

IAPetus



**Quarterly Bulletin For the Institution of
Analysts & Programmers**

Issue 20

December 1996

The President's Christmas Address

It's that time of year again! I know this to be true because your editor has asked me to attempt once again to show that the word-processor is more mighty than the playstation.

But first let me say welcome to all the new members of the IAP, and then greetings and good wishes to all members both here and overseas. Your Institution is healthy and flourishing – growing apace and gaining in reputation. In the last year we have had a fully-elected council all of whom are working hard to maintain and improve the services available to members. At every meeting they discuss ways in which the Institution can be of more help to its members, and at every meeting the question is asked 'What do the

members want?' There is rarely a completely satisfactory answer but the question continues to be asked nevertheless. This year we have taken expert advice on how we may improve our public profile and the results of this should soon become apparent.

We also need expert assistance on how to increase benefits to our members and who better to give us truly expert advice than you – the members? I have said before that I am proud to belong to the IAP and I want everybody else to be proud too.

May I suggest that you take a little time to consider what YOU want from the IAP and then let us know. I promise you that the sense of achievement you will get from helping us to help you will be well worth

the effort.

The future is bright but YOU are a part of that future and we want you (all of you) to become involved. To paraphrase a famous comment by the late President Kennedy – 'Ask not what your Institution can do for you, ask rather what you can do for your Institution'.

So I have done the editor's bidding, and I am aware (now that you mention it) that it appears to be dark at both 5 am and 5 pm. These seasonal indicators invariably precede the annual Wheedling and Cajoling Competition between wife and daughters in which the winner gets to drag me out into the nearest convenient raging blizzard for a 'quick trip to the Christmas shops'. Note the 'quick trip'. It never is!

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Pension Plans with Equitable Life

The Equitable Life Assurance Society is one of the best known pension providers in Britain, whose consistent performance and low charges have kept it near the top of the industry's performance tables for a long period of years.

Now the Institution has concluded arrangements with Equitable which give members the opportunity to join an IAP group pension scheme on enhanced terms, this further improvement being paid for by the savings in the company's administrative and promotional costs associated with group schemes.

Neither I nor the Institution are qualified to give members advice on

how to spend or invest their money. But it is no secret that pensions are treated especially favourably in this country by the tax man, especially so if you are paying 40% tax on a considerable slice of your earnings.

Early in the New Year you will each be receiving a package of information from Equitable Life, which is being sent with our blessing. I hope very much that all of you, and particularly those who have yet to establish personal pension arrangements, will read it and consider what they have to say.

*Michael C. Ryan
Director General*

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Another year, another IAPetus... but each is different, each is new, each brings things to remember, to regret or to rejoice in.

We all have our stories to tell, but for me this year is marked by the arrival – six weeks early – of Christine, who was born 1 October and is asleep upstairs at the moment. She's thriving, piling on the weight, enjoys live jazz, screams if I sit down to watch Startrek without her and likes to sit on my lap when I am at my computer!

But the world turns and the seasons roll on. Somehow, the

change in the date inspires people to stop and reassess, to consider changes or even to set about making them.

You will see elsewhere in this issue that I have been brooding on future directions for IAPetus itself; this is being kicked around in Council meetings and perhaps next year something different will arrive on your doormat.

There is also talk of the infamous 'Year 2000' problem, if problem is the right word. Plenty of people stand to make some money here, and those who are employing them

will, hopefully, reap the benefit of a new and improved computer system as well as one which can merely cope with the next century's dates!

For many, Christmas is a time to rest with the family away from your computer. Others have to work, be it to maintain essential services or, like my dearly beloved, to upgrade a system while its users are at home.

And then, refreshed, on to 1997. Whatever the next year holds for you – enjoy it. Many blessings to you all.

Megan C. Robertson

Year 2,000: The Millennium Bug

In order to increase the profile of the Institution it has been decided by the Council that a number of topical issues of relevance to our members should be explored and information made available both to members and outside organizations. One of the first topics selected is the Year 2000 Problem or so called "Millennium Bug".

This issue seems to evoke a set sequence of reactions amongst computer personnel starting with initial disbelief and irritation at the implications that professional programmers cannot handle dates. This is followed by bemusement as it becomes clear that it is not all irrational hype, and depression as they begin to uncover the underlying subtle complexities.

