient and progressive telecommunications companies, would provide a valuable new dimension to AAPT's activities both in Australia and internationally.

Larry Williams, Chief Executive of AAPT, said Singapore Telecom was an important strategic partner with a very strong track record of investing globally in telephone, mobile and cable joint ventures.

"Above all this partnership will assist us to expand our long-distance business into Asia, which has the world's highest growth in telecommunications," he said.

Sung Sio Ma, Chairman and Chief Executive Officer of Singapore Telecom International, said, "The investment in AAPT

(continued on page 14)

Major New Contracts Boost AAPCS

Vodafone has more than doubled its contract for AAP Communications Services to install microwave links around Australia, from 200 in 1993 to a total of 500. (Full story on page 14)

The Bank Services group of AAP Communications Services has won four new contracts worth more than \$10 million to install structured cabling systems for Westpac and the Commonwealth Bank of Australia. (Story on page 15)

New Chairman as AAP Board Is Restructured

Lee Casey has been appointed Chairman in addition to his existing position as Chief Executive of AAP Information Services with the size of the board being reduced from six to three people.

Ken Cowley, Chairman and Chief Executive of News Limited, and Stephen Mulholland, Chief Executive Officer of John Fairfax Holdings are the other two board members.

John Fairfax has appointed Doug Halley, Finance Director, as Mr Mulholland's alternate and Warren Beeby, News Limited Group Editorial Manager, will continue as Mr Cowley's alternate.

Lyle Turnbull, who served for a total of 10 years as Chairman, has retired from all AAP Group boards. He will be replaced on the board of AAP Telecommunications by Dr John O'Sullivan, News Limited Director of New Technology. His alternate will be Doug Halley of Fairfax.

Other members of the AAPT board are Lee Casey (Chairman) with AAPIS Deputy Chief Executive Barry Wheeler as his alternate and Robert Bryden, General Manager, Investments, Todd Corporation.

AAPT Chief Executive Larry Williams is a non-voting director.

At this stage, Mr Turnbull will not be replaced on the board of AAP Communications Services, which is made up of Lee Casey (Chairman), Barry Wheeler, Executive Director Management Information Systems Ian North and AAPCS Chief Executive Terence Nickolls.

Mr Turnbull will continue to have a consultant advisory role with AAPIS.

Dawn Willis Appointed Director

Dawn Willis has been appointed Director, Administration, becoming the first woman at AAP to reach Director level.

Dawn, previously National Administration Manager, will be responsible for a wide range of issues related to AAP operations, principally in corporate travel, printing, interstate office management, purchasing and in-house functions.



Dawn Willis

Dawn will report directly to Deputy Chief Executive Barry Wheeler, who welcomed the appointment. "I congratulate Dawn on her achievement and I welcome the range of procedures she'll introduce to improve efficiencies and economies of scale in all divisions."

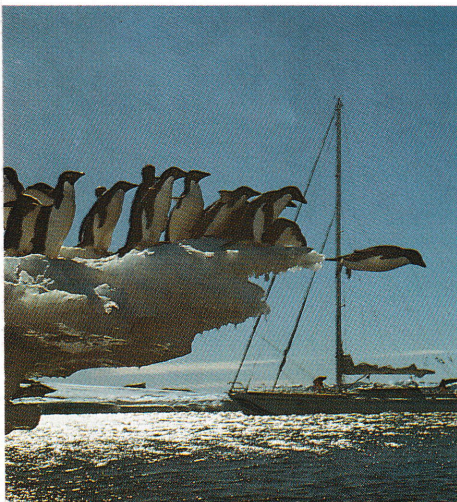
Dawn said her new role will enable her to focus on improving administrative procedures within the Group, a process begun with her appointment as National Administration Manager earlier this year.

"Over the past several months I've been concentrating on establishing national administrative procedures, which have included the appointment of state office managers in Brisbane, Melbourne, Perth and Canberra, to streamline our activities nationally.

"One of the major projects I'll be working on over coming weeks is the introduction of our new purchase requisition program using Lotus Notes, which the MIS people and I have been working on together for some time.

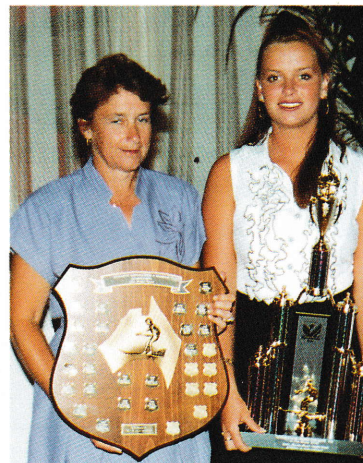
"The travel policy I introduced earlier this year is working well, and a travel booking system will be applied to Lotus Notes shortly."

contents



5 AAP is strengthening its commitment to Affirmative Action and Equal Employment Opportunity. Newly appointed Affirmative Action Officer Judith Cumming and Human Resources Director Neil Hope outline the new strategy.

6 Call them crazy, but Don and Margie McIntyre have decided to spend a year in the Antarctic, sharing their spirit of adventure and experiences with children around the world, and AAP has come to the party with sponsorship.



7 She's the fastest woman on water in Australia, and one of the fastest in the world: meet AAPIS billing clerk and speed ski champion Jenelle Hunt.

23-24 Staff appointments, notices and even a few 'for sale' items, with the first of regular staff competitions appearing in this issue.

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Changes at FMS Affect Staffing Levels

The ending of the agreement between AAP and Reuters, which goes into effect at midnight on December 31 this year, is creating big changes in Financial Markets Services (FMS) which will impact on all staff in that area.

Chief Executive Lee Casey visited FMS and AAPCS staff around Australia in April to brief them on how they will be affected by the changes, and on future plans for the division.

AAP Reuters Economic Services staff numbers, currently around 160, will be halved for FMS in 1996. Those staff who will not have positions within FMS have been advised, and Sales & Marketing Director James Cuming expects many of them to take up jobs at Reuters or elsewhere within the Group.



Craig McIvor has been appointed Executive Director, Financial Markets Services. He will be responsible to Chief Executive Lee Casey and Deputy Chief Executive Barry Wheeler for the management of the Financial Markets Services division of the company in Australia and New Zealand.

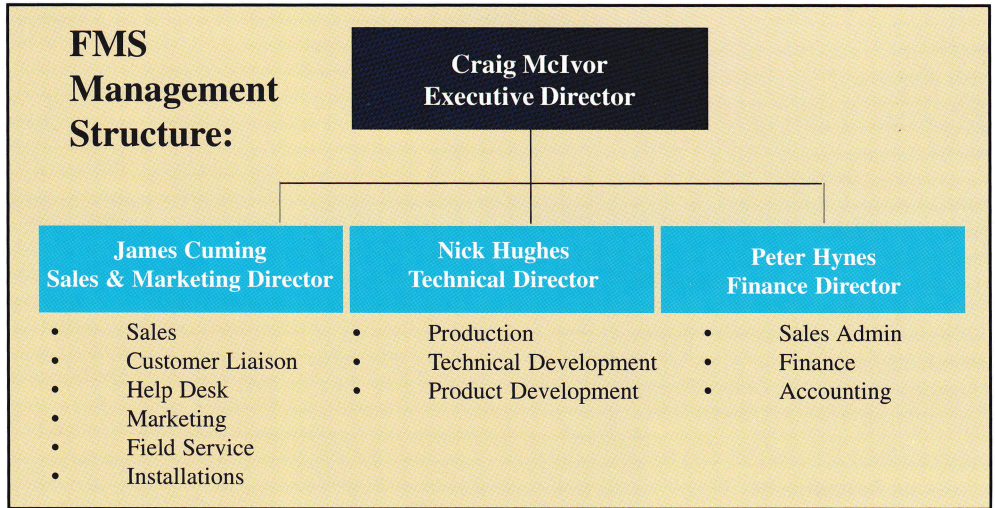
“Reuters have committed themselves to taking on a number of RES staff, who will be given first preference when positions become available. Others, probably about 20, have been given first priority for positions opening up within AAP.”

Staff were generally appreciative of being told well in

advance how the ending of the agreement with Reuters would affect them, James added.

“We chose to deal with the issue sooner rather than later to remove uncertainty for staff, and I think they’ve appreciated that. Of course, from our point of view we would have liked to have kept everyone. “It’s heartening that there’s still a great sense of camaraderie and friendship within the office, and that has made splitting up easier.”

Despite the cutback in staffing numbers, the emphasis on the changeover to FMS has been very much on the positive.



“During the briefings Lee Casey spoke about the strong Group performance over the last 10 years, and on plans for '95 and beyond.

“Craig McIvor (FMS Executive Director) also outlined the positive side, which is that we have significant market share with AMQ, it’s a product that has long term viability and it’s used by over 300 of Australia’s financial institutions.

“The breakup means we are free to replace Reuters’ contribution to AMQ - which has been just five per cent - by accessing more data, giving us a bigger and improved service. We’re also looking at a range of new products in lower tiered services.

“Lee Casey also spoke about the exciting moves into India and Indonesia, delivering services to their financial markets using AMQ technology.

“The essence of this whole thing is that it’s more like a beginning than an end. It’s opening up new opportunities to things we couldn’t pursue in the past.”

AAP’s 1000th Employee

Newly employed Market Research Manager Ben Leigh represents an AAP Group milestone by becoming our 1,000th full-time employee.



Ben Leigh

Ben, who reports to AAPIS Director of Marketing Robin Strathdee, joined the company on June 12. “The fact we now have 1000 staff members reflects the considerable expansion of the Group over the past decade,” said Human Resources Director Neil Hope.

“We’ve reached this milestone very quickly. When I came here 10 years ago we were closing on 300 employees in the Group. Since then employee numbers have increased more than 200 per cent, obviously due in no small part to the emergence of AAP.”

Ben will be presented with a plaque marking the milestone by Chairman and Chief Executive Lee Casey.

New International Business Division

John Lowing has been appointed to head a new International Business Division focusing on all AAPIS corporate opportunities in offshore markets, particularly in the Asia Pacific region.

John, Executive Director, International Business, will be responsible for the management of the company's current alliances in the region and development of new international business opportunities for AAPIS across its full range of technologies and services.

He will report to Chief Executive Lee Casey who said, "This development is essential to the future growth of the company and it is important that this division receives the full cooperation of all divisions of the company."

The current international business unit within Financial Markets Services will be incorporated into John's new division.



John Lowing

Increased Focus on Government & International Corporate Relations

Greg Holland has been appointed to Group Corporate and Public Affairs (GCPA) with the title of Director, Government and International Corporate Relations.

He will be responsible for developing a comprehensive group government relations strategy and, reporting to David Jensen, Executive Director Corporate Affairs, will assist with the overall coordination of GCPA and deputise for Mr Jensen when required.

Greg will continue to play an important role in the development of the group's international activities. He will act as the principal liaison contact with the group's business partners in Asia for the Chairman and Chief Executive Lee Casey and, reporting to John Lowing, Executive Director International Business, will provide support services for this division as required.



Greg Holland

Greg, Group Manager, Corporate and Public Affairs from 1991 to 1994, has 11 years experience in Canberra studying journalism and Australian politics at the University of Canberra 1980-82, an adviser with the Hawke Ministry 1983-88, and was AAP Group Manager from 1989-91.

AAP Policy Statement on Equal Employment Opportunity and Affirmative Action

It is AAP's policy that all employees will be afforded equal opportunity during their employment with the company. Accordingly, we will consciously avoid any discrimination on the basis of: race; colour; sex; marital status; pregnancy; age; religion; physical or mental impairment; political opinion; sexual preference; family responsibility; national extraction or social origin where legislation or community standards render those factors irrelevant and unlawful.

