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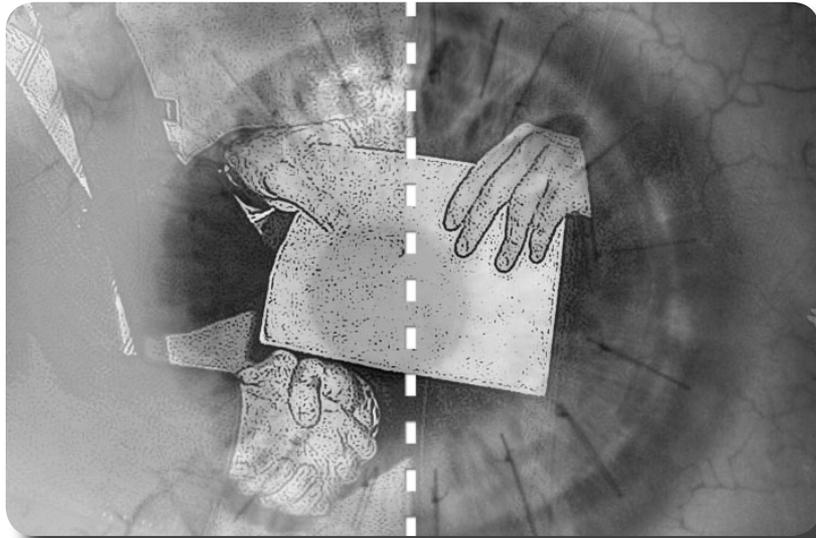
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THE OFFICIAL INDUSTRY PUBLICATION OF DAVID CHRISTIE & ASSOCIATES



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"Only the little people pay taxes."
 - Leona Helmsley, hotel owner and
 prison inmate, 1989.



Right down the line...

SCANDAL! RUIN! BLOODY FINANCIAL murder! Gambling as we all did on the dot com crash and associated giddiness, after billions of dollars went down the toilet somebody somewhere had to do something. Someone did.

The Sarbanes-Oxley Act (officially titled the Public Company Accounting Reform and Investor Protection Act of 2002), signed into law on 30 July 2002 by President Bush, is considered the most significant change to federal securities laws in the United States. All US companies, and all companies dealing with the yanks, need to comply. Amongst this rush, extra awareness of CLERP 9, IFRS, S&O, FSRA, ACC, APRA, ASX, each one targeting a specific industry, and each one challenging the delivery of information to the public.

But what has this to do with Aussie IT Industry, you say? So why not

develop an SOE, deploying ITIL? Sure, that's a start, but this new century has seen IT meet *real user needs* for the first time, and with this comes software compliance, back end meeting the front end seamlessly, delivering from desktop to financial. All layers. All the time.

Looking back, we have all met these pesky, onerous requirements with a lick and a promise, but the future will hold the directors and senior technical staff responsible for malfeasance for both government and corporate, as well as their suppliers. Does this mean for the first time in commercial history that our outlook will commence with the overview, the desire to do the 'right thing', and not just liberate fees? Heaven forbid.

Sources:
 Catalyst Consulting & Australian Financial Review.

David



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Ask her anything. Anything. Whatever.



This publication is only intended to provide a summary of the subject matter covered. It is in no way purported to be comprehensive. No reader should act on any information in this publication without first obtaining specific professional advice.

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IT WAS THE BLACKSMITHS OF THE VILLAGE WHO ORIGINALLY MADE IT ALL HAPPEN, AND INDEED AUSTRALIAN HISTORY records the first "Electronic" Engineers in the Army formed the "Blacksmith Corps". This century defines "Engineer" as en-gi-neer (P) Pronunciation Key (nj-nîr) n. One who is trained or professionally engaged in a branch of engineering. One who operates an engine. One who skillfully or shrewdly manages an enterprise. (dictionary.com)

In some cases modern engineers are readily identifiable, but the migration from the mainframe has opened up a conundrum in definitions. The ICT industry, however, has this all sorted - we make up stuff, and bury it under a pile of jargon!

PROJECT ENGINEER

Ref DCA12742
Salary \$85K or \$80/hr (Contract)

This vibrant gentleman, currently under contract, is a competent engineer with approximately 15 years experience, possessing a strong mix of practical and technical experience that he has utilised locally and internationally on many occasions. Tim has represented clients internationally and locally, and has an extensive understanding of the processes involving the translation of business needs into technical requirements for the purposes of improving and streamlining, business, technology, and engineering processes. In addition, during his career he has successfully managed, engineering teams, research processes, and also gained valuable experience in all aspects of innovation and commercialisation processes.