True, there is a lot of hype: true, the press has picked up on aspects they and their readers can understand and simplified the issue to the point of absurdity; and true again, many installations may sail through New Year 2000 as easily as they negotiated the introduction of that infamous 'one' in the telephone numbers. The trouble is some won't and it is not that easy to tell which ones.

A good first step is to make sure you know where all the computers in your organization are, the BIOS fitted, and what software they are running. I have had a little experience of this in a medium sized company and the metaphor about eating soup with a fork comes to mind. If you are still unconvinced of the scale of the problem and have access to the Internet, I respectfully suggest looking at <http://www.year2000.com/>. Particularly the

Dear Sir,

I am inquiring as to whether the Institution is setting up a Year 2000 Support Team.

There are many conflicting issues that seem to be highlighted in the press, and we all know that the press only really serves to confuse people. I am aware that problems with bespoke or large systems applications software may be too complex or too localised to deal with via discussion. However, PC based off the shelf software may be within the scope of such discussion.

I raise this mainly because MS seem to think that WfWG3.11 is Year 2000 proof, however there is a report in Computing that suggests integral applications with the OS aren't, namely File Manager.

As the person responsible for IT in my organisation I am concerned that I will not really be able to start auditing all the PC based software before April 97. (We have to move to a new main system to overcome a potential Year 2000 problem with our existing software.)

I would be willing to help support such a venture as it would directly help to support my organisational responsibilities,

Yours faithfully,
David Hazelwood, MIAP

Year 2000 FAQ at <http://www.year2000.com/pub/year2000/y2kfaq.txt>

The Institution is working to produce a set of written guidelines to the problem, setting our areas to check, likely impact, and an approach to resolving the difficulties encountered. Whilst this will draw extensively on information published both in journals and on the Internet we feel that our members will also have much useful information to contribute.

In particular we are eager to hear from organizations of any size who are addressing the problem. If you would like to contribute information or feel that your expertise is particularly relevant, please drop me a note through the Institution by E-mail, fax or letter. For members interested in this issue we hope to make more information available early in the New Year, with a list of useful Internet links appearing shortly on the Institution's Web pages at <http://iap.org.uk/>

We would also be interested to receive suggestions from our members regarding other topical issues which you feel could benefit from similar treatment, so please drop us a line when you are trying out that new game/software/computer you bought for Christmas!

"we are eager to hear from organizations of any size who are addressing the problem"

The Director General writes

We are ending 1996 in buoyant mood, judging by the shanty town of recruitment agents that has grown up around the IAP offices in recent months.

We can't drink our coffee without someone pressing his nose to the window and waving a job offer. We have also been fielding a lot of calls from members anxious to hone their CVs and body language so as to present themselves in the best possible light.

Having polished your CV, what more can you do to load the dice in your favour? A personnel director once told me "Don't allow yourself to be buried in a heap of unread CVs. Do something to make them notice you. If they say 'write for a form', think of an excuse and ring them up instead. If they say 'send it', take it there yourself. Park on the Chairman's foot, fall down the stairs: they'll remember you!". Another friend took this advice literally. He did fall down the stairs, and they did offer him the job. They thought he might sue them if they didn't!

I am not recommending this high-risk and painful strategy, but the important point my friend was trying to put across is that employers employ people. You need to make them think of you as a person, not just a CV. Furthermore you need to come

across as a friendly, sensible person who will fit into their organisation and be easy to work with. Go to the interview dressed as smartly as the job will stand. Looking right for the job is all part of being professional. Study what other people wear: some firms expect staff to wear shirts and ties, for others casual clothes are fine. If in doubt dress up rather than down. Both men and women should think carefully about wearing provocative clothing, hairstyles or facial adornments. Are you trying to get the job, or make a political statement?

Some people worry the interviewer will be looking for reasons not to give them the job, and will delight in tripping them up with difficult questions. In fact the opposite is true – he is desperately hoping to give you the job, so that he can pack up interviewing and get back to his proper work.