This policy applies to:

- all matters of employment including, but not limited to recruitment, selection, placement, transfers, performance review, training and development, promotions, and separations;
- remuneration and benefit practices, as well as all other terms and conditions of employment.

In implementing this policy we will continue to:

- aim for flexibility in employment for employees with family responsibilities, wherever practicable; and
- operate an Affirmative Action Program for women, in accordance with the relevant legislation.

The AAP Group is committed to effectively implementing and operating an Equal Employment Opportunity program. Incorporated in this is a program of Affirmative Action for women. This approach is not new - EEO being an integral part of AAP's policy formulation procedures.

It is AAP's objective to provide a successful affirmative action program resulting in a workplace free of discrimination, one where positions are filled by the person having the most appropriate attributes relevant to the job. It aims to ensure that people are treated on merit and not ill-treated due to assumptions which are unwarranted, irrelevant or untrue.

The objective of AAP's program will be to ensure that all existing and potential employees are provided with equal and fair opportunities in terms of recruitment, promotion, transfer, training and conditions of service, with changes based on merit and no other consideration.

This company is committed to achieving these EEO goals and I require all employees to support this policy and where necessary, actively participate in its implementation.

Lee Casey
Chief Executive

**The policy statement appears in full on staff noticeboards*

AAP Strengthens Commitment to EEO

AAP is launching a range of initiatives aimed at strengthening the Group's commitment to Equal Employment Opportunity principles and improving communication of EEO policy and procedures with staff.

Personnel Services Officer Judith Cumming has been given the task of coordinating the project and will have the additional role of Affirmative Action Officer, responsible for implementing a number of activities to improve staff awareness of the policy and participation in EEO-related activities.

"We've now developed a strategic plan to put our commitment to work. We have reissued our policy statement, and all staff will soon be surveyed so we can find out their opinions, problems and ideas, which will help build an effective foundation for our program," Judith said.

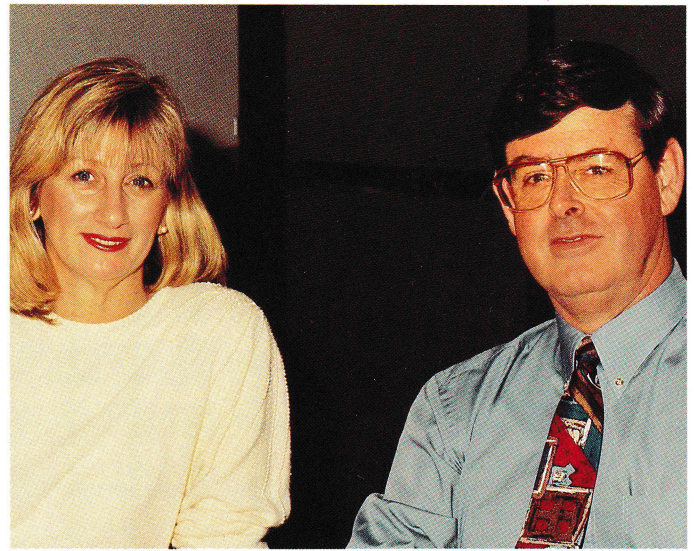
"We'll be holding meetings with staff to improve their awareness of EEO issues such as affirmative action, sexual harassment and discrimination, and we'll also be holding training and workshop sessions for staff and management."

Human Resources Director Neil Hope said the initiatives are designed to make AAP's existing policy more effective.

"This is not so much a new policy but a result of us taking a more communicative, consultative approach. In the past we've relied on our industry generally being one where there's equal opportunity at most levels. On paper, most of our results look good compared with other industries.

"But we're aware that our program could be more effective and we want to look at improving our performance in terms of equal opportunity for all employees, to avoid tokenism and remove barriers so that women can naturally progress through all levels."

Judith said she is keen to establish regular contact with staff to keep them informed of EEO policy and activities. "It's all very well having an EEO policy in place, but if you don't let people know what's going on then you're defeating the purpose.



Newly appointed Affirmative Action Officer Judith Cumming with Human Resources Director Neil Hope

"I feel very positive about the changes that are taking place, and I'm sure staff will be keen to be involved."

Neil said issues related to EEO which may be of particular concern to all staff, such as childcare, will also be addressed by the company.

"The rules, regulations and costs associated with establishing on-site child care facilities are horrendous, but we will certainly look at what assistance we can provide, such as supporting employees in gaining places in public facilities.

"Another area we'll be looking at is our retention rate from maternity leave, which is less than 50 per cent. That's not a concern when women decide they don't want to return to the workforce for awhile, but it is a concern if the reason they're not returning is that they don't see career opportunities here, or if they perceive other barriers to their return.

"Overcoming this may not be just a childcare problem, but could involve issues such as telecommuting or job sharing."

Judith Cumming will be contacting all staff in the near future, however, she is happy to take EEO-related enquiries and suggestions in the meantime. Contact her on ext. 8883.

Quick Quiz on Gender Awareness

You've read about EEO policy, now why not see if you have any gender misconceptions of your own by completing this light-hearted quiz. Answers are on page 23.

1. Answer True or False to the following:
 - a) Nearly all women in Australia marry
 - b) The marriage breakdown rate in Australia is 1 in 5
 - c) 1 in 3 mothers with children under 12 have a job
 - d) 1 in 5 mature-age married women work
2. What percentage of the female workforce is married:
 - a) 33%
 - b) 48%
 - c) 62%
 - d) 78%
3. Women make up what percentage of part-time workers?
 - a) 25%
 - b) 33%
 - c) 58%
 - d) 75%
4. 50% of men in paid employment are found in 41 industries. 50% of women in paid employment are found in how many industries?
 - a) 4
 - b) 15
 - c) 30
 - d) 45
5. The following are considered equivalent jobs - hairdressing (predominantly female) and car mechanic (predominantly male). Are the pay rates equal?

Yes/No
6. What percentage of men's average weekly earnings (part-time earnings included) do women currently earn?
 - a) 95%
 - b) 85%
 - c) 74%
 - d) 67%
7. Rank the industries of employees which have the least percentage of women in them to the highest percentage:
 - a. Health & community services
 - b. Transport & storage
 - c. Finance & insurance
 - d. Retail trade
 - e. Construction
 - f. Education
 - g. Accommodation, cafes & restaurants
 - h. Personal care and other services

Together Alone - AAP Sponsors Antarctic Adventure

Commonwealth Bay in Antarctica is officially the windiest place on earth, where roaring winds of up to 145 kph are commonplace, where visibility ranges from one metre to 100 metres during the regular blizzards, where winter temperatures hover around minus 30 degrees (not counting the wind chill factor) and where daylight hours are, at the moment, zero.

Yet Commonwealth Bay is where two Sydney adventurers, Don and Margie McIntyre, have chosen to spend a year of their lives.

Living in a tiny survival hut (2.4m by 3.6m), completely isolated except for a satellite telephone, Don and Margie are almost halfway through their expedition, designed to both satisfy their thirst for adventure and to educate the world, through its children, about Antarctica, the environment and the joys of 'having a go'.

AAP has become a sponsor of the expedition, by covering the costs of one 20 minute conference phone call per month by Don and Margie to 25 Australian schools.

The pair spent a year planning the expedition, 'Together Alone - Expedition Ice-Bound 1995', which included applying for official permits, approaching schools in Australia, New Zealand and the US to become involved, and seeking sponsorship. Ironically, Don said the least interest from sponsors has been in Australia.

"We've had terrific support from New Zealand Telecom, and the US company COMSAT has lent us a \$25,000 satellite telephone, but the interest by Australian companies has been disappointing. AAP

is the first company to offer any support at all for our schools program."

Don and Margie are also sending weekly bulletins to schools which are distributed through the Nexus & Keylink computer networks, outlining their activities and providing information about the weather and environmental conditions.

"The feedback from kids and teachers has been fantastic," Don said. "One of the things we're trying to impart is that life is its own biggest teacher, we want to encourage the kids to do something positive, not just sit there watching TV but get out there and have a go."

The expedition intends to have a nil impact on the pristine Antarctic environment, another factor of immense interest to school children. "We explain to them that everything we've brought with us we're taking back again, including human waste. That makes them think about the impact of their lives on the environment, that you don't just flush the toilet for example, and everything disappears. They're very interested in that."

Commonwealth Bay is where explorer Sir Douglas Mawson spent two winters, from 1911 to 1914, and although Don and Margie read up on his experiences before they left Sydney some aspects of life in Antarctica were hard to anticipate.

"We've got all Mawson's weather records but even so, it didn't sink in till we got here. At the moment there's a 90 knot (165 kph) wind blowing and it's too dangerous to go outside. Mawson experienced winds of up to 300 kilometres per hour.

"The sound of the wind is unbelievable. Until you experience it you have no idea. We didn't contemplate the noise, it screams for hours and you don't realise you're feeling edgy until it stops. Psychologically it does have an effect."

Don said they try to take a walk at least once a week, and to get out of the hut at



Don and Margie McIntyre in front of Mawson's hut, Commonwealth Bay, Antarctica

least every second day, "But sometimes it's too vicious outside." The temperature in the hut at night gets down to minus 15 degrees, so the first thing they do upon waking up is put on the kerosene heater and cover the bed - melting ice from the beams above will soak it, otherwise. Even so, Don said the floor temperature never rises above zero.

"We wear two pairs of socks, lambswool boots, thermal underwear, special fibre pile pants and jacket, gloves and a beanie. After a few hours it's warmed up enough to take our hats off for a couple of hours. "We're continually melting snow and ice to make water."

Hard it may be, but Don insists there are more than enough pluses to make up for the cold and the wind. "You see some fantastic things. Margie was out the other day during sunset - which lasts around three hours - the moon was coming up on the other side, and suddenly there was a sound like thunder, and a huge iceberg broke off and fell into the sea. She was singing Ave Maria at the time so it was a bit spooky.

"The animals are fantastic and the history is unique. We read Mawson's diary, and sometimes some of the things that happened to him have happened to us on the very same day. It's incredible."

Don and Margie will remain in Antarctica until January 15 1996, when expedition patron Ian Kiernan will sail down to Commonwealth Bay to pick them up.



The 2.4 by 3.6 metre hut the McIntyres are calling home for 12 months

Jenelle Hunt: Dedicated to Speed

Racing across the water at speeds of up to 180 kph with your feet taped onto a two metre piece of wood may not sound like your idea of a good time, but for AAPT billing clerk Jenelle Hunt, it's become a way of life.

At the tender age of 20, Jenelle has been skiing for 14 years - the last nine of those as Australia's national women's speed ski champion.

Jenelle is Australia's number one ranked speed skier and ranks fifth in the world.

Her impressive record includes not only winning the Australian National Title nine years in a row but being the youngest competitor at the World Titles in France two years ago, where she earned a placing despite recurring boat problems.

She also has an exceptional record for the annual Bridge to Bridge race, from Dangar Island 112 km along the Hawkesbury River to Windsor. The junior girls record Jenelle and her ski partner set as mere 14-year-olds still stands.

"I've been racing the Bridge to Bridge since I was eight and I've pretty much won every class since, except for last year when my boat blew up five minutes from the finish line," Jenelle said.

"I've learned to only worry about what you can control. Unfortunately there's not much you can do about boat trouble or equipment problems. There's a lot of luck involved."