Throughout 12472's career he has demonstrated that he can positively contribute to any engineering or business project that requires logistical and technical representation, and/or organisation. As a result, he has a significant cross section of technical and business interests that encompasses electro acoustics, computer systems, technical innovation, and, digital processing systems - these interests are complemented by design experience with electro acoustic, digital and computer, systems. In addition, he has innovated devices and conducted research both personally and within the capacity of an employed engineer. One of this specialist's strongest assets is his ability to understand a wide

variety of complex systems and ascertain quickly and precisely what requirements are needed in order to achieve the best outcome for all interested parties within a commercial environment.

KEYWORDS: ARCHITECT ASSEMBLER AUTOCAD C++ CAD-CAM CCNA CISCO CRM DBA DOCUMENTER DSP EJB ELECTRICAL ENGINEER EXECUTIVE FACILITIES MANAGEMENT J2EE JAVA MANAGEMENT MATERIALS MANAGEMENT SERVICES NETWORKS NT OBJECT ORIENTED METHODOLOGY PC PERL

SENIOR SOFTWARE ENGINEER

Ref DCA734
Salary \$87K

From the reference number it can be seen this gentleman's relationship goes back with DCA for quite some time. Graduating with Honours in Engineering, this boffin went on to participate in the usual R&D firm for what became an award-winning product. Based around Audio engineering, the product has matured and is in use today. After this he spent a couple of years in a banking related firm, designing, maintaining and implementing a Point of Sale application, and moved on to the role he is in today. Without giving too much away, 734 is in a role of senior engineer, analysing functional specifications, designing and implementing application software for local and international clientele. There seems to be a lot of client interaction, documentation, and the associated team interaction that is required for large scale deployments. After these five years, its time to move on, and while he realises the salary may be an issue, he is keen to move to a

more senior role where his skills as a mentor, team leader and project manager may be utilised.

KEYWORDS: ANALYST ANALYST-PROGRAMMER API ARCHITECT ASSEMBLER C++ C- DATA GENERAL DOCUMENTER ECOMMERCE EFT ELECTRICAL ENGINEER GUI ISDN NETWORKS NT OBJECT ORIENTED METHODOLOGY OBJECT ORIENTED PROGRAMMING POS PROGRAMMER PROJ-LDR PROJ-MGR PROJ-PLAN QA-QC RATIONAL ROSE SECURITY SYSTEMS ADMINISTRATOR TECHNICAL PROGRAMMER TECHNICIAN TELECOM UNIX VB WINDOWS

SOFTWARE ENGINEER

Ref DCA12041
Salary \$65K

I suppose it's always too much to expect a colourful resume from a software engineer, but I keep on hoping for the more creative individuals. This gent has a Bachelor of Commerce as well as Electronic Engineering, whose resume states, in reverse chronological order, what he has done. Nevertheless, he appears to be the older school of software engineers who have bordered on hardware, and most certainly for mission critical applications. Discretion applied here, naturally, but I think he would enjoy a creative smaller technical environment to bring out that commercial dream of his he looks like he has shelved.

KEYWORDS: MS ACCESS MS DEVELOPER STUDIO MS EXCEL MS OFFICE MS PROJECTMS WORD VISIO EXPRESS VISUAL INTERDEV ACCESS ORACLE 8 PROGRESS SQL SERVER C LANGUAGE C# LANGUAGE C++ LANGUAGE CORBA HTML JAVA SQL VISUAL

PLEASE NOTE: All dollar rates listed are indicative only and do not include GST or superannuation.

BASIC VISUAL C++ IIS LINUX MS WINDOWS SOLARIS UNIX

PRODUCT DEVELOPMENT MANAGER

Ref DCA12876
Salary \$74K

By his own definition a Project Leader with background in systems analysis, application development and testing. "Possessing strong business and IT understanding coupled with excellent organisational skills; I have successfully planned and implemented multiple projects. A well developed perspective of systems allows me to make effective use of successful patterns, methodologies and tools. I believe key components for success are communication, total quality management and commitment. Main areas of experience include;

- Project planning and follow up, risk assessment
- Effective team working and conflict management
- More than 10 years software development experience
- Strong client focus and support
- Packaging And Deployment
- Data Administration and Management/Knowledge Based Practises