But remember that while you may think you are ideal for the job, you can't see things from the employer's point of view, and don't necessarily know what he is looking for. A friend who runs a large company was spending day after day interviewing people for a big overseas project. "It must be terribly difficult" I said "when you see so many people, to know who to choose." "Absolutely not" he

"occasionally one stands out, head and shoulders above the rest, as fitting our needs. Then we don't haggle – we hire him"

replied. "Almost all of them are useless, for one reason or another. Just occasionally one stands out, head and shoulders above the rest, as fitting our needs. Then we don't haggle – we hire him."

The intelligent candidate will not stonewall questions like a goal-keeper in a penalty shoot-out. He will engage the interviewer in conversation and ask questions of his own. "What, exactly, would I be doing" and "How is the company organised and where would I fit in?", "What scope is there for career advancement?" are questions that should keep the chap talking for ages. Hopefully you will find out quite a lot more about what they are looking for, and will be able to adjust your act accordingly.

I once went to an interview and the boss came down personally to fetch me from Reception because, he said, I would never find his office without a guide. Sure enough, the fire people had been in and turned what had once been a perfectly sensible building into a maze of stupid little compartments with heavily spring-loaded doors.

The boss and I, both being fattish, soon found ourselves wedged stomach-to-stomach in a tiny fire-proof lobby. My briefcase and umbrella had got jammed diagonally and we were stuck. "This thing is smaller than both of us" I said. He studied me at close range for a moment, then said "I think you're the kind of man I could work with."

Enough of these silly stories: it now only remains for me to pass on the usual Seasonal Greetings from myself and other members of the Institution Staff to you all. We've had our successes in 1996, and some disappointments too. But 1997 promises to be a vintage year for the IAP. Watch this space!

The President's Christmas Address – Continued from Page 1

However, this year we have two additional grandsons and this increases the possibilities for retaliation. In my own youth I noted that grandparents could be relied upon to buy presents for our children which made lots of noise, lots of mess or both.

Now it is my turn, and I have the combined output of the world's electronic giants to choose from in my search for the ultimate in technological noise generators. For the babies I think I shall choose something that will make interminable train noises or play lengthy, inaccurate nursery rhymes with a sound like an emaciated oboe at the press of a button (technology has yet to invent a button to actually stop the noise). For the elder grandchildren perhaps some electronic game that has plenty of

beep, zap, whoosh, burble and jingle – preferably without either a head-phone socket or a volume control. Or maybe some dreadful electronic instrument (described in the manual as 'musical') with which they can drive their pets to distraction, their parents to homicidal depression and their neighbours to Majorca.

The problem of course is that they are all aware that I am supposed to know something about computers and will therefore insist that I, and only I, should be consulted whenever batteries need renewal, broken pieces need sticking or missing accessories need replacement. Perhaps I need to think again about book tokens?

*Jim Bates
President*

*Mike Ryan
Director General*

The turning of the year seems an appropriate moment to remind you of all the tangible benefits that you get from being a member – it's not just some 'alphabet soup' after your name and the diary!

IAP Coat of Arms

The Institution's Coat of Arms is available for use by members, and it is intended for that purpose. But there are certain rules.

The design must be accompanied by the words 'Member – Institution of Analysts and Programmers', and set out in the prescribed size and form. Its use is restricted to the personal and business documentation of members of the IAP (except Students), and of appropriate businesses controlled by members.

Full details of these rules, together with large copies of the design in a form suitable for scanning may be obtained free of charge from the Institution office. The information is also available on disk as GIF and TIF files for £5.00 including VAT.



Sartorial elegance – IAP ties

Now that we have a fine Coat of Arms granted by Her Majesty The Queen via her heralds at the College of Arms, it is time to make use of them! And so we have some new Institution ties.

The initial design is in two plain dark colours, Oxford blue or burgundy; suitable for interviews and other formal occasions. The ground material is good quality silk in a fine jacquard weave with a subtle all-over shadow pattern of the IAP shield motif woven into the cloth.

The ties are fully lined, and carry the Coat of Arms woven in full colour in the under-knot position. You can almost read the motto!

The IAP as Santa

The ties are available from the Institution office at £20.00 each, including VAT. Please send cheque with order or pay over the telephone by credit card. Receipted invoices will be sent with your order.