That may be, but for a speed skier results come from a mix of talent and hard work. Before the 1993 World Titles Jenelle was ski training three nights a week and all weekend, plus undergoing general fitness and weight training daily.

"I worked with a football trainer before the World Titles, which involved a lot of sprints, stair climbing, boxing and running. Good speed skiers need endurance and power. You need strong legs and back muscles to be able to hold the ski forward at high speeds."

Confidence and experience are also important to succeed, Jenelle said. "So much of racing is mental. When you're out there you have to concentrate on the water, watch the wash from the boat and make sure no big waves are coming, think about changing your stance for the waves coming in and where to put your weight on the ski.

"Most races are at least an hour and you start to feel pain about halfway through. You just have to try to block it out, try not to get tired and lose concentration and think positive thoughts. I sing a lot while I'm skiing." *Ride Like The Wind* is a favourite.

Off-water tactics also come into play. "Before a race other skiers and their

Jenelle is now sponsored by AAPT, which covers the substantial transport and accommodation costs which previously came out of her own - and her parents' - pocket.

Her next big races are in the United States in August, where she'll compete in the US National Titles and in an ocean race off California, from Long Beach to Catalina Island and back.

"That will be pretty scary. It's an hour and a half race and we're skiing across the ocean behind big offshore boats, like (hairdresser) Stefan's boat, which will be competing. It can get very rough. My brothers skied it last year so they'll be able to give me a few tips."



"Most races are at least an hour and you start to feel pain about halfway through."

observers try to psyche you out. People come up and say things like, 'I heard your boat's not going too well', ten minutes before the start of a race."

Jenelle comes from a family of good skiers. While her parents ski socially, her brothers Ian and Peter also race. Peter is a former Australian Champion and the brothers recently came third in a major 'two up' race, the Enid Bruce Memorial, which Jenelle won.

"We started skiing at our holiday house near Bateman's Bay and by the time I was eight I was competing in tiny tots races all over NSW. My parents would drive us everywhere. My father used to drive the boat as well."

After that, it's time to train for the National Titles in January, and then for the August 1996 selection trials for the 1997 World Titles, to be held in either South Africa or Canada.

So does the endless round of training, racing and training again ever wear thin?

"I haven't had much of a life apart from skiing," Jenelle laughs, "that's why I took a year off after the World Titles in France.

"I moved out of home, changed jobs and did a retail training certificate.

"I enjoy it too much to get bored. You need a lot of dedication to win. And I want to be World Champion."



The AAPT sales and marketing team pictured on the roof of the Ross Street building in Glebe

AAPT CALLS FOR EQUAL ACCESS AND FAIR PRICING

The Federal Government must legislate a level playing field for service providers as well as the carriers Telecom and Optus unless it wishes to see deregulation of the telecommunications industry go the way of deregulation in the airline industry.

This was the main message of AAP Telecommunications Chief Executive Larry Williams in his address to the ATUG Conference at Darling Harbour in May.

AAPT's biggest challenge had been gaining connectivity - or access - to the Telstra network at suitable technology levels and fair pricing, he said.

"Without that access, we will be disadvantaged in carrying traffic across our own network and will be forced to resell more carrier services," he said.

Larry said the core concept in the original drafting of the Telecommunications Act (of 1991) was to encourage long term, sustainable competition.

But while clear and definite regulations were put in place to govern interaction between the carriers, there were no rules governing the relationship between carriers and service providers.

"As a switched service provider I pay much higher rates to use Telecom's network, with an inferior interconnection technology, than does Optus," he said.

"This significantly limits our ability to offer innovative, cost effective, switch-based services... and therefore our ability to compete is being limited."

Larry said two of the major reasons Compass Airlines failed were its lack of access to airport infrastructure and predatory pricing on the routes it flew by the two existing carriers.

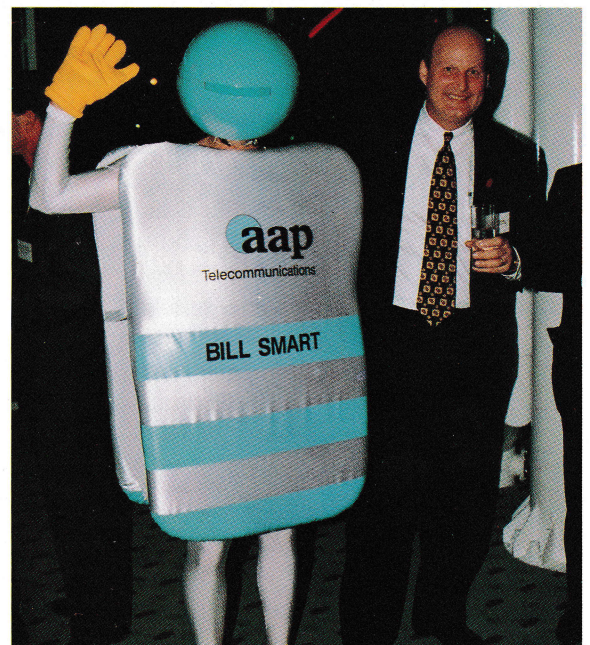
The result was a cosy arrangement between the two major airlines which had managed to preserve their market place at the expense of the consumer.

He said that a study by the Australian Telecommunications Authority (Austel) had concluded that: "Switched resellers are

(continued next page)



AAPT Chief Executive Larry Williams with the Bill Smart models (right) who looked after AAPT guests at social functions during the ATUG Conference and also helped attract visitors to the AAPT exhibition stand (above), decorated in the new corporate colours of yellow, white and blue, where coffee and doughnuts were served. Director of Sales, Marketing and Customer Operations, John Stuckey, said, "We wanted to leave participants at ATUG with no doubts about our relevance in the market and to make certain they were aware they have three real choices for long-distance carriage; that we have the strength and commitment to meet their needs. Third is good, but more importantly it will assist us in making a bigger splash when we are second, and that has always been our aim."



OANA Welcomes AAP

AAP is now a full member of the Organisation of Asian and Pacific News Agencies (OANA) following a meeting of the executive board in Seoul last month.

Membership of the regional body will assist in further consolidating AAP's relationship with other news agencies in the Asia Pacific region, with whom a number of commercial relationships have already been established.

Other members of OANA include Antara of Indonesia, Bernama of Malaysia, Kyodo of Japan, the Press Trust of India, Xinhua of China and Yonhap of Korea.

"The Asia Pacific region provides many opportunities for AAP to expand and develop a wide range of exciting news and information products including Asia Pulse and AsiaNet," said Lee Casey, Chairman and Chief Executive of AAPIS.

"AAP's membership of OANA will play an important role in our expansion into the region and will also allow us to assist in further development of some of the members."

(continued)

currently unable to offer the full range of services required by larger corporate customers. This is largely the result of their inability to interconnect to the carrier network at an access level which would provide the desired level of functionality required for a range of intelligent network and other services."

The second major obstacle to competition was predatory pricing by Telecom, including the selective lowering of its prices on routes where competition existed, such as between the major capitals, while maintaining higher regional charges.

But a new concern to the industry was the attempt by both Telecom and Optus to bundle discounted telephone services with Pay TV and other services.

"What happens to the other competitors who don't have equal access to the new cable networks?" Larry asked "Aren't they telephone networks? Aren't we supposed to have access to the telephone networks?"

"We should learn from our past mistakes and create a level playing field that has no barriers to entry and encourages competition," he said. Steps that could be taken immediately included:

Implementation of Austel's call for equal access to the Telecom network for service providers. Equal access to the new broadband networks. Unbundle all services. Develop stronger anti-competitive rules. Provide recourse to arbitration in the event that carrier and service provider could not agree on the terms and conditions of access.

In a separate address, Brian Perkins, Chairman of the Service Providers Action Network (SPAN) said it was important these issues received wide public airing now while the post-1997 legislation for full deregulation of the industry was being developed.

He outlined the detailed work SPAN is doing in placing the service provider view on all telecommunications issues before the Government and other industry bodies and the success it has achieved so far.

AFX Asia brings real-time Asian financial news on-line

Real-time news and information from the Asian financial markets is being distributed throughout the region and into Europe and North America for the first time with the launch of AFX Asia this month.

A joint venture between AAPIS, Agence France-Press, FT-Extel (owned by the London Financial Times publishers Pearsons) and Nihon Keizai Shimbun (Nikkei), AFX Asia will draw on the resources of its shareholders to collect, edit and distribute a real-time Asian financial news service.

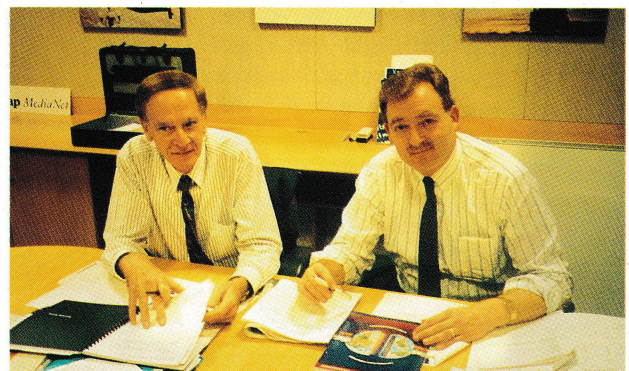
Based in Hong Kong, the service will have 13 regional centres as well as London and New York with an initial staff of 35 journalists and editors, creating one of the largest international financial news gathering networks in the world.



Pictured at the inaugural AFX Asia board meeting are John Lowing, Peter Jones and Lee Casey

AAP Chairman and Chief Executive Lee Casey has been elected Chairman of AFX Asia, AAP International Business Executive Director John Lowing is a director, and former AAP RES Marketing Manager Peter Jones has been appointed Director, Sales and Marketing.

AFX-Asia will be marketed in Australia by AAP, where it will be available on AMQ terminals.



Rex Mitchell, Sales Manager MediaNet/AsiaNet with Neil Herschberg, Media Relations Director for PR Newswire in New York, at their meeting in Sydney to finalise distribution and pricing arrangements for the delivery of news releases into the Asian region. AsiaNet has joined forces with PR Newswire and Two-Ten Communications of London for the marketing and dissemination of press releases on a global basis. AsiaNet has now extended its membership to 12 with Pakistan, Bangladesh, Thailand, India and the Philippines joining foundation members Japan, China, Korea, Indonesia, Malaysia, Australia and Vietnam.

This is the first of an irregular series planned about AAP staffers' former lives. If you'd like to be featured, or know someone who qualifies as having an unusual or interesting profession prior to joining AAP, please let us know.

**Andrew Dent, Sydney Sports Desk
(Former Psychiatric Nurse)**

If you can imagine getting up at 5am in the middle of a freezing Toowoomba winter, driving to the outskirts of the city to a hospital well over 100 years old filled with 500 psychiatric patients and spending the next eight hours trying not to go mad yourself, you will get some idea of my former job.

Before becoming a journalist, I trained for three years as a psychiatric nurse in Queensland's second largest psych hospital.

And even through my nursing duties were rather different from journalism - I haven't had to physically restrain anyone yet - I sometimes find myself staring from behind the glass walls of the sports desk out into the AAP newsroom thinking I am back in

There is a stigma to psych nursing - and psych patients. When people find out what I used to do they always ask how could I work there, was I in danger, was I scared.

Most people's images of psychiatric hospitals are determined by television and films and are predominantly wrong. Although I did have to carry a huge bunch of keys and had to lock and unlock just about every door I went through, the hospital's only straight jacket was in the museum and there wasn't a padded cell in the place. I was only in danger a few times and even then it was just a matter of talking my way out of trouble.

