

IAPetus



Quarterly Bulletin For the Institution of Analysts & Programmers

Issue 23 September 1997

Corporate Membership – A New Direction

On 21 June 1997 the Council made an important and historic decision. Until now the Institution has always refused to contemplate the admission of companies to any form of association with the IAP. The fear has always been that the IAP might follow some other bodies down this particular well-trodden primrose path, only to find one day that the vested interests of commerce have crowded out the ordinary individuals whom we were supposed to represent.

The Council now feels the time has come for a change of heart, recognising the huge changes that have taken place in most members' working environment.

Not so many years ago only the largest companies could afford computers, and most IAP members were in permanent employment with public bodies, financial institutions or big time industry. But nowadays all such organisations and desperately paring their permanent staff down to a core, and relying on contractors to do most of the work. Some IAP members are still holding down permanent jobs – and long may they last. But it is undeniable that economic and social changes have caused a huge increase in the proportion working on contract. For tax reasons many are obliged to trade as limited liability companies, and it is primarily to meet the needs

of these people, i.e. ordinary members, that Corporate Membership is being introduced.

Corporate Membership is a means of extending the IAP's increasing range of benefits and privileges, already available to individual members and their one-man companies, to larger companies and thus to colleagues and employees who do not qualify for IAP membership in their own right. Corporate Members will be able to use the IAP insignia on letterheadings and in advertising material; they can take advantage of the Institution's advisory services, including the free legal advice service; they will have

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AGM

Notice is hereby given that the Annual General Meeting of the Institution of Analysts and Programmers will be held at 5:30 pm on Saturday 18 October 1997 in the Shakespeare Room at the Anchor Inn, Bankside, London SE1.

It would be appreciated if those members planning to attend would inform the office so that we have some idea of the numbers to be expected.

Only corporate members (Members and Fellows of the Institution) are entitled to vote at the meeting.

Agenda

1. Approval of the Accounts of the

Institution for the year ending 31st May 1997.

2. Approval of the appointment of the Auditors for the current year, and authorisation for the Council to determine their fee.
3. Any other business.

Unless other instructions are received in writing at the Institution's Office prior to 3rd October, 1997, it will be assumed that, if you are not present, your proxy will rest with the Chairman of the Meeting.

Notice of any other business to be considered must be sent in writing to the Director General to be received no later than 3rd October, 1997.

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Well, despite all our good intentions and on-going negotiations, here is another *IAPetus* for you rather than some all-singing all-dancing glossy publication! I hope that you will find something diverting within its pages.

I get more and more comments and even contributions via the Internet these days; for example both Ian Moor's article on his views of Year 2000 and the anonymous account of how an agent nearly cost one of our members his job arrived by email.

I hope soon to place some of the better articles from past issues on the IAP website – <http://www.iap.org.uk/iapdg> if you have not yet taken a look it's worth a browse – and would welcome suggestions from you as to which articles you think are worth repeating there.

The IAP is cropping up in the press these days – even the august pages of *The Sunday Times*. If you get the opportunity to promote the Institution, please grab it with both hands; and let us know what you have managed to achieve. We'd also like clippings of any mention of the IAP or its members that you encounter in your travels.

Varying reports are heard about the dreaded Year 2000. Some creaky old council software has apparently sent 104-year-olds instructions to turn up at their local primary schools; and gloomy doom-sayers reckon the banking system will grind to a halt. Bill Clinton, meanwhile, has pledged that his administration will fix the problem although, like most politicians, has not yet divulged just how that will be achieved.

Meanwhile a company called Span 2000 claims to provide a solution for PC users, a terminate-and-stay-resident program which captures any BIOS or real time clock and forces it into com-

pliance. They say that, should their program not work on your system once installed, they will develop a custom solution – the cost of this being included in the purchase price for the software!

Finally, Bletchley Park... as the Director General says, if each of you can find a £20 donation to the 'IAP Bletchley Park Fund' we will be able to make a significant contribution to this worthy cause. Consider this: the advances in computing developed there laid the groundwork for the industry which now pays your rent and feeds your cat!

The only other museum dedicated to the development of computing that I know of is in Boston, USA – and like many American institutions, it is fairly parochial and gives little heed to non-American developments and inventions. Future generations may well consider the computer as one of the landmarks of the 20th century, so let us all join in ensuring that the early

days are properly recorded for posterity.