In addition to these formal ties, we are working on a lighter tie in a more modern design, suitable for smart everyday wear. It will probably be based on the Institution's Badge – also devised for us by the College of Arms – which is a hexagon with the 'Y', lightning bolts and lozenge (the bit that looks like a floppy disk!) on it.

We are also looking into lapel pins (more use for the lady members than ties!), which will be the hexagonal badge in full colour enamels; and maybe a headsquare or scarf, cufflinks... who knows what will be next! And if you have any ideas for 'corporate items', please do let us know.

Free legal advice

We would remind members that one of the benefits that they enjoy is access to free legal advice. This service is provided by two of our members who are solicitors with Browne Jacobson, a top international law firm; and provides free advice for up to half an hour per problem.

It is available both to individual members of the Institution and to businesses controlled by members. The free service is limited to legal aspects of members' work in information technology: it is a telephone service and does not include writing letters or considering documents sent through the post.

However, Browne Jacobson is a large practice with some 200 staff. Being based in Nottingham its charges are well below London

rates, and the firm would be delighted to quote members for any kind of legal work. Members should call Mark Snelgrove or Selva Naidu at Brown Jacobson Solicitors Tel: 0115 950 0055.

Professional Indemnity Insurance

There has been considerable interest in the Institution's bespoke PI insurance scheme, both from existing members and out-

siders. PI is something that no one expects he is ever going to need, but it is something that employers are increasingly demanding. Whatever the rights and wrongs – if you've got to have it you've got to have it!

The Institution's policy is backed by General Accident, one of Britain's largest insurance companies. It is a truly comprehensive policy and we believe, due to the bulk purchasing power of the Institution in this specialised field, provides unbeatable value for money.

Premiums are calculated individually, depending mainly on the amount of cover required and the anticipated turnover of the business. Add-ons are available to cover public liability, employer's liability and home/office insurance.

Application forms are available from the Institution office, or members may prefer to discuss their requirements directly with the specialist broker who is administering the scheme for the IAP:

Mike Burdon,
Insurance Management,
3 Northernhay Place,
Exeter, Devon EX4 3QE.
Tel: 01392 57942

The Tax Man

Sorry to mention him, but it is worth remembering that your IAP subscription is now recognised by the Inland Revenue as an allowable expense – don't forget to claim it!

Pension Plans

An arrangement has been made with Equitable Life, details are elsewhere in this issue.

And while we are on matters financial, we have almost finalised an agreement with a credit card company to have an IAP affinity card... watch this space for details when the deal is done!

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Integrated Services Digital Network

Narrowband ISDN is the fully digital counterpart to the long-established PSTN – the familiar telephone system.

N-ISDN subscribers are connected by a digital bit pipe that supports multiple independent channels interleaved by time division multiplexing of the bit stream. There are several ITU-T standardized channel types which are combined into commercial configurations – ordinarily BRA & PRA:

- A 4kHz analogue telephone channel
- B 64kbps digital channel for voice (I-chan: PCM at 8000 8-bit samples per second) or data
- C 8kbps/16kbps digital channel
- D 16kbps/64kbps digital channel for out-of-band signalling; typically B-channel telemetry
- E 64kbps digital channel for internal ISDN signalling
- BRA 2xB + 1xD16: *basic rate* digital pipe (aka ISDN2, replacing PSTN) for home/business use
- PRA 30xB + 1xD64: *primary rate* digital pipe (aka ISDN30) for general purpose business use

Basic Rate Access to N-ISDN operates over standard twisted pair copper cables at 192kbps (250µs 48-bit frames) full-duplex providing a user rate of 144kbps with a 48kbps latent overhead. (Strictly a full-duplex – concurrent send and receive – illusion is achieved by

rapidly-reversing half-duplex bursts.) This is about five times the capacity of an ordinary telephone link, but with a basic uncorrected error rate of only 1/100000 which compares favourably with the PSTN error rate of 1/1000.

Primary Rate Access to N-ISDN operates over heavy-duty transverse-screened copper bearers (or optical fibre or 18GHz microwave) at 2048kbps in Europe such as BT Megastream.

These usually connect a new generation of DDI-enabled Private Automatic Branch Exchange (PABX) – an Integrated Services PABX (ISPBX) – to the public exchange.