It could be physically demanding - such as working in the motor vehicle accident ward where most patients were completely disabled - and emotionally draining, for example being assigned to constant observations and spending the whole shift within arm's reach of a patient. But it was never boring.

And a three month stint at the hospital's alcohol rehabilitation unit gave me some of my most useful training for a career in journalism.



**Karen Polglaze and James Grubel of the
Canberra Bureau**

could drive up the fairway to pick up players who'd had heart attacks.

But the job did have its up side. As a trainee, I regularly played all the major Adelaide golf courses. I also managed to meet the great Sam Snead, who played a tournament in Adelaide in the late 1970s, and was present at the 1976 West Lakes Classic in Adelaide - the first tournament won by Greg Norman.

After deciding to leave golf, I was encouraged to turn to journalism by former Adelaide Advertiser editor and AAP board member Don Riddell who was a member at Mt Lofty.

I went from golf to photography, completing a four-year apprenticeship as a camera-operator plate-maker in the printing trade before finally turning to journalism.

Now playing off a respectable 11 handicap, I am more than happy to list golf as a pastime rather than an occupation.

**David Killick, Sydney Bureau
(Former Chef)**

My route to journalism was circuitous. After leaving school in 1985 I spent time as a bicycle mechanic, a gas station pump attendant, a storeman, a uni student and a dishwasher before deciding to become a chef.

I started out as an apprentice at the age of 19 in 1987, and trained in classical European-style cooking during six years working in five-star hotels, clubs and restaurants, gaining a Certificate in

Life Before Journalism...

one of the wards for particularly disturbed people.

Baillie Henderson Hospital in Toowoomba caters for a wide range of patients, from the profoundly intellectually handicapped and the chronically mentally ill who need care 24 hours a day, to a day care centre in the city for out patients. So one week I could be feeding and bathing patients in one ward, leading group sessions in another part of the hospital the next week and working in the medical wing after that.



Andrew Dent at the Sydney Sports Desk

**James Grubel, Canberra Bureau
(Former Trainee Golf Pro)**

At stressful times in the office many journalists daydream about the wide-open spaces of the golf course as an escape, but I remember when it was the other way around.

I worked at a suburban Adelaide golf club for three years after leaving school, spending a considerable amount of time on the fairways and practice tee. And I spent my quieter moments on the fairways pondering a life as a journalist.

I worked in the pro-shop at Mt Lofty golf Club, where I sold, cleaned and repaired golf clubs. I also managed to lower my handicap well into single figures.

It was a great place to work, but the pay and hours were dreadful, especially those 7am starts on Saturdays and Sundays.

I particularly remember the first at Mt Lofty, a short but extremely steep par four. It became known as coronary hill. We had a lot of older members at Mt Lofty and about four times a year we'd have to suspend Saturday play so an ambulance

Commercial Cookery from Ryde College of TAFE along the way.

Most often I worked as a "saucier", a sauces chef, specialising in working the hot end of the kitchen, turning out scores of meals a day in the busy Old Sydney Parkroyal in The Rocks.

Starting at 6am, I selected the produce for the day, made breakfasts for hotel guests and prepared and tasted the stocks, soups and sauces for lunch before the head chef arrived to take charge of the kitchen.

Cooking is a satisfying and rewarding trade. It's tough physically and mentally in the 100 degree heat of the kitchen, but worth the effort when you know you've produced a well-presented, quality meal for a customer.

After working at the Parramatta Parkroyal, I moved on to Darling Mills restaurant in Glebe, and the Excelsior



David Killick in his days as a chef

Hotel, to pay my way through university and continued for the first two years of my career in journalism, keeping my hand in at weekends and over Christmas holidays.

Preparing and eating good food is one of the great joys of life, but it's not something I do much at home any more. I don't seem to have the time and hate the cleaning up.

Karen Noack, London Bureau (Former Nurse)

Maybe I was seduced by the white uniform, but I can't think of any really great or honourable reasons for going into my first career as a nurse when I was 17 - I just hadn't thought of anything better at the time.

Plus I'd probably read too many novels about nurses as a kid (I blame the limited

range at Tanunda Public Library), fiction which neglected to mention the terrible hours, stress, battling for pay rises, blood on your hands... (a lot like journalism really).

Over the next 10 years I worked as a registered nurse and midwife in a series of South Australian hospitals, where I dished out lots of drugs, did a great line in pressure area care, and did my bit to keep even the smallest 500-gram clients going.

Birth and death were obviously the two extremes of the job, and there were lots of good times and challenges, but writing wasn't one of them.

All those endless pars of "intravenous therapy removed, wound clean and dry, ambulating well" were not my best intros.

So after a few trips overseas, including two years spent in the US and Canada, I decided there was more to life than simply helping babies into it and headed back to South Australia to start a journalism degree at Magill.

After more nursing work by night and journalism lectures by day, I woke to find myself on 5am shifts at AAP in Adelaide a few years later.

Which goes to prove a sense of humour always helps. Especially if you've ever had to work with a nursing director who would disappear to watch Seve Ballesteros golf videos whenever there was an emergency on the ward.

Karen Polglaze, Canberra Bureau (Former Mechanic)

"Get yer bloody hair cut," the truck driver screamed as he roared down Armadale's High Street.

But the insult, given force by a last-moment swerve to avoid hitting me, also missed its mark.

He thought I was just another long-haired bloke in overalls and I thought he was yelling at someone else.

In the hirsute seventies, most people I met at work just assumed I was a boy with a radical hairstyle. Pigtailed weren't a big hit with men, even those with metre-long locks, and I could never understand how anyone could mistake me for a man. But most people did.



Karen Polglaze (right) as a mechanic in the hirsute '70s

When you're a woman in a man's job, you have to expect to confront people's prejudices. In 1973, when I was first apprenticed as a motor mechanic, there were no other women doing that job in Victoria.

Being the only woman in the workshop, the sole female representative at professional gatherings and the lone girl in entire secondary school posed interesting problems.

Workmates said their girlfriends were suspicious - of the attractive grease under my fingernails perhaps - other tradespeople assumed I was the receptionist or caterer and teachers had to show me the way through the school's forbidden zones to find the only women's toilet.

But there were bonuses too. Teachers gave extra attention because they correctly assumed that, unlike the rest of the class, I hadn't spent every weekend fiddling about with engines and gearboxes.

While I spent more than my fair share of time sweeping the floor under instructions from one unreconstructed foreman, my workmates gave me lots of help and encouragement and were cooperative when a later promotion made me their boss.

The four-year apprenticeship also introduced me to the world of journalism - on the other side of the tape recorder. My first doorstep was as the crowded and jostled "talent" on my way into the press conference held to announce Victoria's first qualified female motor mechanic.

Perhaps it was a determination for revenge inspired by a photographer for the old Melbourne Herald which eventually made me change my career.

After years of battling prejudice during a time of change in the status of women in Australia, I realised how little had been achieved when his vision of a fitting picture of the milestone was me perched on the Labour Minister's car, showing "a bit more leg, luv."

Putting Our Name In Lights Was A High Level Adventure

Erection of the four large AAP logo signs atop our new headquarters building was a high level adventure requiring specialist installation skills and precision planning and manufacture.

The task of taking down the Qantas signs and putting ours up some 50 storeys above street level took almost three months and cost \$300,000.

The AAP logos, Australia's largest neon sky signs visible from many parts of Sydney, were made and installed by the father and son team of Ron and Gavan Anderson.

Ron, 50, who has been in the business for 35 years, said the logos were the biggest signs he has erected and at the highest vantage point.

"We've done 90 per cent of the neon signs around North Sydney and I reckon about 40 per cent of those in the city," he said.

"Our company, Craft Electrical, makes signs large and small, but our speciality is the big neon sky sign. We make them ourselves from go to whoa at our factory at Yennora."

Ron, Gavan and their team of up to eight people at various points of the project had to deal with several unknowns, including uncertain weather.

"The job is entirely dependent on weather conditions," said Ron. "We can work in the rain but not in the wind, which can be incredibly strong at that height, at times more than 80 miles (130 km) an hour.

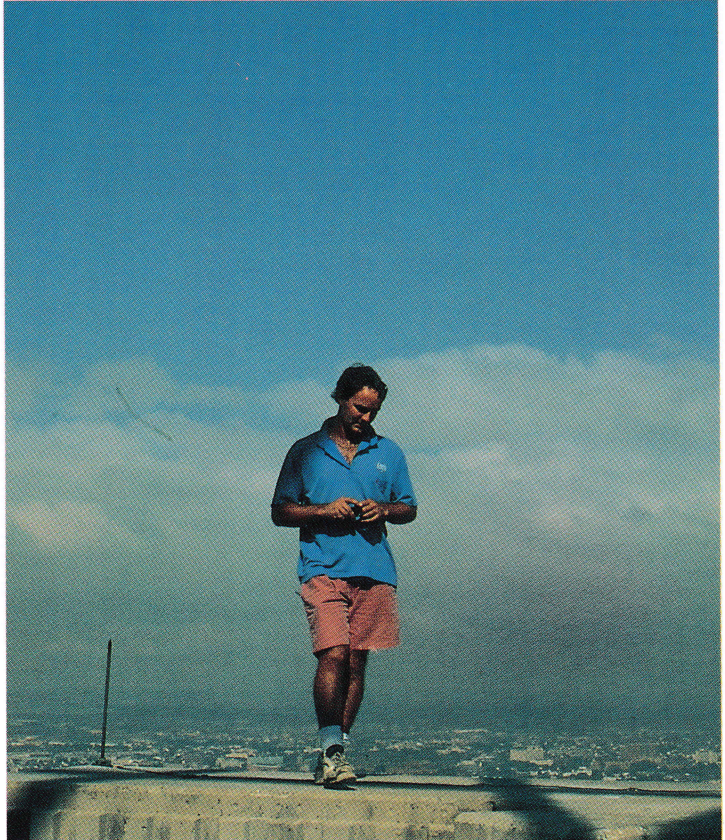
"They just blow the cradle we work in straight out from the building."

The AAP signs are twice the size of the Qantas signs they replaced. On the northern and southern sides of the building, the orb or circle is 6.8 metres high, each "a" is 4.5 metres and the "p" 6.1 metres.

The length of each of the large signs is 19.25 metres and they each contain 220 metres of neon tubing.

The signs are made of welded aluminium and like all tall building signs are designed to withstand hurricane force winds.

Warren Gleeson of Warren Gleeson and Associates Pty Ltd, who designed the signs, said they represent the largest neon graphics in Australia.



Gavan Anderson checks work on the new signs from a precarious vantage point on the AAP rooftop

The dark-blue letters and light-blue orb in the AAP logo are made up of several 1200 x 2400 cm or 1200 x 4800 cm sections which were raised on to the roof via the Building Maintenance Unit lift, usually used for window cleaning.

It was a slow operation, taking an hour-and-a-half to make the journey from the ground to the roof and back down again.

The sections were assembled on the rooftop and raised to the steel supporting framework five storeys above the top of the roof on a swing cradle with twin winches.

Power supply to the signs is the standard household 240 volts but transformers boost this to 15,000 volts to illuminate the signs to a brightness which enables them to be read clearly for three-and-a-half kilometres.

Gavan, who at 24 already has eight years experience on the job, and is as sure footed as a mountain goat on the building parapet, says "It's a good life. You're working outdoors. It's better than being behind a desk in an office."

Company Secretary Mick Connolly, who ran the building project, said it made his blood run cold to see Gavan walk along the building ledge or one of the young riggers suspended above the steel support structure.