Megan C. Robertson

Euroforum Conferences

With this issue of *IAPetus*, you ought to be receiving brochures for two conferences due to be presented by EuroForum.

These are 'Ensuring IT Compliance with EMU' (3–4 November 1997) and 'Proactive IT Management for Year 2000' (6–7 November 1997).

IAP members wishing to attend either of these are eligible for a discount of £100 off the conference fee. The Institution is endorsing these events, and it would be nice to see a good turn-out of members.

The IAP Accounts for the year ended 31 May 1997

	1997	1996
INCOME		
Subscriptions	£130,443	£135,524
Other income	<u>8,840</u>	<u>5,108</u>
	£139,283	£140,632
<i>Exceptional item:</i>		
VAT recovered in respect of current & prior years net of associated costs		17,547
Write off of unpaid subscriptions in respect of prior years	(33,335)	
Total Income	<u>£105,948</u>	<u>£158,179</u>
EXPENSES		
Services to members & promotional activities	£70,296	£46,451
Salaries & staff costs	44,056	39,138
Office & overhead expenses	<u>22,492</u>	<u>19,528</u>
Total Expenses	<u>136,844</u>	<u>105,117</u>
(DEFICIT)/SURPLUS OF INCOME OVER EXPENDITURE	<u>(£30,896)</u>	<u>£53,062</u>

Accountants' report to the Members of the IAP

We have prepared accounts for the Institution of Analysts and Programmers (Limited by Guarantee) for the year ended 31 May 1997 from the books and records maintained by the Institution.

The summary Income and Expenditure Account shown above having been compiled from the full accounts.*

Charles Stuart
Chartered Accountants and Registered Auditors

*Full accounts are available on request from the Institution.

The Director General writes

Having a well earned lunchtime break I was watching the BBC News. Unemployment is at a 17-year low – a distinct shortage of skilled workers is appearing “particularly in the computing industry”. Don’t we know it! If you aren’t making money now you must be doing something terribly wrong. One member told me he has had to double his rates because clients weren’t taking him seriously at last year’s money!

There is a shortage of skilled workers in the IAP office too. Nicole is on holiday, skilfully going at a time when we are deluged with new applications. Word must be getting around that IAP membership is good value. All that effort we have been putting in, expanding our advice service, the insurance and pensions, is paying off at last.

With this copy of *IAPetus* you should find a leaflet explaining the insurance facilities in some detail. The full advantages of the IAP

scheme are not always appreciated. PI, for example, doesn’t just protect you when you make a mistake. It also covers the legal cost of defending yourself against claims, even groundless ones.

When large organisations make a mistake, rather than admit it they often sue everyone they can think of, in the hope of pinning the blame elsewhere. As a small contractor you could be on the receiving end of a totally unjustified claim, but find yourself obliged to mount an expensive legal defence. When the money runs out you have to go into liquidation, so you never get a chance to win the case, clear your name or collect the damages. With our PI you don’t have to worry about this sort of thing.

With even a Labour government looking for ways to boost the private funding of Health, younger members with families should look seriously at what the IAP’s Private Medical Insurance offers for rela-

tively modest amounts of money. Even older members might think again if they realised *no medical examination is required!* Apparently even I could join, and I’ve got a medical record that looks like an ‘after’ picture of Vietnam.

We are starting to expand the IAP’s influence outside the membership. The Institution has joined the Parliamentary IT Committee, a body whose purpose is to promote dialogue between Parliamentarians, the Government and representatives of the IT industry. Meetings at Westminster seem to be cheerful occasions, where noble lords rub shoulders with commoners such as Selva Naidu and myself. More of this later.

I must finally mention the IAP Bletchley Park Fund. It is easy to forget that the digital computer as we know it is only one type of computer. There are lots of other possibilities – we didn’t have to go this way. We may seem to be making progress – bigger and bigger sledgehammers are cracking nuts faster and faster – and Bill Gates is making a lot of money. But some people think Bill is accelerating up a blind alley.

The pioneering work done at Bletchley Park might have led in a very different direction, and it could do so yet! So spare a copper to keep the flame of British enterprise alive – send us a cheque for the IAP Bletchley Park Fund. If every member donates £20 we’ll have nearly £60,000; if every member’s company sends £100 . . . well, do your own sums. A donation on this scale would boot larger sources of funding such as the National Lottery and the Government into taking the project seriously. It wouldn’t do the IAP’s image any harm either.