Each PRA link provides 30 independent 64kbps voice/data B-channels, plus one 64kbps D-channel (#16 out of the 31) for signalling, and one 64kbps latent channel for synchronization and monitoring. PRA supports flexible bandwidth-on-demand from 64kbps to 1920kbps.

B[earer] channels are circuit-switched (single destination per call) 64000 bits/s full-duplex channels for digitized voice or data. Voice or other analogue signals are converted into a digital pulse train by the Pulse Code Modulation quantized sampling technique operating at 8000 8-bit samples per second.

This bandwidth will carry CD-music-quality broadcasting. NB: an ISDN subscriber can call a PSTN

subscriber and vice versa so voice (ordinary phone call) traffic is fully integrated with nonvoice traffic.

D[elta] channels are packet-switched (single destination per data frame) 16000 bits/s (basic) or 64000 bits/s (primary) full-duplex channels used mainly for signalling; but with enough spare capacity on basic rate for an independently routable 9600 bits/s data subchannel. In its signalling role the D-channel uses high-level data link control (HDLC) protocols: DASS1=ITU-T/I.420 (basic), DASS2 (UK-only primary), and Q.931-ETSI=ITU-T/I.421 (World primary) – now also available in the UK and 'backward' compatible with DASS2. These facilitate *inter alia* the dialing, ringing, and set-up of calls on B-channels. DASS = Digital Access Signalling System. ITU-T was CCITT.

Calling Line Identification (CLI) with Calling Line Identity Presentation (CLIP) provides the subscriber number & subaddress (extension) of the calling party which enables "halt who-goes-there" security or outright prohibition.

Personal Identification Numbers (PINs) – aka passcodes – can be set up. Moreover, Closed User Groups (CUGs) can be established such that group members cannot call subscribers outside the group and/or outside subscribers cannot call group members.

Example uses of ISDN basic rate noting that primary rate is essentially basic rate writ large:

- fast-connect telephone calls (less than two-second set-up time) between ISDN subscribers
- intermittent (file-oriented) data transfers where a leased circuit would be under utilized
- connect-on-demand LAN-to-LAN bridging/routing and leased circuit backup/overflow
- high speed Internet access using one B static and the other dynamic (voice/data D-toggled)
- higher speed Internet access – adapted 2xB+D can provide a single 144kbps superchannel
- video telephony/conferencing/surveillance, and group 4 fax (laser printer quality A4 in 2s)

Subscriptions for 1997

From 1st January 1997 the following rates will apply:-

Fellow	£71.00
Member	£60.00
Associate Member	£49.00
Retired member	£38.00*
Student	£38.00

For members with normal current accounts in the UK it is cheapest and most convenient to pay by direct debit. Because it saves the Institution having to send letters when payments are due, we allow a £5.00 discount off all the above rates to members who pay by this method. Over 60% of members already pay by direct debit – forms may be obtained from the office.

Members who normally pay by

cheque or by credit card will receive letters of reminder when their subscriptions are due, i.e., on the anniversary of the day they were first admitted to the Institution.

Overseas members in particular may find it convenient to pay over the telephone by credit card (Mastercard or Visa). This saves the cost and inconvenience of purchasing sterling drafts.

* To qualify for the Retired rate a member must make application to the Institution, confirming that he is over 60 years of age, has been a member of the IAP for at least ten years, and is no longer working or available for work except on an occasional basis.

Steve Cumbers
Apollo Data Limited

At the beginning of this year, I was asked to write an article for the journal of the Institute of Employment Consultants.

I thought that perhaps those of you who, like me, earn some cash from contracting might like to read what I had to say. It may even give you a few ideas next time you talk to your agent. And so, here are

enough... or about you not knowing some key fact about us which we haven't told you, we just assumed you knew. Unfortunately Mystic Meg is making enough money on TV that she didn't have time to tell you.

Obviously, a good professional employment agent knows a lot about the contractors on his books.

maybe some advice on which new skills are worth learning, or even odder things like 'Try learning some Swahili, there's a growth market down there if you want a contract in the sun'. You have far more time than we do to study market trends and what the clients are going to think they want next. Make sure we know too.

A few words from the other side...