Mr Gleeson said that while there were risks involved, rigorous safety procedures keep them to a minimum. The penalty for any worker who seriously breaches the safety rules is instant dismissal from the job.

Ron said the most difficult part of the job was taking down the Qantas lettering, put in place 13 years ago.



Gavan and his father Ron ride the cradle they worked in each day from the rooftop to the steel structure supporting the new signs

“Although they were much smaller, they weighed a lot more than the AAP letters because they were made of steel. There was rust in some of the supports so when we got down to the last few bolts, we never knew when a letter was suddenly going to come away.

“Working at that height, you can’t afford to drop anything to the street.”

Construction of the new signs attracted a quarter page article in the Sydney Morning Herald and they were filmed by Channels 9 and 10.

Mick said that while the cost of the signs may appear high, they were an excellent long-term investment and had already proved their value in raising AAP’s recognisability factor.



The last two letters of the old Qantas sign come down to make way for the ‘p’



The figures of the workmen are dwarfed by the sign’s size as they work to install the last part of the globe surrounding the first ‘a’

“They’re very attractive signs and quite eye-catching from some city streets or around the harbour at night. We’ve had a lot of favourable comment and people certainly know where we are now.”

Mick said the next step in establishing the AAP identity, would be to replace the World Trade Centre signs on the building with its new name - AAP Centre.

“We have naming rights to eight locations on the ground and second floors, including at the three main entrances,” he said. “The AAP Centre signs will be installed progressively over the next few months.”

Out on the track with Sir Jack - Brabham, that is

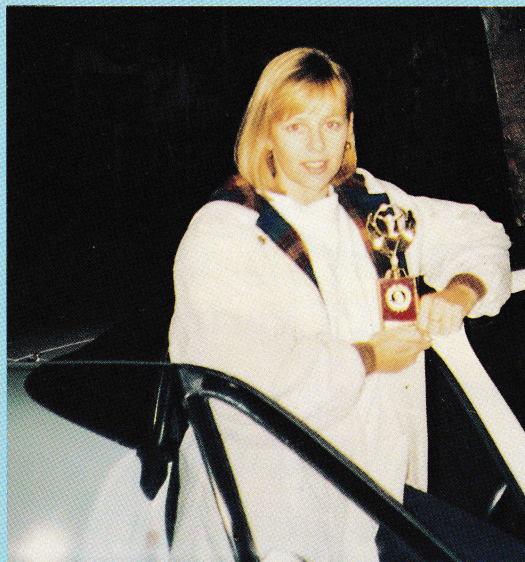
“My name is Julianne Saltiel, Product Manager Maintenance Services at AAPCS. As an interest outside of work I have been learning the skills of motor racing, which may seem a strange pastime for a woman.

“I have always had a passion for motor sport, particularly participating rather than spectating. In December ’94 I completed my first day’s training, basic car control, which I passed with a score of 93 out of 100.

“In April ’95 I completed my second day’s training, focusing on slide and skid control, passing with an 84 per cent mark. I have continued my tuition and at the end of May completed high performance training, qualifying for my CAMS licence. I was quite proud of the time I did around Oran Park in my Mazda MX5 - 59 seconds. Not bad considering the more powerful Group A touring cars average 44 seconds on the same track. My next step is training in Formula Ford and getting involved in a 12 hour production car race. Who knows what could happen down the track - there could be endless opportunities. Mazda, for example, is organising a race series for women in their 121s!

“Through my friend Mark Williamson, a professional race driver, and Honda Australia, I was invited to test drive the new \$200,000 Honda NSX at Sandown on May 26, an opportunity I naturally took up.

“After taking this rear wheel drive mid-engine super car on many laps with Mark talking me through and reaching speeds of 200 kph, Sir Jack Brabham took me around to share some of his driving skills. Reaching impressive speeds, he seemed to handle it all effortlessly. Sir Jack is



Julanne Saltiel with her Oran Park ‘Skid & Slide Control’ award

an amazing man, very talented and personable. The stories he told about his racing days left us all in awe, including reminiscing about winning at Sandown in 1956!

“After a hard afternoon at the track we all had dinner and Sir Jack continued to share racing stories with us. I am honoured to have had the experience.

“My racing career may well not take on the same shape as Sir Jack’s, but I will certainly be pursuing the challenge.”

(If you’ve got an interesting tale to tell, we’d love to hear it! Please fax your story to AAP Today on (322) 8105)

Vodafone Extends AAPCS Microwave Contract

Vodafone, the national digital mobile telephone operator, has more than doubled its contract for AAP Communications Services to install microwave links around Australia.

AAPCS won a major contract in 1993 to provide 200 microwave links operating in a variety of frequency bands.

In June this year, agreement was reached with Vodafone to extend this contract to a total of 500 microwave links.

In addition, AAPCS is to provide maintenance services nationally to Vodafone to June 30, 1998.

The total value of its contacts with Vodafone is in excess of \$50 million.

"The most pleasing aspect of this contract extension has been the vote of confidence that Vodafone has placed with AAPCS," said Chief Executive Terence Nickolls.

"We are delivering to Vodafone equipment and services to a high level of quality."

Terence said Vodafone had implemented an aggressive rollout program to capture a larger share of the market for digital mobile subscribers. This had resulted in Vodafone stepping up its requirements for links nationwide.

He said that when Vodafone commenced services in October, 1993, approximately 20 per cent of the links used in their network were provided by AAPCS. The remaining links were optical fibre systems provided by Telecom.

Today the majority of the links in Vodafone's network are microwave based and supplied by AAPCS.

"The Vodafone contract has enabled AAPCS to expand its radio business significantly - from four people in 1992 to about 40 in 1995," said Bernie Seth, Manager Radio Systems Division.

"We have enjoyed a solid platform to grow our radio business in other areas such as MDS and in New Zealand where we have secured orders with Clear Communications, their second national telecommunications carrier."



Pictured from left are David Clarke, Vodafone Contracts Manager, Bernie Seth, and Graeme Holm, Vodafone Senior Project Manager

Bernie said that digital microwave links of various types and capacities were available in quantity today and could be implemented within a week of the end sites being ready.

"These links are more cost effective than fibre systems for hops of about five kms or more. Microwave links are also reliable with end-to-end performance required for cellular systems. "The use of microwave links has thus become a significant element of competitive advantage for operators such as Vodafone."

New AAPT Partner

(continued from page 1)

is a business opportunity which clearly supports this company's strategic development path.

"We have invested extensively in joint ventures in several countries, working closely with other providers. Our vision is to provide sophisticated multimedia services, including high-speed voice, data and video, wherever there is the opportunity."

Mr Casey said that AAPT had in less than four years established itself as Australia's third largest long-distance telephone company with more than 20,000 corporate customers and annualised turnover in excess of \$150 million.

"However, for the company to reach its full potential and play a major role in the future development of the Australian telecommunications industry, we felt it essential to have the participation of a progressive international carrier, so we are delighted that Singapore Telecom has joined us as a significant shareholder."

Singapore Telecom is the licensed postal and telecommunications operator in Singapore, owned eight per cent by the Singapore government with the remainder of its shares in public hands.

Its turnover for the year ended March 31 was A\$3.55 billion with an operating profit of A\$1.72 billion.

Singapore Telecom International, a wholly owned subsidiary, has invested A\$777 million in 24 joint ventures and strategic investments in 13 countries in the Asia Pacific and Europe.

The 24.5 per cent shareholding in AAPT taken up by Singapore Telecom was originally held by MCI Corporation of the United States. MCI was a founding shareholder in AAPT but sold back its shares in October, 1994, as part of its global partnership agreement with British Telecom.

AAP Telecommunications became the first competitor to Telecom in corporate long-distance services when the Australian telecommunications market was deregulated in 1991.

Its revenue grew by 140 per cent in both 1993 and 1994 and it is the only telecommunications service provider with its own national switched digital network, with exchanges installed in all major capital cities and some regional centres.

Expertise in Bank Services Area Pays Big Dividends

The Bank Services group of AAP Communications Services has won four new contracts worth more than \$10 million to install structured cabling systems for Westpac and the Commonwealth Bank of Australia.

The main contract with Westpac enables delivery of a new technology platform to be rolled out nationally across its 1200 branch network. A second contract with Westpac is to install unshielded twisted pair (UTP) cabling to link all of the bank's PCs via servers to the central mainframe.

One CBA contract is to provide structured cabling for the bank's Customer Relations Module (CRM) project, which will provide the technology platform to introduce an enhanced personal banking system across 400 "super" branches in all states.

A second contract is to fast track the conversion of the former State Bank of Victoria branches into the CBA network. "Our target is to recable a total of 450 branches in 60 days," said Raymond McKeown, National Accounts Manager, Bank Services.

National Product Marketing Manager Brendan Linnane said the new agreements further consolidated AAPCS' position as a premier provider of networking infrastructure. He said Bank Services group revenue had increased 300 per cent within the last 12 months.

"We have two major project teams working to very strict deadlines under very

tight security management and using only quality accredited procedures," he said.

The CBA projects are managed by National Project Manager Ray Avdich, who has project managers in Sydney, Melbourne and Brisbane and a team of 70 sub-contractors in the field.



AAPCS Bank Services team members (from left) James Ringwood, Raymond McKeown and Roy Avdich

The Westpac projects are managed by James Ringwood, who heads a technical team of 12 dedicated full time to the tasks.

"The reason we have been so successful with the banks is because we have such a good technical base," Ray said. "It is the exceptional service we provide that is the key to winning the business.

"It's quite routine for our technical staff to work overnight and through the weekend on urgent projects."

Brendan said the banks used two standard structured cabling systems - CBA the AT&T Systimax and Westpac the Krone Network System.

"We have trained all of our technicians on both types of architecture which was a considerable investment in staff skills," he said.

"We are rolling out to the two banks a category five twisted pair network which enables their branch networks to establish high speed links for the carriage of voice, data and video."

AAPCS had played a significant integration role in providing the banks' branch networks with the necessary infrastructure to support their corporate strategies, he said. "Our networks are designed with the flexibility to increase bandwidth as demands increase with minimum disruption to everyday operations."

Raymond said, "We plan the projects in great detail with the banks. AAPCS provides all the necessary project management, consulting services and in-house communications to ensure the projects are completed on time and within budget.

"In addition, we provide a 24-hour Help Desk to respond to any service requirements the banks may have."

Quality Win for AAPCS Melbourne

Victoria has become the second AAPCS branch to win Quality Endorsed Certification to the AS9002/IS9002 standards, following the lead set by Head Office in Sydney last year.

"The branch has been going through significant growth in business and personnel in the past year," State Manager Ron Gauci said. "It was obvious that growth without recognised and endorsed quality procedures and systems would result in the development of poor and disparate practices. Repeat business does not come from such practices."

The standards award covers quality systems for production and installation for AAPCS' Victorian sales and support operations. It keeps the company on track to have all state branches achieve quality certification within 12 months.

"This objective highlights the company's clear focus on quality," Ron said. "Our marketplace expects it, we have committed to it and now we can guarantee the delivery of it.



"A further benefit to the branch in undergoing this process is the direct responsibility given to each of my line managers to run their own departments and be accountable for them. It has brought a young team closer together."

Pictured standing above (from left) are Roland Geilen, Emi Borrelli, Jennifer Kingsley, Sandy Bartholomeusz and Rod McKenna. Seated are Franck Leroy, Ron Gauci and Gary Pinchin.

Once In A Lifetime

Caribbean people, poor of pocket but rich in colour and culture, put Australians to shame with their knowledge of cricket.