Mike Ryan

Corporate Membership – Continued from Page 1

access to the Institution’s insurance facilities and pension scheme, all of which offer terms beyond the reach of most small companies. Both the IAP and its members should benefit from this expansion of our activities.

In order to qualify for the endorsement which Corporate Membership offers, a company will have to meet certain requirements. At least one director or principal of the firm will have to be a member, either MIAP or FIAP, in his own right. The company will have to give an undertaking that all its officers will conduct themselves as though they were individual members of the Institution; and that they will be bound by the spirit and the letter of the IAP Code of Conduct. The company will have to be adequately insured because there is an element of the IAP endorsing or holding out the company as being of a particular standard and competence. In this regard the Corporate Member must comply with the statutory requirements imposed on companies (e.g. Employee and Public Liability Insurance) and further carry Professional Indemnity Insurance. Companies will only be admitted if their business is primarily concerned with

programming or analysis, i.e. those areas of expertise where individual IAP members operate. Thus Corporate Membership will be open to a software house, even if most of their directors are salesmen, engineers or accountants. But it will not be open to a pizza chain whose IT director just happens to be an FIAP.

The subscription for companies with a turnover up to £1-million p.a. will be £250. For larger companies the rate is £500. The Institution’s endorsement alone is worth more than that – think what advertising costs. The other benefits of IAP membership are a bonus. A few more details have to be worked out before the application forms can be finalised and sent for printing. In the meantime the office is opening a register of companies who are interested in joining, and the Director General would be pleased to hear from you.

We are anxious to reassure members that the position of the individual will continue to be safeguarded, and indeed control of the Institution will always remain in the hands of its individual members. It is not proposed that Corporate Members will have voting rights.

IAPetus is the Quarterly Bulletin of the **Institution of Analysts and Programmers**. The Editor is Megan C. Robertson. All views expressed herein are those of the authors, and do not necessarily reflect the Institution’s or *IAPetus*’ opinions or position. All material is © Copyright The Institution of Analysts and Programmers 1997. Produced by Breeze Ltd, Tel: 0161-796 3600.

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Correspondence about the Institution should be sent to Charles House, 36 Culmington Road, London W13 9NH. Tel: 0181- 567 2118, Fax: 0181-567 4379, e-mail: dg@iap.org.uk.

I have just read your article 'A Cautionary Tale' (JAPetus # 22) and unfortunately Steve's experience is not uncommon and ultimately hinders those agencies who strive to provide a professional service to their contractors and clients alike.

In addition to irregular or non-existent payments, CV tampering and the unauthorised distribution of CV's, we have to contend with those 'less reliable' agencies who use 'sharp' practices, charge extortionate margins and whose use of the truth is usually confined to areas unrelated to business.

At Icom Solutions (we have just gained accreditation to the IAP's scheme – see list elsewhere) we have experience from both sides of the fence. Part of the IT services we provide to our clients involves the resourcing of project teams. These teams consist of our own technical staff (of which there are over 200) and, where appropriate, contractors. For the contractor element of our service we have an in-house resourcing centre (of which I am manager) and where we are unable to resource the requirement ourselves we have to go to outside agencies. I do not want this to sound like an ad for Icom Solutions but more of a guide to your readers as to what they should reasonably expect from an agency accredited by their institution.

Firstly, I would encourage contractors and clients to look for companies who have been accredited by professional bodies like yourselves, FRES etc. and have quality certification i.e. ISO 9000/1. I have seen it written that these certifications are unimportant, however, I would venture to say that these are views put forward by agencies that have been unable to gain recognition for their procedures and business practices. These certifications demonstrate that the company has been able to show independent third parties that not only do they 'talk a good game' but they are able to back the words up with actions.

Secondly, I would encourage people to look at the 'value' that the 'agency' adds (after all, through margins, contractors are paying the agency for representing them and clients are paying for the supply of quality people).

Some agencies see their function as a 'paper shuffler' merely passing on as many CV's as possible in the hope that one might stick. This approach invariably wastes the time of everyone involved. There is nothing more frustrating than attending an interview for

a position that is clearly unsuitable, similarly, the amount of management time wasted on interviewing unsuitable candidates is clearly not appreciated.