'Hello, my name is Megan Robertson and I'm calling about the position advertised in...' The opening line you all have heard countless times when you answer your phones.

Last year, Julia Robertson [the Chief Executive of the Institute of Employment Consultants] braved a look at "the other side" and addressed the annual conference of the Institution of Analysts and Programmers. Having met us, she asked if I would write a few words about what we, the contractors and job-seekers in the computing professions, look for when we have occasion to deal with members of your profession.

It's very popular amongst us to be quite nasty about you. Sadly, sometimes it's justified. Words such as "pimp" have been heard to fly around, but is this fair? Some people ask just what do you do that we cannot do for ourselves.

In essence, we are your resource. Companies come to you with their requirements for someone who can programme say, Visual Basic in Welsh, and you try to find someone who can, then sell them to the company who has the requirement. Naturally, we aren't just sitting on a shelf waiting for you to pick us out. We may already be working, we may be talking to other agencies or to potential customers direct. Or we may have forgotten all our Welsh and don't want to use it anymore.

It's all about communication. Most of the gripes that we have revolve around you not talking to us

Not just that misleading beast, the CV; he will have talked at length – on the phone or at a meeting – and has a good idea of where each contractor would like his career to go, as well as what he can and will do right now.

He will also know much about the client who is seeking people to do a job for them... unlike one who sent my husband (with bushy beard) to a large company in which not a single beard was worn. Even if he'd shaved, he might not have got the job; it may not have been the whiskers that caused them to turn him down... but would he have fitted in and been happy there?

There's a lot we can do to make ourselves ideal "bodies". And you can help. What do you want to be told on our CVs? The constant cry of 'Send us a CV' is heard, but there are about as many styles of CV as there are contractors sending them in. The beast has to be kept up to date, and that is a two-way process. We'll remember when we are actively seeking work (maybe) but you should hound us too – when this contract ends it would be quite nice if the next one was waiting... 'hey, but I could have done that, I learnt how to program in that language last year. No I hadn't updated my CV, my contract had another month to run before I needed to speak to you again'...

How can we improve, make ourselves more saleable? You can help us here. There's obvious things like interview technique, picking out the key things that we have to offer – but

Perhaps more specialisation is the answer. I only know about the computer industry, but it tends to be treated as one monolithic block. Agencies who advertise for us to enrol with them proffer a wide range of sample contracts, and so naturally we sign up with myriads of you. A client too is confused by the range of more or less identical agencies ready to supply him, and probably talks to a fair few when he has need of people. So maybe half a dozen agencies tell some poor client that they have just the person... and said person's phone is red-hot as all the agencies say we have just the job for you! Computing isn't quite like that... each of us has distinct and specific skills.

Someone recently posted a message on the Internet asking for "Assembler programmers"... omitting to say which of the many systems (PC, Mac, AS400, Z80...) he wanted them to write assembly code in. Do you see a dermatologist when you are expecting a baby? The profession "doctor of medicine" covers many specialities, and the same applies to us computer professionals.

Our key plea is: *Remember we are people.* Not just a collection of skills available at a price. We're real live human beings, who are able to provide a service for the companies who are your clients.

In a real way, we are your clients too. Now, the law says that you can't charge us for your services, you have to make your money from the companies to whom you supply our services. However, when I pick up my phone and say 'Hello, my name is...' I am looking for someone who can do something for me – ultimately, find me a contract that will pay enough for me to live on and not bore me silly. That's a customer relationship I'm hoping to establish with somebody who is going to provide me a service.

I think it might help both sides – agents and contractors – if we act like customers, make it clear what we want out of our dealings with

IAPetus has been going five years now, and it is probably high time that a long, hard look was taken at it. The IAP has grown and developed, and we need to consider what kind of journal will best serve the Institution's needs for the future.

It used to be that the main communication members received from the IAP (apart from reminders about membership dues!) was a duplicated newsletter sent out with the diary in December.

Five years ago, said newsletter announced that a proper publication was being considered, and like an idiot I rang Michael Ryan and said that I would be interested in editing it. My hand was promptly bitten off, and you have had to put up with my efforts ever since.