Not only can they drink a bottle of rum by lunch and remain coherent all day but they remember intricate details of past contests with pride, writes Ian Jessup, who covered the recent series in the West Indies:

When ex-Test batsman turned commentator David Hookes arrived at immigration in Barbados he could have expected the official to say: 'Hello, Mr Hookes, I remember your five fours in five balls off Tony Greig in the Centenary Test in Melbourne'. Instead he got 'Ow's de jaw', 16 years after it was shattered by a bouncer from West Indian quick Andy Roberts.

During practice for the first one-dayer in Barbados a group of 30 locals sat in a grandstand and debated at deafening decibel level - should Desmond Haynes be picked, how will Shane Warne go, what about the Waugh brothers, is Richie Richardson fit? Four hours later they were still at it, pausing only to watch world record holder Brian Lara bat.

On match day people start lining up from dawn, an ample supply of rum at hand and the odd joint for the lunch and tea breaks. Each West Indian boundary is greeted with delight, each opponent's wicket is a scalp. They dance, they sing, they bang out hypnotic rhythms on primitive instruments, they give advice to players fielding near the fence.

Close your eyes and it's a street party No ugly, drunken, yobbo fights that go hand in hand with a day at the cricket in Australia.

Afterwards it's off to the many bars and nightclubs to drink and 'grind' on the dance floor. Visitors are agape at the first sight of people, regardless of sex, dancing more lewdly than the lambada. When the song finishes they go their separate ways.

On the work side of things. I was one of the lucky few not to have computer trouble. Given the \$10 per minute phone charge from the West Indies this was a relief.

Having Patrick Keane in the Adelaide office pumping out running scores and radios was a huge help, especially as the other scoreboards were often wrong and the scorers were in another part of the ground.

The players were great to deal with and it was obvious Mark Taylor has done a tremendous job in man-management since taking over from Allan Border.

The cricket was of the highest standard. The catching had to be seen to be believed and it took until the fourth and final Test for someone to score a century.

Luckily for Australia it was the Waugh twins who shone, with Steve's 200 the innings of the decade and icing on the cake.

As history dawned on the Australian players it also struck the journos lucky enough to be on hand. As I worked until



Wagga boys Ian Jessup and Australian cricket captain Mark Taylor share the joy at the press conference after Australia had won the fourth test in Jamaica, and the series 2-1.

4.30am that night (so this is what touring life is all about) John Coomber pointed out I was only the third AAP staffer to cover a winning Australian tour of the West Indies.

It was also a big day for other Wagga Wagga folk - openers Taylor and Michael Slater, and former Test quick Geoff Lawson who was there as a commentator.

When the tour was over a sadness set in that took several weeks to alleviate with fond memories of good cricket, stunning scenery and fantastic people who know how to enjoy life.

Finally cracking my first overseas trip was a reward in itself, the cricket capped it off. My heartfelt thanks also go to all those colleagues at AAP and on tour who were most understanding when I had to rush home for my mother's funeral.

For potential Caribbean tourists: the Windies is the quickest way to fill your passport with stamps but there's no guarantee you'll arrive on time in the right place. For all the idyllic images of the Caribbean the truth is it's a region of often-corrupt, hotch-potch little island nations constantly bickering with one another.

A one hour plane flight turns into a six hour adventure thanks to chaotic check-ins and overbooked planes. Hotels say they have no record of you and charge up to \$US300 per night with no TV or fridge and sometimes no air conditioning.

On the West Indies tour four years ago Border told his colleagues that to lose patience was to lose the battle. As always, when in Rome.

Women & Management

Women & Management, a Sydney-based organisation established in 1979, aims to promote professionalism, networking and effective business practice for women in the workforce. It also fosters the development and promotion of women involved in or aspiring to senior management.

The organisation holds a number of regular activities, including fortnightly breakfast and dinner meetings with key speakers, workshops and an annual conference. Members also receive the annual Networking Directory and the bi-monthly magazine Update, which contains information on relevant management issues and W&M activities.

Those interested in joining W&M, or finding out more, should contact Judith Cumming on ext. 8883.

INFORMATION TECHNOLOGY GROUP TO RUN AAPIS PRODUCTION AREAS

Geoff Want has been appointed to head an Information Technology Group which will be responsible for all production operations within AAP Information Services.

Geoff, whose new title is Director, Information Technology, was previously Production Editor and Director of AAP's Racing Services. He will report directly to Deputy Chief Executive Barry Wheeler.

Glenn Smith has been appointed Systems and Technology Manager, with special responsibility for newspaper technology, and deputy to Geoff.

The ITG was formed after a three-month study chaired by Geoff, who was assisted by Glenn, then Assistant General Manager Communications, Paul Reid, News Editor Northern Region and a detailed report by management consultants Coopers & Lybrand.

Geoff, Paul and Glenn have a combined 60 years experience in AAP in senior positions in editorial, sales, marketing, communications and engineering in Sydney and interstate offices.

Coopers & Lybrand interviewed scores of staff in production areas and were astonished to receive a 98 per cent response to their detailed questionnaire. Anything above 30 per cent is normally considered to be a good response, Geoff said.

"That study identified a number of issues to be addressed as part of the company's restructure and also advised on how the changes should be managed," he said.

"The report recommended merging a number of sections into a more cohesive, functional unit, which is the ITG, which has more than 80 full time employees plus casual staff.

"It is made up of racing services production, the electronic products support group, MediaNet operations, communications administration, part of data control, part of technical development, all of computer operations, part of engineering, the Economic Services Unit, Editorial Systems Control and Picturegram operations.

"We now have people with like tasks working together in ITG and groups who can benefit from the synergies that exist in some of the tasks they have to perform."

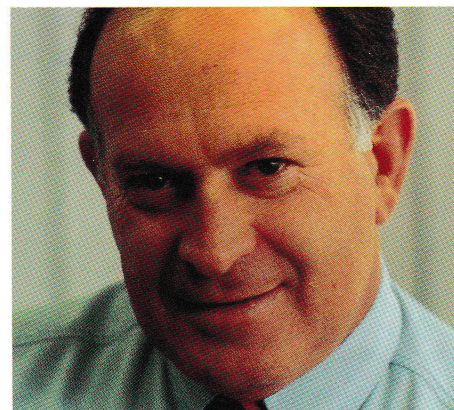
Geoff said that far better career paths will result and that the primary concern of many staff - for a comprehensive training program to improve their skills level - was already being addressed.

"Staff in ITG will develop a better understanding of what AAPIS does and their role in the company. There will be more job satisfaction and a better customer focus will result.

"It is particularly important that production personnel understand the business reasons for the tasks they are undertaking," he said.

Geoff said that total staff numbers will remain unchanged and the unit would be much more productive than the separate groupings.

"Two people will be trained in every job, all new developments will be project



Geoff Want, Director, ITG

managed and we will be rediscovering some of our past values.

"My goal is to avoid bureaucracy and to provide quick responses in all of the tasks we undertake."

Most ITG staff will be housed on levels six and seven of the AAP Centre, though computer operations will remain at Glebe for the time being.

Geoff, outlining the changes to newspaper editorial and production staff at the recent Pacific Area Newspaper Association (PANPA) Conference in Auckland, told them he was particularly keen to strengthen AAP's links with its daily newspaper clients.

"There'll be no rash promises, but I believe our newspaper customers will see some significant developments from AAP in the next 12 months.

"These include the digital delivery of advertisements, improved distribution systems for text and pictures and a digital, high speed bulletin board for images."

AAP OFFERS TOTAL RECALL FOR EMERGENCIES

AAP has put in place an emergency editorial backup service for its metropolitan and regional newspaper clients around the country.

AAP Recall allows subscribers to dial into a complete database of news categories for immediate access to the latest news or any material filed within the last 48 hours.

Media clients can then download direct to their own editorial systems any items they may have missed during a breakdown on their regular communications channel.

Media Sales Manager Leigh Mackay said the Recall service was designed for use during what was a relatively rare event - an interruption to AAP's normal news transmissions lasting

more than a few minutes. But subscribers could also use it to download earlier material that may have been lost in their own systems.

All that was required for access was a standard modem and communications software operating from a PC or Apple Macintosh, plus a unique user name and password. AAP Recall can download at speeds of up to 9600 bps and is connected to two rotary dialups.

Leigh said that news categories were grouped by topics such as world news, national news, sport, finance, racing, state stories, advisories and news summaries and highlights to allow subscribers quicker access to the items required.

AAPT BUYS A SHARE OF NEWSNET ITN

The public issue of shares in Newsnet ITN Limited raised \$5 million, with AAP Telecommunications securing an 8.5 per cent parcel and a seat on the board for AAPT Chief Executive Larry Williams.

The float was \$2 million oversubscribed and attracted 647 investors. The shares listed on the stockmarket on April 28 at an eight cent discount on their issue price of 75 cents, excluding options.

The 6.66 million shares issued carry an option for every two shares. They are currently trading at 60 cents with the options at 15 cents.

"We believe the \$1.4 million we paid for our shareholding is a good business investment," Mr Williams said.

Radio Systems Achieves Microwave Link Record

AAPCS installed a record number of microwave links around Australia during May - 37 - and the NSW Radio Systems staff and management celebrated the milestone with a team lunch in Glebe.

"The NSW Radio business is a key and integral part of the company's total network solutions offering," said CEO Terence Nickolls. "The link record is a credit to the capabilities of all Radio staff nationally."

The Radio business has grown significantly since the Vodafone contract was let in 1993 for the supply of microwave links to interconnect the digital cellular network nationwide.

"We expect to implement a link a day from here on," said Radio Systems

"Newsnet's range of products and services fits very well with our set up.

"This strategic shareholding will allow us to develop a closer business relationship between the two companies and will add considerable value to our customer base."

Companies controlled by Kerry Packer's Consolidated Press Investments Pty Ltd have taken up a 24 per cent shareholding in NewsNet, which is now capitalised at \$16.25 million.

Newsnet ITN is an international facsimile network operator, which offers discount-priced local and international facsimile services to companies around the world via leased telecommunications lines and its own message switching software which provides end-to-end control of traffic.

Money raised by the float will be used to expand its nine-country network, purchase new equipment and eliminate debt.



Manager Bernie Seth. "Our Australian activities plus the recent business successes in New Zealand have provided a firm foundation for our future."

Pictured at the Glebe lunch above (from left) are: *Front row:* Maria Raban, Tony Anic, Graham Antonolli, Keith Ryrie, Bernie Seth, Lilian Guzman, Helena

Chan, Ron Scaife, David Smith, Terence Nickolls, Andrew Hyland, Nayan Trivedi, Ravi De Silva, Mehmet Tuglu, Ian Hine. *Middle row:* Laurie Willis, Derek Winton, Paul Williams, Darren Alchin, Russell Steer, Yanusz Smolak, Marek Samulski, Dale Dawson, Daniel White, Soliman Hanna, Bob Clark. *Back row:* Garry Dawson, Vedat Irevul.



Loyal supporters in the Sydney editorial newsroom celebrated Queensland's historic first victory in the Sheffield Shield cricket competition with the ceremonial opening of a bottle of Cane Toad Lager which had been stored away by Deputy News Editor John Coomber for just such an occasion. Pictured left (from left) are John, Susan Briggs, Brian Bolton, Jenny Napier and Maria Hawthorne. After work the celebrations continued into the night at the Wynyard Hotel, where the above group was joined by other true-maroon staffers including Robin Strathdee, Les Murphy, Ian Telford, Margie McDonald, Nathan Vass and Joanne Williamson.