Software Development Experience

- Languages: Visual Basic (80%), C/C++ (15%), Delphi (15%)
- Database Platforms: Access (60%), SQL Server (80%), Oracle (20%), Essbase (15%)
- Technologies Include: Install Shield 8, OLEDB And ADO, ODBC, Crystal Reports, COM, Rational Rose

Senior Development

- Requirements Engineering (10%)
- Architectural Design (80%)
- Development (100%)
- Client Liaison/Support (40%)
- Infrastructure (20%)

Project Management

- Planning and monitoring (30%)
- Requirements Engineering
- Development (40%)

- Testing (20%)
- Client Liaison/Support (100%)
- Infrastructure (20%)

Well tagged as your next software development manager, this astute gentleman is looking for a commercial challenge - do you have it?

KEYWORDS .NET ACCESS ANALYST ANALYST-PROGRAMMER ARCHITECT C++ C- CONSULTANT CRM CRYSTAL REPORTS DATA GENERAL DBA DELPHI ENGINEER OBJECT ORIENTED PROGRAMMING OLAP ORACLE PARADOX PROGRAMMER PROJ-LDR PROJ-MGR QA-QC RATIONAL ROSE SPECIAL SQL TESTING TRAINING VB

HARDWARE DESIGN ENGINEER

Ref DCA12849
Salary \$72/hr (Contract)

Supremely qualified with a Master of Engineering Science, following his Electronic Engineering degree, this rare specialist commenced his career in the field of data security, and over the following two decades has experience all the highs and lows of R&D firms, dot com crashes, and technology change. During all of this time he has kept up to the forefront of modern sciences, both here and overseas. His field has covered:

- Radio Telecommunication
- Data Security,
- VHDL design and synthesis of FPGAs/ASICs, VHDL testbench design and automated testcase generation and test verification
- Design and testing of high speed digital circuits
- Ethernet (802.3) and Wireless (802.11)
- ATM/B_ISDN
- Data Encryption AES and DES
- RF networking
- Evolution of B_ISDN standards
- ASIC development in general (evolution of SoC)

While he is open to full time roles, it has generally worked out as a project-by-project scenario with clients, as their funding waxes

and wanes. If you're looking for a consultant engineer to save you a million or so on the R&D effort, we can organise an interview!

KEYWORDS C- CAD-CAM ELECTRICAL ENGINEER GRAPHICS NETWORKS PC SECURITY SUN TELECOM TESTING UNIX FPGA

NETWORKS SUPPORT ENGINEER

Ref DCA12850
Salary \$50K

Vocationally qualified, but above the barrier for vocational training, this interesting individual steered his career to the computer fields at the beginning of 1996, commencing as desktop support, and after two years moved into more of a software support role, in VBA and accounting stuff, but part time. His current role primary role with this company "is to respond to emergency calls for support, networks going down or major hardware failures, I also have scheduled tasks which include things like virus and mail ware removal, new user profiles, minor hardware failures and any other issues that arise.

Duties:

- Desktop Support in Windows environment.
- Data Migration.
- Install new networks, workstations and servers.
- Fault finding network issues and printers.
- Wireless, ADSL networks.
- Troubleshooting both on site and remotely."

With the wealth of life skills behind him prior to entering the dim blue world of ICT, 12850 we believe would make a great service manager, or senior engineer, with only a push for professional vocational training. Are you tired of having no grown-ups around?

KEYWORDS ANALYST CONSULTANT ENGINEER EXCEL Help Desk M-Commerce MANAGEMENT MCSE NETWORKS NT PC SQL TCP/IP Technician VB VBA WINDOWS XP

Introducing Claire Putrino

CLAIRE PUTRINO JOINS THE DCA TEAM AS THE NEW RESEARCH ASSOCIATE.

People are fascinating. I have always been intrigued by human behaviour, and the way people interact with their environment. This led to my completion of a Bachelor of Commerce with a major in Marketing and a Bachelor of Arts with Honours in Psychology. Whilst I do have some employment agency experience, the Research Associate role is my first structured entry into commercial Human Resources, and I am looking forward to the challenges of working in a booming ICT market, and articulating my career to "para-consulting".



PROBATIONARY PERIODS

'P' PLATES

DID YOU KNOW THAT NEW OWNERS of businesses that are subject to the federal industrial relations system can justifiably place 'new' employees on probation, even if those employees have successfully served a probationary period with the former owners of the business? If not, there may be other aspects about the probationary period that you are unaware of, and it might be best to read on...