Purpose

So, what is the purpose of *IAPetus*? It aims to inform members about

each other; while you remember that if we weren't there... That might sound a bit harsh, and leave you feeling stuck in the middle between two demanding entities: company and contractor. However, when all is said and done, that's how you make your livings, serving the needs of both of us.

We do say nasty things about bad agencies... but we recommend the good ones, the ones that make us feel wanted and looked after and cared about. We repay your investment of time and effort and concern by doing a good job for the client... he's our client too, but if you have done the job well, he'll be a client we really enjoy working for. So, everybody's happy. The client knows that you provide good people, and will come to you next time. We know you look after us well, and return when we are looking for work.

People are always talking about tangible targets – call-back time, frequency of updating records, competent skill-matching. Let's not forget the ones you can't quantify. Let's care about each other as fellow professionals and real people, and work together for the benefit of both of us, which can only work to the benefit of the clients who approach you when they are looking for one of us.

what the IAP is doing, thinking and offering. It ought to make you feel good about the Institution; and serve as a good advertisement when you are recommending the IAP to your friends and colleagues (you are doing that, aren't you?).

The Future for *IAPetus*

It provides a place where you can make your news, opinions and good ideas available to the rest of the membership and it should even provide a source of interesting items for the media to make use of.

How can we best make this happen? Ideally, wouldn't it be nice if we had a nice glossy mag coming out at least every two months; filled with articles and job advertisements by and for the membership but containing material of interest to anybody who is involved in computing or who uses a computer in the course of business.

Input

But this will not happen unless the support is there. We can hire professional journalists to write articles and news stories: but what will make this 'dream *IAPetus*' stand out from the myriad of computer-related publications is the input of YOU, the members of the Institution.

While I have been asking all along for you to write articles about what you are doing or anything else which you'd like to talk about – and several worthy souls have responded – it will probably be beneficial to give you some more focused targets to write about. Not that I want you to stop writing about whatever takes your fancy by any means.

However, perhaps we ought to have some general topics which will appear on a regular basis that you can contribute to. Some suggestions are:

A *forum* where people can raise queries, be they specific questions about a task they are undertaking, problems encountered in their business or professional dealings... there are many problems which we encounter, and this will provide a place to seek advice from all those talented people 'out there'. While solutions can – especially if time-

critical – be sent direct to the questioner, they can also appear in the next issue for the edification of the rest of us.

A *discussion area* for issues of concern to anybody in the computing industry, or some particular subset of it (e.g. all those contractors out there), where you can air your views and set the world to rights.

This ought to prove helpful in defining Institution policy and in determining those issues on which we should make a stand. The Institution has the potential to become a campaigning body – but the Council needs to know what the membership thinks: which matters are worthy of our efforts and what ought we to be saying about them.

Expert advice on technical matters such as those relating to the law, finance, business, insurance and the like; things which are vital but which – if we are busy computing – we may not have time to investigate fully. Articles may be triggered by questions asked by the membership or by outside events; or may be on topics considered likely to be of general interest.

Then we could have the more personal side of computing – *profiles of people prominent in the industry or the IAP*, or with noteworthy careers or interests; personal views on issues in computing; accounts of your experiences that may benefit the rest of us, and any amusing, embarrassing or whimsical anecdotes that you'd like to share.

More substantial

If we 'grow' *IAPetus* into a bigger, more frequent journal, there will also be the scope for publishing more substantial material. Academic papers, perhaps; the 'leading edge' of new hardware and software that is coming onto the market; detailed analysis of areas of interest to those involved in the computing profession...

I am sure that there are those of you who have something to say, but don't think that you can compress your ideas and arguments into a page or less in the present *IAPetus*.

So – is this the sort of thing you'd like to see? And are you willing to help us make it happen?

Megan C. Robertson

New Fellows

We are particularly pleased to welcome the following members who have been admitted as Fellows of the Institution since IAPetus was last published.

Joseph V. Bould An analyst/programmer of prodigious versatility with a career stretching over 15 years. Employers read like a star cast: ICL; Inland Revenue; Easams; British Gas; Lombard North Central... Currently on a technical testing contract with Transco (British Gas Transportation and Storage)

Donald Frazer Varied programming experience from 1972, including a first taste of the training business, was followed in 1982 by a return to industry as a consultant, principally for Rank Xerox. Donald Frazer was responsible for the design and implementation of the Internet for Rank Xerox throughout Britain and Europe, and for an Artificial Intelligence programme that helped design their new HQ in Marlow. In 1989 he returned to Education as IT Co-ordinator at Stourbridge College, and since 1995 he has been R&D Manager at Computeach.