Dave Installs Microwaves Anywhere, Even in Jail

Dave Smith has been inside Long Bay Jail, as well as to Darwin and Cairns and most other cities along the east coast between there and Melbourne where microwave dishes need to be installed.

He is the designer, manufacturer and often also the installer of the AAPCS microwave repeater towers now dotting the landscape.

“I design the structure from rough drawings sent to me by our technical staff around the country, cut the steel plates, mark and drill them, bend them to shape, add the gussets, and tubing, weld it all together, galvanise it and then ship the pieces out to the installation site.”

The mounts he makes have to be strong enough to withstand cyclonic winds to 80 metres per second, support microwave receiver dishes 60 to 120 cm in diameter on top of city buildings, or at the top of lattice structures 30 to 55 metres high or single concrete poles 20 to 35 metres high.

“It can be very tricky hauling up steel sections weighing around 150 kg to those heights and bolting them into place,” he said.

Dave started out as a mechanical engineer, “which is a bit different to what I’m doing here” and had his own business for 14 years. He came to his present job quite literally by accident eight years ago.

“Coms Services came into my workshop one day to get something else done. I was welding at the time and they asked if I could make some microwave mounts for them. I said I would help out because they could not get them done by anyone else.

“Shortly after that when I injured my back and was forced to sell my business, they offered me a full-time job.”

Mounts of different shape and size are required to bolt on to water towers, building rooftops, parapets, brick walls or virtually any other vantage point available to network the microwave signal.

“We take on the challenge of visiting the difficult sites, designing a mount that will do the job there, making it and installing it. And it’s not very often that a site defeats us.

“Our major customer is Vodafone with hundreds of sites required for their digital mobile telephone network around

Australia, but other big ones are the NRMA, the University of New South Wales, University of Western Sydney and the Law Courts.”

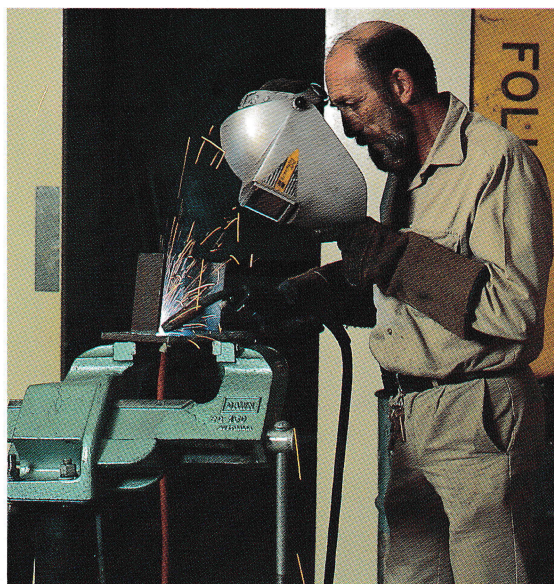
One of Dave’s more unusual jobs recently was the installation of two 120 cm microwave dishes on the water tower right in the middle of Sydney’s Long Bay Jail compound.

“It was interesting working there looking down on the prisoners in the yard,” he said. “We had to have a security escort to the tower, where we were left to work by ourselves, but when we finished for the day they escorted us out.

“I get plenty of jibes about it, asking if I’m still doing weekend detention, or when did they let me out.”

Dave said the dishes were to support a microwave videoconferencing facility, known as Bail Link, between the Law Courts at Queen’s Square and the jail.

It enables judges sitting at the courts to conduct remand hearings with prisoners at Long Bay by videoconference, saving the high cost in terms of time and security requirements to transport prisoners into the city for what are often brief appearances.



Dave Smith makes the sparks fly as he creates another masterpiece in the Radio Systems Division manufacturing workshop at Junction Street, Glebe

In his spare time, Dave also likes building things. He runs a hobby farm high up in the ranges between Crookwell and Boorowa in south central NSW, where he has been practising his bricklaying skills on a shed and now plans to build his own house.

He is also restoring a 1947 model short wheel base Land Rover to use on the property, a project which he says will take about a year.



“Kiwi punters, take my tip. Get FastForm NOW,” was the forceful message from glamour jockey Shane Dye in two television commercials made with leading racing commentator John Tapp of Sky Channel for the launch of AAP Racing Services’ launch into New Zealand. The 60 and 30 second commercials will be shown.... and posters will be displayed in all New Zealand TAB agencies.

Exchange Sees Journalists Bridge Cultural Divide

Australian and Indian journalists are learning about life on the other side under an exchange program set up by the Australia-India Council.

Senior Melbourne bureau desk man Paul Ruffini kicked off AAP's participation in the scheme with a stint at the Indian news agency United news of India (UNI), while on the return leg UNI's Archana Sachdev found out about life in AAP bureaus in Melbourne, Canberra and Sydney. Here are their stories:

TV satellite dishes dot New Delhi's rooftops, teenagers consume Wimpy burgers and Pepsis in upmarket Connaught Place dressed in the latest US 'gangster' style and well-heeled finance journalists multiply with bewildering speed.

But brown goo oozes from the sink tap in my four star hotel (where a guest was stabbed to death with a fork a week before my arrival), child beggars still clog the dirty streets and the power occasionally blacks out while I am trying to comprehend Hindu soap operas on television.

India, land of contradictions, as the locals are fond to point out.



Paul Ruffini and friend during his stay in India

After spending five weeks in New Delhi, Bangalore, Mysore and Hyderabad with United News of India in March and February on an exchange program, impressions of the country can at best be fleeting. While I expected the teeming masses, poverty,

dust and dithering bureaucracy, what surprised me most was the affluence of the middle class, estimated at 120 million to 300 million, which has grown since economic liberalisation in 1991.

The intrusion of western culture into a country known for its mysticism and esoteric religions has been ushered in by the glut of satellite TV stations now beaming into the country. Dinner time is often interrupted for the latest episode of the 'Bold and the Beautiful' and several times I was asked if I'd ever seen that funny new show M*A*S*H.

There were striking similarities in the working lives of journalists and management in India and Australia. UNI reporters scoured the papers every morning, and, like other wire journalists around the world, complained of being ripped off by newspaper reporters and lack of attribution for their work.

News values, however, are different, with the papers mostly filled with reporting the political nuances of the world's largest democracy. Bonuses for reporters include a near obligatory gift for attending press conferences. I was given a briefcase, watch and fountain pen after interviewing Motorola's SouthAsia boss for all of five minutes.

These are just a few recollections from what was a fascinating and enlightening trip. At times infuriating, terrifying and overwhelming, but never dull.

• • • • •

"G'day mate" - this friendly Australian greeting worked perfectly for me for the entire month that I was in this beautiful country.

So, as I write this end-of-the-visit piece, I could go on and on about the seagulls on the Great Ocean Road, the different colours of trees in Canberra, a sunset on an orange farm in Griffith, and the waves lapping to the shore on Watsons Bay. These and many more are the pictures that I take with me and which folks back at home will be told about till they finally decide they can't hear any more about "In Australia, they..."

My experiments with Australian cuisine are also worth recording. From Greek to Italian to Thai and Vietnamese (not to mention Indian), the variety of food offered in the cafes and restaurants of Melbourne and Sydney was amazing. And I must make special mention of Tony Vermeer in Canberra and the delicious BBQ I sampled at his house. In a confession which is not likely to please my hosts, I have to admit I did not like Vegemite. But I loved the chardonnay.

A piece on Australia would not be complete without a mention of the spoken slang. Words like "bludger", "it's my shout" and "no worries" are from now on a part of my lexicon. I guess I owe a "ta" to my hosts for this.

I also owe it to them for introducing me to "footy". I thoroughly enjoyed the game Tom and Mary Hyland took me to at the MCG. It was also at their house that I heard Yothu Yindi, and heard about Tim Winton and Sally Morgan. Both these authors are now included in my collection.

It was great working at the AAP offices in all three cities I visited. The relaxed and friendly atmosphere and the helpful attitude of everyone I met went a long way in making me feel comfortable in a new place. The basic setup and work practices here seem similar to my organisation, the United News of India. It was small consolation to know that newspapers here also "lift" wire service copy without giving credit.

A special thanks is due to the Melbourne office for going out of its way to make my stay there enjoyable. Paul Ruffini proved a good friend who helped me in my work and leisure time and made sure I did not feel homesick. Australia will now be much more than just another country on the world map. And hopefully in the years to come we will share more than our common interest in cricket.



Archana Sachdev in the Sydney newsroom with Editor in charge Phil Dickson

Tails Drag in Rat Race

The AAPT team found that hired formal wear, complete with top hat and tails, was far from ideal running gear in the inaugural Sydney Rat Race.

The three kilometre run from the Stock Exchange to Macquarie Street, down to the Opera House, around Circular Quay and back to Chifley Square was organised as a fund raiser for the Red Cross along similar lines to the colourful New York event from which it takes its name.

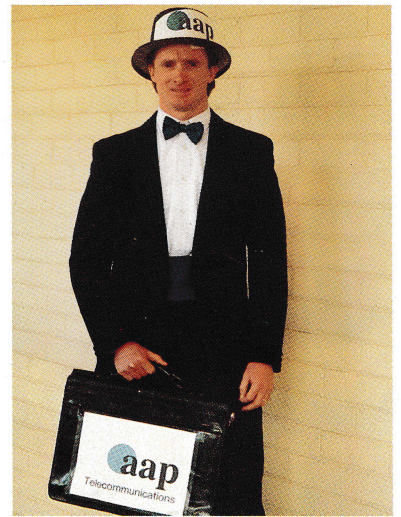
Entrants were required to wear a business suit or equivalent and carry a briefcase.

"We found much to our chagrin that the suits were double lined and we overheated," team captain Trevor Harris said. "The 3km felt more like 10km.

"In fact I found the half marathon I ran last year easier and even the Corporate Games Triathlon we took part in a few weeks ago wasn't as tough.

"It's amazing how hot it was. The course was quite hilly and the race was run as a sprint with the winner finishing in just under 10 minutes.

"But he and a few others were clearly out to win. He only had a polystyrene brief case for example and an ultra lightweight jacket. Understandable I suppose with the first prize a return trip to New York.



"Mick Watts was our best in 13-and-a-half minutes and the rest of us were around the 15 minute mark. I thought the performance deserved at least a trip to Fiji.

"But Grace Bros were very understanding about the state of the suits when we returned them, especially mine, with the knee ripped out after a fall at Circular Quay."

One reward for their efforts was a brief appearance in the Channels 7 and 9 news programs.

Pictured (left) are Mick Watts, Andrew Vickery, Trevor Harris, Bill Deverell and Kim Tran-Doan. The sixth member of the team (above) was Gary Morris.

staff feedback

Thank you to everyone who responded to our questionnaire asking what you wanted to read about in AAP Today and where you wanted your copy delivered.

Nearly 200 responses were received, the great majority of them complimentary, with a very good range of suggestions.

We will act on as many of these as we can, starting with this issue in which you will see some new features, including the competition and more staff news.

The most common request was for more stories on staff at all levels of the company, and for more stories about AAPT, AAPCS and the interstate offices.