THE AGENCY'S TALE

A good agency will have a clear understanding of the requirement. They will have spent time with the client to fully understand all aspects of the position including the skill set required by the ideal candidate. They should be in a position to discuss the technical intricacies of the role as well as the professional and commercial aspects. In essence, the contractor should be provided with all the facts in order to make an informed decision whether to proceed with the selection process.

A good agency will undertake a technical interview and a professional interview of a potential candidate to ensure that only candidates who meet the clients requirements are submitted, again making sure that no-one's time is wasted unnecessarily. A good agency will prepare a profile summary for the contractor to be submitted to the client. This document should not be merely a rehash of the CV but a document which highlights the experience relevant to the position on offer based on the clients requirements. This document should be signed by the contractor to ensure accuracy and permission gained to submit the profile to the client.

A good agency should supply the contractor with an information pack which includes a draft contract to allow them time to read the contractual terms. The information pack should also include payment dates, contacts within the agency and general information about timesheets, invoicing etc.

A good agency should be prepared to pay attention to the often overlooked details of the contractors first day at a new assignment. Who will be meeting them to show them the ropes i.e. toilets, safety procedures, canteen etc.? Has a desk, phone and equipment been prepared? Has network access and security access been authorised? Who will be introducing them to their new team and important members of staff?

A good agency will want to develop a commercial relationship with their contractors. They should be prepared to openly discuss their margins with both the contractor and the client. There should be no hidden surprises. They should be in regular contact and be prepared to meet with them on a regular basis to enable open discussion of progress and aspirations. In line with this they should also be prepared to reward their contractors for business referrals. They should not consider that the only time to talk is renewal time.

A good agency will keep communications lines open and be prepared to deal with all issues promptly. A good agency should have a lengthy track record of prompt payment. Icom Solutions (formerly IMI Computing) have been around for over 20 years. A good agency should have professional, knowledgeable and friendly staff. A good agency should be able to provide links to sound financial advice for both 'first timers' and experienced pros alike.

And crucially, a good agency should be prepared to put contractors in touch with present and/or past contractors who can give a 'warts and all' insight into whether the agency's claims are delivered.

Unfortunately, the number of agencies that meet these exacting standards are few and far between.

Needless to say that at Icom Solutions we pride ourselves on having obtained the status of an approved agency under the IAP's scheme, FRES and IIP recognition and ISO 9001 accreditation. Our Resources combined with our in-house technical expertise, ensure that all of this happens as seamlessly as possible with the minimum of fuss contractor and client.

I hope that this is helpful to your readers and would welcome to opportunity to discuss the level of service they could expect from us at any time. (Phone 0171 339 0000 Fax 0171 339 0001 E-mail david_wilkinson@icomolutions.com)

David Wilkinson Business Manager – Contract Resource

Perhaps representatives of other agencies might like to tell us more about what they have to offer – and we still want to hear from contractors and employers of their experiences, good and bad, not to mention ideas they might have for making the whole operation better!

I have followed the year 2000 debate with interest but wonder if I have missed some important point. The articles I have read fall into one of two categories:-

The technical 'how to fix it' articles.

The cost to industry and who is to pay articles.

Most articles discussing the cost to industry seem to assume that the bulk of the cost is going to be borne by the end users. IT Consultants and Contractors are gearing up for the additional work anticipated (Or perhaps are already getting).

Any software produced in the last 15 to 20 years with a year 2000

Year 2000 Strikes Again!

problem must surely be 'bugged' and be the responsibility of the manufacturer. After all the year 2000 can hardly be classified as unexpected. It always was and is going to happen, nuclear holocausts permitting. As an expected event it is relatively simple to test for it and ensure conformity.

The year 2000 problem must surely be the responsibility of the

computer industry itself. Except where the hardware and/or software supplier has ceased trading the costs ought to be met

by the supplier.

I first came across the problem when installing a Time & Attendance System for a former employer in 1985. Realising that T. & A. software could still be operational fifteen years down the line I tested for the year 2000. The system failed, I rectified the problem then notified the support manager to ensure that existing and future systems were 'fixed'. Fortunately in 1985 there was plenty of time to update systems already installed!

I can remember when two digit years were commonly used to save valuable space. In the days when the IBM XT first came out, fitted with twin 5.25 inch, 360Kb floppy drives (no hard disc) and it was welcomed as a great breakthrough! You could use one floppy for the operating system and programs and have a whole 360Kb drive left for data!