Kathleen A. Lewis BSc A research scientist specialising in environmental software, Kathy Lewis spent over 20 years at the Government's Warren Spring Laboratory, ultimately as Deputy Manager of Environmental Software. She has published papers throughout the world and is an acknowledged authority on her subject. Retiring early in 1993 to concentrate on private work, she is now managing several research projects for the University of Hertfordshire, including an urgent assignment for the Beef industry.

Andrew C. Pearce BSc(Hons) MSc DIC PGCE Squadron Leader Pearce is the Senior Computer Based Training consultant at the RAF Training and Support Unit, Halton. During his IT career with the RAF, in addition to his training responsibilities, he has played a key role in the development of a wide variety of big-budget systems. These covered internal

administration, training programmes, combat applications and commercial ventures with private sector partners.

Geoffrey C. Potter Geoff Potter is a mechanical engineer whose IT career began in 1968 with the programming of automatic lathes for Vacumatic Ltd. of Harwich. He was to remain with Vacumatic (later Portals Engineering) until 1989, by which time he was DP Manager. Since 1989 he has been IT Manager for Trinity House Lighthouse Service

Congratulations to the following members who have been upgraded to Fellow since the start of 1996:

Timothy R Davies BA (Hons) A member of the Institution since 1991, Tim Davies was a civil servant for fifteen years. Since 1992 he has combined the role of consultant to major companies such as NF1, Asda and Prudential with work as a part-time lecturer in IT and Business at Hastings College. He is also Series Editor for Macmillan's "Mastering Computing" series of IT publications.

Anthony C. Donaldson Anthony Donaldson was a programmer with the RAF from 1981 until 1995, by which time he had become IT Manager at the Configuration Management Flight System Development Centre, RAF Bentley Priory. Now officially retired from the Service, he has been re-employed in civilian mode as Software Configuration Manager.

Steven E. Markham Early years from 1984 were spent with Balfour Kilpatrick, on systems for the control of construction work. A move into payroll systems for Bowaters in 1988 led to his present job (since 1993) as Computer Systems Manager for Isringhausen (GB). The company is a world-wide manufacturer of commercial vehicle seating – Steven Markham is in charge of all UK computing facilities

Martin D. Oswin Most of Martin Oswin's 15-year career in IT has been spent with his present employer, Warners Europe (lingerie manufacturers). Joining in

1985 as Software Development Manager, he has since been promoted to European Computer Systems Manager with responsibility for a budget of £1.4-million.

Kenneth J. Smith BSc(Hons) CCol Leaving university in 1967 with a degree in colour chemistry, Kenneth Smith has spent most of his working life with ICI. Although initially saddled with the task of introducing computers to an unappreciative Work Study department, in 1973 he managed to arrange a transfer to ICI Colours where his career blossomed. By the time he took early retirement in 1993 he was International Colour Physics Manager, and a world authority on colour measurement.

Mark L. Vincent BEng MSc CEng Mark Vincent started work in 1982 as a programmer for a civil engineering consultant. This led to work for a company which specialised in the digital modelling of ground surfaces and drainage. In 1991 a complete change took him into the financial sector, first with Liberty Life and then in 1995 to his present employer, Union Bank of Switzerland. At UBS he is responsible for all aspects of the EDP, an extensive equities database.

Wong Chin Hung BSc Ten years with the Hong Kong Telephone Company gave Wong Chin Hung an extensive knowledge of communications software and hardware. In 1995 he decided to return to academia and is now responsible for all computing systems and services for the Department of Psychiatry, Hong Kong University.

And the IAP would also like to congratulate member David Hazelwood, who will remember 1996 as he's got married, found a new job and bought a house! Good luck, David, with all three ventures.

The Editor writes: Why don't YOU write and let me know your news... we'd like to hear what you are doing – new jobs or business ventures, marriages, births etc.