THE PURPOSE OF PROBATION

Probation is an important management tool for ensuring the suitability of a person engaged for a job. However, it needs to be used deliberately and carefully. Investing time and resources in the assessment of performance during the period of probation of ongoing employees and longer-term non-ongoing employees can deliver longer-term benefits for the agency, whether the person's employment is terminated or continued. There is, however, no requirement to impose a period of probation.

The *Workplace Relations Act 1996* (WR Act) facilitates employers who wish to use probationary arrangements before confirming an employment decision. Where an employee's services are terminated during the 'qualifying period' under the WR Act, the employee cannot seek a remedy in the Australian Industrial Relations Commission (AIRC) for unfair dismissal. The 'qualifying period' is usually the first three months of employment, but can be a longer or shorter period.

MANAGING PROBATIONARY EMPLOYEES

New business owners should know their rights when it comes to enforcing probationary periods. Employers who wish to protect their interests with respect to probationary employees should:

- agree on the probationary period

in writing, before the employment commences (usually in an employment contract);

- only utilise a probationary period of more than three months where this is reasonable, having regard to the nature and circumstances of the employment;
- have a system in place whereby employers are reminded of the impending expiry of probationary periods; and
- if a decision is made to terminate the employment of a probationary employee, who is performing poorly or conducting themselves unsatisfactorily, ensure that the employment is terminated before the period expires.

Upon commencement, staff should then be advised of their work responsibilities (both their immediate duties and any additional requirements) and the standards of work and conduct expected of them. It is important to ensure that these matters have been explained to, and are clearly understood by, the employee. The period of probation can then be used to monitor the employee's achievements against these criteria.

'P' PLATES OFF!

Where an employee has successfully completed their period of probation it is good practice to advise the employee that their employment is no longer subject to probation. It is preferable for this advice to reach the employee as soon as practicable after the expiration of the period of probation.

Where the employment is to be terminated successfully and without the risk of messy processes, it is important first to have:

- followed any established agency

procedures and legal requirements that apply to probationers;

- given the employee reasonable opportunity to achieve an appropriate standard in respect of the shortcoming;
- given the employee reasonable opportunity to show why termination should not occur; and
- notified the employee of the intention to terminate.

It is preferable to document the process and to ensure that relevant information and decisions are conveyed to the employee in writing.

For further information please visit: www.apsc.gov.au

The information for this article was obtained from:

- www.apsc.gov.au
- Curran, M., Human Capital Issue 3.4, p.8-9.

Ciao!

ASSOCIATE PROFILE



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When the ICT market crashed back a few years ago we all lost the skills necessary to Human Resource in alignment with our business processes, probably because there wasn't any business! Now with the market picking up we have the need for speed, but mostly lack the ability to spot the winner, and deploy him (or her) in that vital position that may be broadly termed "General Manager (ICT)". Most of the executives in this category hotly deny the appellation, but the truth is out there. Not a Programmer, not a Graphic Designer, and not a Desktop Support – what are you? And now where do you fit? And how can we recognise this resource when their resume states "2001-2005 languishing?"

SOFTWARE TEAM LEADER

Ref DCA11243
Salary \$90K

With a wealth of experience in major corporate development environments, this determined lady has the self determination to reach the top. Highly tertiary qualified, the large environments she has encountered have seen her undertake successful roles around the Business Analysis, performance, testing and compliance of large scale development projects. Occasionally overlooked because of her sex, in no way should we look past this individual, for the management skills gleaned in the past five years would work very well in a large distributed corporate environment, where results can be measured to the last keystroke. We don't see this sort of individual very often in this state, and we recommend a chat with our Principal Consultant to find out just how this individual's deployment could save or make that extra million dollars to your bottom line in 2006.

KEYWORDS: ACCESS, ANALYST, ANALYST - PROGRAMMER, BUSINESS ANALYST, C++, DELPHI, DESKTOP, DESKTOP PUBLISHING, DOCUMENTER, EXCEL, FINANCE, GIS, GRAPHICS, HELP DESK, INSURANCE, INTERNET, JAVA, LIBRARIAN, LOTUS, MANAGEMENT, MYOB, NETWORKS, NOTES, NOVELL, NT, OBJECT ORIENTED METHODOLOGY, ORACLE, PASCAL, PROGRAMMER, EXECUTIVE, TESTING.