I still work with a rugged portable computer running under CPM which can only store 2 digit years. In my applications I can overcome this CPM limitation with code along the lines of:-

IF year >=97 then century = 19
else century = 20

I started my own business in 1991 writing and supplying date sensitive systems. A number of clients have asked for and received assurances that their systems will be operating normally on their return to work from the new year break of 2000.

I dare say I will be answering the phone with trepidation in the 1st week of January 2000. As we all know, no matter how much testing we do there is always a chance that something slips through the net! My main concern is a BIOS with a year 2000 error that the client will see as a problem with my application software.

Am I missing a golden business opportunity in not intending to make any money out of the year 2000 problem? I don't think I have any more or less scruples than my fellow IT professionals but I can't see how clients can be expected to pay for a problem of our own making.

Ian Moor FIAP

New Fellows

The following members of long standing have been upgraded to FELLOW in recent months, and we congratulate them on their achievement.

M.D. Jose Arsenius The Institution's senior member on the island of Mauritius, Jose Arsenius started his computing career in 1986 as a programmer with JVC. The bulk of his work has been involved with the insurance sector, where he is now an acknowledged IT specialist. He was responsible for creating a comprehensive IT system for the Mauritian Eagle Insurance Company, firstly as a consultant with IBL Informatics, then from 1994 as an employee of Mauritian Eagle, where he is now Head of the Computer Department.

Iain E. Buchan BSc MB ChB Iain Buchan has spent the greater part of his career at the Royal Liverpool University Hospital, ultimately becoming Research Registrar. In 1996 he became Senior Research Fellow in Medical Informatics at Wolfson College, Cambridge. Alongside his medical work, Dr Buchan has always promoted the benefits of computerised information systems, writing software and deluging his colleagues with a non-stop rainstorm of papers, magazine articles, videos, lectures and TV interviews. The winner of several prizes for his work, Dr Buchan

is a man with a mind-boggling range of talents, interests and responsibilities, far too many to list here.

James A. Graham James Graham was an international salesman in the textile industry. Realising most of the companies he visited were struggling with inept IT systems, he decided to pack up selling and tackle the problem himself. Learning from scratch with an 8086 Amstrad PC, by 1990 he was able to set up his own training company. Early clients included BT. Training created a demand for consultancy support, so he set up a consulting practice, Assessed Corporate Solutions Ltd. ACS has supervised the installation of systems for several large companies, including Cable Data Corporation, the world leader in cable tv/teleshopping billing software.

Derick J. Theobald Derick Theobald started out in the early eighties to train as an accountant, but it was a move to the Borden Group in 1987 which gave him the opportunity to develop his interest in computerised accounting systems. Starting as Systems Controller to Borden UK, he soon became IT Manager of Borden Corporate Information Systems, with staff in several European countries and the USA. He is currently European Group IT Manager for AEP Borden Packaging UK Limited.

Pay up – or else!

A letter arrived in the Institution office recently, addressed to 'IAP Legal Wallah'. Fearing the worst, the staff opened it, but found instead of some dire threat an account of how *Eurling David Birtwhistle PhD CEng MBCS MIAP* had set about chasing an unpaid bill – a problem that besets all of us who work on contract or through our own small businesses.

It seems that David had been working for a company called Software Personnel Plc, providing services to another company, Brandt Computer Systems Limited. This may sound complicated to you folk who work for big companies, it's quite normal in the contracting world. All went well until David did not get paid for his final week's work. Asking Software Personnel to pay up didn't work so, as he put it, David decided to 'give them a good smacking in County Court' and issued a summons.

As is often the case, the plaintiffs issued a counter claim that David's work had not been satisfactory, and so could not be paid for. However, John Moberly of Brandt Computer Systems Ltd, who apparently originally made the claim that the work was not good enough decided that he'd rather go on holiday than appear in Court. Despite David's plea to the Court authorities that John be required to appear 'ready for kick off at 14.45 zulu bright eyed, bushy tailed and freshly scrubbed', nobody came to defend the action and David was awarded payment in full, plus his court costs. I'm glad to be able to report that once judgement was handed down, a cheque arrived.

This is often the case, once you prove that you are prepared to take the matter all the way many reluctant payers decide that it will be easier to pay what they owe rather than risk a fight in the courts. What was particularly delightful in this case was the delicious sense of fun which David manages to bring to his official correspondence – I'm sure it brightened the day for the court staff.