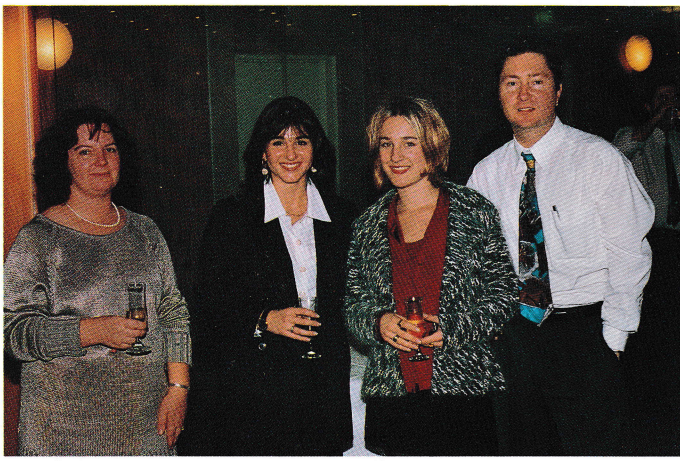
But there were also numerous requests for more company information, strategic directions and achievements, product information and features on what each department does. One feature we plan for the next issue is a list of AAP acronyms, and what they actually mean.

Other common requests were for more travel news or hobbies, competitions and cartoons, a helpful hints column and more information on staff benefits. Several people asked for news of AAP social clubs, and we would be interested in hearing of any clubs that are already in existence or about to be formed. We'd be happy to print news of your activities or upcoming events.

There were also several requests for a gossip column, and while we're not going quite that far yet, we are introducing a regular Staff Notices/Personal/Classifieds section which we need your help to fill - information and pictures, if possible.

As for delivery to home or office, the vote was in favour of receiving the magazine at work, so starting with this issue, we will give that system of distribution a try. Extra copies will be available in all reception areas, and naturally you are free to take yours home!

Let us know if you have any trouble obtaining a copy. And, please feel free to fax in contributions or suggestions for stories you would like to see in AAP Today to us on 8105 at any time.



Enjoying the party are (from left) Julie Sadler, Lisa Edmunds, Ceridwen Leach and David Morrissey



Pictured above are Kim Tran-Doban, Vani Prabakaran, Simon Perry, Susan Mendiola and Mary Policarpio. Showing their style, left, are Donna Laughton and Sue Breen. Below are AAPT's Angela Black, Helen Athanasopoulos, Allan Pilgrim, Sara Fagan and Melissa Rudland



Two receptions were held in Sydney in June to welcome staff to the new headquarters building with up to 300 attending each function in the 2nd floor foyer area.

Chief Executive Lee Casey said that the new building provided the type of headquarters that was fitting for the role the AAP Group was going to play in Australia over the next 10 years.

"Our growth has been quite dramatic in the past 10 years," he said. "In 1983, we had a turnover of \$23 million and most of that revenue came from the media. This year we will top \$340 million. We have a diversified group with the communications companies contributing \$240 million and AAPIS \$100 million.

"Growth has been dramatic in the communications area as you are well aware. We have a highly successful telecommunications company and a highly successful networking services company."

Mr Casey said he believed there would be the same type of growth in the information sector over the next few years, mainly offshore.

"We are doing a lot in Asia and there is a great demand for information in Asia and about Asia and we are intending to be key players in providing that information. We have been fortunate in forming a number of alliances with our friends in the region and we have a number of services which we will be launching that will generate revenue in all parts of the world, not just in Australia."

Mr Casey said he was happy with the growth the company had achieved and the dedication of staff that had made it possible.

"I am extremely confident that by the Year 2000, we are going to be up there as one of the great Australian companies. I think we've got a great opportunity. We've got the right people, we've got the right services and we're in the right place at the right time.

like to thank you all for your contributions and I hope that in this building, you will find it easier to talk to each other and to get to know each other and what we do for this company."



Relaxing after a hard day's work, above, are George Daniel, Rosemary Dumbrell, Megan Halvey and Gai Edwards



These smiling faces, above, belong to Cathy Waugh, Jock Campbell and Caroline Hilton

Staff Moves

There have been several appointments in the newly-formed Information Technology Group: **Geoff Want** has been appointed Director, Information Technology.



Geoff Want

Glenn Smith has been appointed Systems & Technology Manager.



Kerrie Bray

Kerrie Bray has been appointed Engineering Manager.



Mal Ward

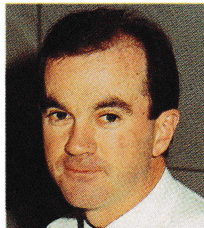
Mal Ward has been appointed Systems Development Manager.

Mark Ferrett has been appointed Information Systems Manager.



Mark Ferrett

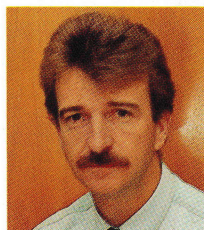
Barry Allen has been appointed Computer Operations Manager.



John Moir

John Moir has been appointed Racing Operations Manager.

David Mahanay has been appointed Senior System Administrator.



Andrew Pritchard

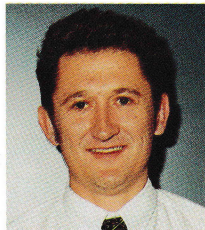
Andrew Pritchard has been appointed Product Support Manager.

Brett Gorman has been appointed Racing Services Coordinator.



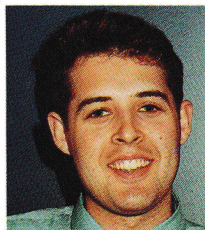
Margaret Cooper

Margaret Cooper has been appointed Office Administrator/Secretary, ITG.



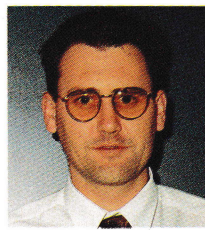
Graeme Finley

Graeme Finley has been appointed Deputy Product Support Manager.



Paul Buttie

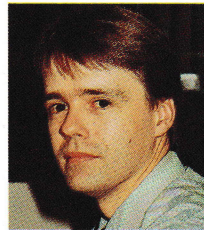
Paul Buttie has been appointed Assistant Engineering Manager.



Paul Bland

Paul Bland has been appointed Product Support Executive.

Ken Hewitt has been appointed Product Support Representative.



Ken Hewitt

Elsie Matangi and **Dave Morrissey** have been appointed System Administrators.



Charmian Grove

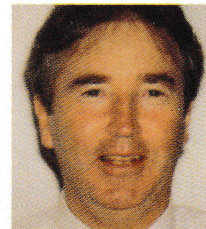
Charmian Grove has been appointed Picturegram Operator.

Elsewhere within the Group: Four State Office Managers have been appointed, who all report directly to Administration Manager Dawn Willis: **Alison Cridland** in Brisbane,



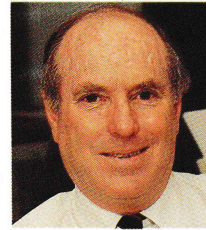
Vivienne Doyle

Vivienne Doyle in Canberra, **Jessie Flottman** in Perth and **Terry Kennedy** in Melbourne.



Terry Kennedy

Ian Lane has been appointed Market Development Manager, AAPIS.



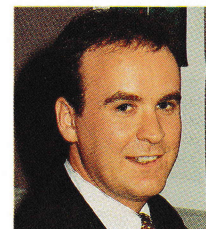
Ian Lane

Emma Slocombe has been appointed Administration Assistant, Sales Division.



Emma Slocombe

John Galloway has been appointed Sales Manager, Electronic Products.



John Galloway



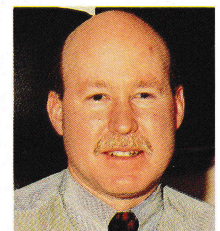
Britt Hartnett

Britt Hartnett has been appointed Customer Service Manager, AAPIS Sales Division.



Robin Williams

Robin Williams has been appointed Personal Assistant to Chief Executive Lee Casey, in addition to her role as Special Events Coordinator.



Greg Tocknell

Greg Tocknell has been appointed Director, Finance & Administration for AAPCS, reporting to Terence Nickolls.

Quiz Answers:

1: True, false, true, false; 2: 62%; 3: 75%; 4: 45; No: 6: 67%; 7: From least to most: Construction; Transport & Storage; Education; Finance & Insurance; Health & community services; Retail trade; Accommodation, cafes & restaurants; Personal Care & Other Services.

Notices

1995 City to Surf

This year, AAP will again sponsor staff who want to enter the Sydney City to Surf, covering the cost of entry and providing an AAP t-shirt and cap. Unfortunately, the Bondi Diggers was not available this year so there will be no post-race function. Those who wish to enter should contact Special Events Coordinator Robin Williams on 8071 for details.

Lunchtime Fitness

Thanks to Dawn Willis and Maurice Maneschi, Sydney staff can take advantage of

lunchtime fitness classes now operating from the basement of the Lang St building:

- Yoga - Mon, \$6
- Aerobics, Tues & Thurs, \$2
- Tai Chi, Wed, \$2.

All classes from 1pm to 2pm, with qualified instructors. Shower facilities available, all welcome.

At this stage there are no classes held in other offices, but interested staff should petition their state office managers.

GCPA Appointed 'Logocops'

Group Corporate & Public Affairs (GCPA) has been

directed by Chief Executive Lee Casey to take on the role of 'logocop' for the Group, to ensure correct use of the AAP logo at all times.

Mr Casey said strict guidelines had been established to ensure that the logo is always used consistently and correctly. "There are no exceptions and the logo must not be adjusted or modified to suit a particular requirement. If there is any doubt as to the guidelines please consult Group Corporate & Public Affairs," Mr Casey said.

Holiday House For Rent

Two brm unit at Nelson Bay, Port Stephens, 2 mins to Little Beach,

Shoal Bay & RSL Club. Microwave, int laundry & u'cover parking. Reasonable rates. Enq to Joanna on 597 2337 (h) or 015 496 237.

For Sale

Three seater cane lounge, muted tones of pink, blue & green. \$400

ono. Call Virginia 'do a deal' Davies on 8178.

Bedroom starter kit: headboard with two chest drawers, dressing table with mirror, 2 lampshades, all for just \$100. Call Jackie Hagopian on 888 2484 ah.

Sports Bags

AAP foldaway sports bags are available to staff for just \$7. The bags are compact - big enough for gym gear, shoes & towel but not much more - and zip into a compact pouch. Call Virginia on 8178.

Personal

Congratulations to AAPCS Melbourne Customer Services Administrator Karen Sutherland who announced her engagement to Jon Tiller recently. Karen is doing her bit for closer customer relations as Jon is an accountant with AAPCS client Australian Unity. Karen & Jon have set the date of August 4, 1996 for the big event which will take place in the Dandenongs.

Congratulations also go to Melbourne-based FMS Southern Region Sales Manager Robert

Mead and his new wife Fiona McCallum, pictured below, who were married on April 1st at Mt Buffalo Chalet. Robert and Fiona spent their honeymoon touring Europe for five fabulous weeks.

Still in Melbourne, where AAPT's Jeff Harriss and wife

Robyn are now proud parents of baby Christopher, born on May 31. FMS staffer Adam Richards' wife Alice also gave birth to a boy, George Adam, on June 2.

In Sydney, FMS's Tamara Fisher gave birth to a healthy boy, James, on May 30. Mother, son and father Andrew are all doing well.

Congratulations to all!



Caption Competition: In the first of a regular series of competitions open to all AAP Group staff, we'd like you to come up with a witty caption for the above photograph. Entries to be sent to GCPA, 6th floor Lang Street by August 4. The judging panel (who by the way will be the only ones not eligible to enter) will award the winner a cash prize of \$200.

AAP Today Classifieds- They're Free!

If you'd like to make a contribution to the Classifieds section in the next issue of AAP Today, due out at the end of September, send details to:

AAP Today, Level 6, 9 Lang Street Sydney
Tel. (322) 8111/8122/8178, Fax. (322) 8105.

Deadline: September 2