MARKETING ANALYST

Ref DCA12882
Salary \$40K

It is rare that we work with new graduates, however this resume represents such an outstanding talent that we thought it would be a

good idea to marker her. Graduating with a Bachelor of Commerce in Marketing as well as Arts, 12882 managed to be in the top 1% of her field, and has significant commercial experience at the lower rungs of office administration, and some of the upper rungs in marketing support, including co ordination of events, functions and call centre activities. With this degree plus eighteen months direct commercial experience you must have a place for her to kick-start her career!

KEYWORDS: EXCEL, MARKETING, OFFICE AUTOMATION, SALES, TRAINING, WORDPERFEC, OFFICE AUTOMATION.

MULTIMEDIA - WEB DESIGNER

Ref DCA11332
Salary \$45K or \$46/hr (Contract)

It is very rare to encounter a gentleman with the wealth of commercial exposure in a traditional arty-farty area who has commercial nous and interpersonal skills. His exposure, while mostly "front-end" by choice, has seen him dig in to the back end to a significant depth. Diploma and vocationally trained, 11332 has been a Web Designer/IT Support/Marketing consultant involved in the creation of advertising for a commercial e-commerce related website, using Photoshop, Fireworks, Dreamweaver and Flash. His work scope was to maintain the company website, updating information to reflect latest industry specials. He was also involved in the creation of bi-weekly newsletters, including design, editing, formatting, and distribution. To top that he was tasked with IT support, to service approximately 35 call centre staff computers, ensuring minimal downtime for sales consultants. His vocational training included MACROMEDIA, Web development

seminars, ADOBE, Web/Print development seminars, industry-specific CRM, AXIOM, Accounts management tool IMODE, Telstra Telecommunications System. He has the software tools you'd expect involved with the work as well, and is client focussed, amiable, and a rare find.

KEYWORDS: DHTML, FLASH, GRAPHICS, HELP DESK, HTML, JAVASCRIPT, MARKETING, MULTIMEDIA, PROJ-MGR, SQL, WEB DESIGN, WINDOWS, XP.

PROJECT MANAGER/ CHANGE MANAGER

Ref DCA12699
Salary \$90K pr \$70/hr (Contract)

It was the Principal Consultant's rare pleasure to interview such a well practiced professional, with a wealth of experience commercially both her and in Europe. 12699 is a lively, customer focussed, results driven person, skilled in motivating and leading teams to successful project completion with extensive experience in the pre-sales process as well as project implementation. A certified Project Manager typically working with teams managing projects with revenue up to A\$5million. She has experience of working with blue chip companies, including board level, in the Australia, the UK and mainland Europe. Technical experience includes web based applications, systems integration and CRM systems; primarily with the Microsoft toolset, including .NET. Both Marketing and Science (Hons) qualified, this lady has had exposure to many levels of commerce, including banking, mining and oil, software, food, and the rural sector. Like many of this level people, we don't expect her to last for long!

KEYWORDS: .NET, ANALYST, BANKING, BUSINESS ANALYST, CONSULTANT,

CRM, DOMINO, EXECUTIVE, FACILITIES MANAGEMENT, FINANCE, HP, HRM, LOTUS, MARKETING, OFFICE AUTOMATION, PROJ-MGR, RETAIL, SALES, SECURITY, SPECIAL, SQL, UNISYS.

PROJECT MANAGER - COMMERCIAL MIS

Ref DCA12593

Salary \$90K pr \$70/hr (Contract)

This tertiary qualified gentleman described himself as "an IS professional with over 14 years international experience with blue chip organisations in a variety of industries including IT &T, Oil and Gas, Aerospace and Financial Services. My most recent roles have covered senior IT infrastructure project and Service Delivery management. Two major recent achievements include: 1) Successfully managed the transition of the server, network, security and storage infrastructure of one of Australia's largest IT infrastructure's to (client-multinational) Managed Services organisation as part of a \$50m sourcing agreement. 2) Established and managed a global IT Infrastructure Program resulting in technology projects that were better aligned with business objectives, managed using a consistent project methodology and completed within agreed constraints. I am passionate about delivering business driven, cost effective service and solutions and my resume will indicate I have the service, financial, people and project management experience coupled with the technical experience required to lead an organisation towards this outcome. I am looking to join an organisation where my skills and experience are fully exploited."