CALL FOR EXPERT WITNESSES

Are you an expert witness wishing to expand your business?

You could have your details placed in front of all litigation lawyers in the top 2,700 practices in the UK by being listed in the longest established register of expert witnesses.

The *UK Register of Expert Witnesses* is an annual directory derived from a 'live' database of information on experienced expert witnesses. It is available free of charge to a controlled list of 2,700 solicitor firms, which together generate more than 80% of total practice income and account for almost all litigation work in the UK. Established 10 years ago, the *Register* currently lists more than 2,800 vetted individuals whose field of expertise range from accountancy to yacht building, anaesthesia to zoology, and asbestos to workplace regulations – the subject index runs to no fewer than 16,000 entries!

Applicants for inclusion must be able to pass the publisher's vetting procedure, which requires

a recommendation from at least one instructing solicitor. Once passed for inclusion, a range of additional services become available to you at no additional charge. The standard annual fee (currently £39.60 + VAT) includes a quarterly newsletter for expert witnesses, which acts as a forum for the exchange of information on matters of common concern, and special discounts on relevant training.

JS Publications is always pleased to hear from suitably qualified specialists in any field who wish to make known their availability as expert witnesses to a wider circle of solicitors, barristers and insurance companies. Readers of *IAPetus* who require further information about inclusion in the Register should contact Debby Dyson at JS Publications, PO Box 505, Newmarket, Suffolk CB8 7TF. (Fax: 01638 560924; Tel: 01638 561590; email: 100014.1530@compuserve.com.

And there is a dearth of computer specialists in their listing...

A Sad Tale...

A member of the Institution, who wishes to remain anonymous, sent me this:-

"Having just read Issue 22 of *IAPetus*, I was prompted to write a short horror story for you! I work for a small company developing specialist software solutions. I work from home, our company offices are elsewhere. On the occasions when I am away from my desk I divert my telephone to my mobile. When I am on annual leave I divert my telephone to the main office.

"Anyway, a call came in from a recruitment consultant outlining the details of a 'great opportunity' for me to move from my current position. After a lengthy discourse on the details and merits of this 'great opportunity' the consultant said, 'Well, what do you think?'

"My Managing Director, who had answered the diverted call (since I was on leave) said, 'So how long has my senior analyst been on your books?'

"In my experience (25 years), the average recruitment consultant has little interest in those whose careers he holds in the palm of his hand but

rather a great deal of interest in the commission cheque for a successful placement. I welcome the moves made by the Institution to offer its members a choice of Recognised Recruitment Agencies as there seem to be far too many cowboys out there.

"By the way, I was lucky since I have a very open relationship with my MD. It didn't cost me my job; which is just as well as in fact it happened to me twice in three months and I've decided to stay where I am for the next 25 years! If you're not in that fortunate position, proceed with extreme caution.

"I think that it's important, when utilising the services of a recruitment consultancy, to ensure that you deal with one person only and that your chosen contact agrees with you when and how you may be contacted. This minimises the possibility of errors occurring.

"Naturally, being human, errors can and do occur. It may be sheer bad luck but in my experience it's usually sloppiness, lack of care or sheer incompetence. It may be worth ascertaining what redress is available when such matters arise.

IAP Recognised Recruitment Agencies

We are pleased to welcome more recruitment agencies to the Institution's list of recognised agencies, which have agreed to abide by the IAP Agency Code of Conduct (see IAPetus 21 for more details).

BEL Contracts Limited

9 Minster Court, Tuscam Way, Camberley, Surrey GU15 3 YY. Contact: Stuart Wood or Ian Amer. Tel: 01276 676880 Fax: 01276 62500

Formed in 1967 to cover general engineering design/ development contracts, the BEL Group has since expanded to include contract and permanent IT recruitment for a spread of clients in the communications, aerospace, automotive, finance, offshore oil and gas, civil and power industries in the UK, Europe and locations in the Middle East, Far East and Africa.

Our consultants have over 20 years of recruitment experience, working for major clients on a world-wide basis, and would be pleased to hear from you should you be considering a career move. Our object has always been to provide both clients and candidates with a service that is accurate, well presented, and, above all, practical.