We can't disagree with the recommendations or prognosis. Initially mislabelled as an infrastructure specialist, 12593 in one career role performed the role of IS Manager Asia Pacific and US West Coast reporting directly to the CIO. Key duties included

ensuring successful delivery of all IS services into my geographic area of responsibility, initiating and managing Corporate IS Infrastructure and Service Delivery program and working with the IS management team to develop and execute the IS strategic plan and associated operational plans and budgets. Quite a talented man-so what are you waiting for?

KEYWORDS: ACTIVE DIRECTORY, BUSINESS ANALYST, CISCO, DESKTOP, DNS, EXCHANGE, HELP DESK, HP, HRM, ITIL, LINUX, ORACLE, PROJ-MGR, SECURITY, SQL, SUN, SYSTEMS ADMINISTRATOR, TCP/IP, WINDOWS, XP.

BUSINESS DEVELOPMENT MANAGER

Ref DCA12250

Salary \$120K OTE

We love to see these mature, qualified and passionate sales specialists in our books. They are so very rare, and have managed to facilitate large dollar contracts for many years, and are still keen for more. 12550 skilled and effective in the art of solution selling, with a passion for meeting and exceeding targets. She is experienced in using a consultative selling process to provide software solutions to businesses of all sizes, from small enterprises to multinationals, including sales presentations to key decision-makers from SME's through to corporate level. She describes herself as "An individual who, through sales ability, management skills and the implementation of innovative marketing plans, has created and developed a variety of successful businesses."

- Experienced in full project lifecycle services consulting from pre-sales, business analysis, project coordination/management, and negotiation through to post project review.
- Skilled in both account management and new business

development. Accomplished in generating own leads and converting them to successful sales.

- Highly developed face to face and telephone communication skills, with the ability to rapidly establish rapport and trust with a diverse range of people.
- Experienced in marketing telecommunication services to businesses across Australia.
- Proven track record in the management and motivation of sales teams, marketing, customer service, personnel, training, recruitment and office administration.
- Demonstrated ability to forge and lead high performance teams.

KEYWORDS: BANKING, EXECUTIVE, FIN-MODEL, FINANCE, MANAGEMENT, QA-QC, SALES, SPECIAL, TELECOM, TRAINING.

SYSTEMS ACCOUNTANT

Ref DCA11320

Salary \$90K or \$85/hr (Contract)

Returned from overseas, this experienced business analyst/accountant has been involved in a many projects both as an individual and part of a team. A broad range of experience gained as a result of these projects encompasses project management, team leadership, systems requirement analysis, specification, configuration, implementation, testing, training and support. In previous positions, this person has been involved in the assessment and implementation of various accounting/ERP systems, most notably Oracle and Pronto, across a range of industries.

KEYWORDS: ACCOUNTANT ANALYST BANKING BUSINESS ANALYST CONSULTANT DOCUMENTER E-COMMERCE EXECUTIVE FIN-MODEL FINANCE ORACLE POS POWER-BUILDER PROGRAMMER PROJ-LDR PROJ-MGR PRONTO REAL ESTATE RETAIL SALES SPECIAL SQL SUN TESTING TRAINING

"Did you ever notice when you blow in a dog's face he gets mad at you? But when you take him in a car he sticks his head out the window." -- Steve Bluestone

HEAD ATTACK

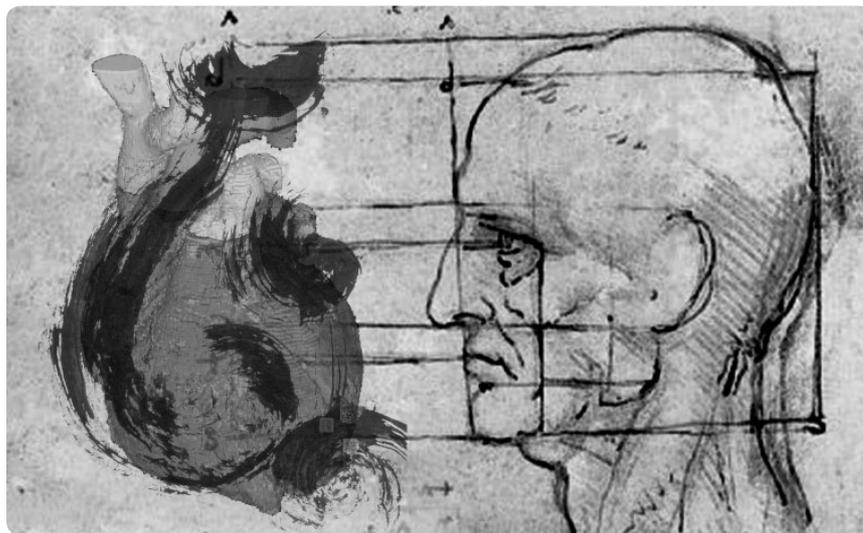
YOU'RE LATE, THE TRAFFIC IS A nightmare and you're yelling at the kids to stop fighting in the back. Is your mental stress putting you at greater risk of a heart attack?