Church International Limited

59 The High Street, Maidstone, Kent ME14 1SR. Contact: Ellen Waldren. Tel: 01622 675126 Fax: 01622 764660 Email: 100421.1552@compuserve.com

We specialise in the recruitment of software development staff on a contract and permanent basis. We recruit across most areas of industry, at all levels. We are preferred suppliers to a number of blue-chip organisations, both nationally and internationally.

A Sad Tale . . . – Continued

Perhaps the FRES Code makes provision for this. After all, a code of ethics is one thing but, if the code is not adhered to and there are consequences then perhaps the code should include a redress clause. This could save months of legal wrangles and thousands of pounds in legal and Court costs. For example, would the professional indemnity insurance of the agency cover such eventualities? Something to think about."

With thanks to my correspondent...

FI Recruitment Limited

Atlantic House, Imperial Way, Worton Grange, Reading, Berkshire RG2 0TD. Contact: Mr V. Banks. Tel: 0118 921 2300 Fax: 0118 921 2305 Email: XFIRECRUIT@ATTMAIL.COM

FI Recruitment provide a highly professional partnership between contractors and clients. We offer access to a broad base of blue-chip clients in government, retail, utilities and financial sectors, offering short, medium and long-term contracts for anyone with good IT skills.

We offer help with limited company formation, regular prompt payment via BACS, guide for first time contractors and the backing of the multi-million pound FI Group. We treat contractors as individuals, not as CVs. We have offices in Reading, Manchester and Edinburgh to provide a full nationwide service to our contractors.

ICOM Solutions Limited

4th Floor, 55 New Bond Street, London W1Y 9DG. Contact: Louise Robinson. Tel: 0171 339 0000 Fax: 0171 339 0001 Email: GBKDF56F@ibmmail.com

ICOM pride themselves on the professional service they provide to their contractors and clients. Through their own in-house technical skills they are able to understand the client's requirement down to a technical level and then provide a full screening service which is designed to eliminate wasted time for all involved. Due to the nature of their project work the roles available accommodate all skills levels and experience and they are constantly seeking both permanent and contract staff of the highest calibre. As a career, ICOM Solutions offers excellent prospects in a competitive environment.

Professional Systems Personnel Limited

9th Floor, Swan Office Centre, Coventry Road, Yardley, Birmingham B25 8AD. Contact: Tony Battersby. Tel: 0121 706 7672 Fax: 0121 708 2727 Email: psp@cityscape.co.uk Web: http://www.psyp.co.uk

Established in 1985, PSP now has a large client base to which it supplies contract and permanent IT staff. In 1993 PSP achieved ISP9002 status

and is currently working on attaining IIP recognition. An established IBM mainframe specialist, PSP now services both midrange and PC requirements. We also have considerable experience in placing IT Graduates in both Contract and Permanent positions. PSP's philosophy has always been quality and value. Its margins are extremely competitive.

Rullion Computer Personnel Limited

Trafalgar House, 110 Manchester Road, Altrincham, Cheshire WA14 1NU Tel: 0161 941 5335 Fax: 0161 929 9791 Email: cont@rullion.co.uk

Rullion have been trading for over 9 years and currently have over 400 IT contractors on-site throughout the UK. Skills covered include IBM and ICL mainframe development staff, UNIX, C, C++, relational database consultants (Ingres, Oracle, Sybase), PC support and development, business/systems analysis and systems testing. Contractor welfare package includes weekly pay, progress reviews, regular social events, independent financial advice, help with limited company formation, own Internet site.

[Details of our other Recognised Recruitment Agencies – Amadeus Software Limited, Flavell Divett International and Formula Systems – were published in IAPetus # 21, and also appear in the Members' Yearbook. The Office will supply an up-to-date list on request; new additions will be welcomed via IAPetus as they join the scheme.]

You could be on The Big Breakfast

The Big Breakfast on Channel 4 have approached the IAP looking for groups of 4–5 young computer professionals, who live together, to come onto the Show, spending a week with the programme, meeting the guests, having some fun and playing some games.

This is for a new part of the Show called "Friends of the Week" which follows what they used to do – "Family of the Week".



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For further information and course profiles detailing pre-requisites, objectives, topics etc. along with our certification packs for the above qualifications, please call **John O'Sullivan - Technical Account Manager** on Tel: 0171-417 0060 or e-mail josulliv@harleywest.co.uk, quoting your membership number for 'The Institution of Analysts and Programmers'.

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