For at least a quarter of all patients who enter hospitals with suspected heart attacks, Doctors can find no physical cause for their symptoms. But it is a mistake to dismiss such occurrences as "just psychosomatic," because that minimises the importance of the mind's effects on the body's well-being.

To evaluate your overall tendency toward stressful hostility, use the Minnesota Multiphasic Personality Inventory Anger Content Scale. Answer **TRUE** or **FALSE** to each question:

1. At times I feel like swearing.
2. At times I feel like smashing things.
3. Often I can't understand why I've been so irritable and grouchy.
4. At times I feel like picking a fight with someone.
5. I easily become impatient with people.
6. I am often said to be hot-headed.
7. I am often so annoyed when someone tries to get ahead of me in a line of people that I speak to that person about it.
8. I have at times had to be rough with people who where rude or annoying.
9. I am often sorry because I am so irritable and grouchy.
10. It makes me angry to have people hurry me.
11. I am very stubborn.
12. Sometimes I get so angry and upset I don't know what comes over me.
13. I have gotten angry and broken furniture or dishes when I was drinking.
14. I have become so angry with someone that I have felt as if I would explode.
15. I've been so angry at times that I've hurt someone in a physical fight.
16. I almost never lose self-control.

Test Results: How did you fare?



TRUE: 0 - 5
Anger is not a problem.

TRUE: 6 - 10
Anger level is moderate; you could benefit from working on ways to relax.

TRUE: 11 - 16
Anger level is cause for serious concern; your health may suffer serious consequences if corrective measures are not taken.

HOW CAN YOUR HEAD HURT YOUR HEART?

TO ANSWER THAT QUESTION, IT HELPS to take a look at what happens in the body when you are experiencing stress. Imagine you are ambling across a street when a car unexpectedly rounds the corner with-out stopping, barrelling toward you. Heart pounding, legs pumping, you dash out of harm's way. What just happened?

As your brain recognises imminent danger, your body undergoes several changes. Stress hormones – epinephrine, norepinephrine, and glucocorticoids – pour into your bloodstream, preparing you for a "fight or flight" response. To conserve energy for your leg muscles, nonessentials such as your digestive tract shut down. Your heart rate increases, to deliver oxygen and energy to your thighs and calves. Veins throughout the circulatory system constrict, as when you squeeze a water hose, propelling blood back to the heart more vigorously. That returning blood slams into heart walls, which in turn snap back with greater force, like a stretched rubber band. Arteries relax, increasing blood flow from the heart to those needy muscles.

Such physical reactions are helpful

when you are bolting from a careless driver or when early humans had to flee a hungry predator. Small stresses actually have an upside, because they sharpen our attention, making us feel focused and alert. But stress also arises frequently from the everyday hassles of modern life, as we run late to that meeting etc. We are especially susceptible when we feel that conditions are out of our control despite our struggles. The result is that our bodies keep working in overdrive far more that our evolutionary history has shaped us to do. Chronic stress can lead to high blood pressure. This hypertension, in turn, adds to a vicious cycle of physical changes that can tip the balance for people at risk, contributing to the onset of arrhythmia or heart attack!!

Reference:
Michael Feld, Scientific American Mind

ASSOCIATE PROFILE



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What's another word for thesaurus?

you too can be a radio star

The awesome power of the internet to spawn new kinds of human interaction is on show again...

WATCH OUT FOR A PHENOMENON they call podcasting, coming to an MP3 music player clipped to a belt near you.

Podcasting is a contraction of iPod broadcasting. Although it's named for the pristine white Apple music player that has swept all before it, it can work as well with any MP3 player. One day, some dusty dictionary of early 21st techno-terms will define it as a kind of person-to-person audio infotainment system, where citizens recorded radio-style programs on personal computers, and other citizens downloaded them to play back at leisure on portable digital players.

“WHO’S PODCASTING? AS FAR AS WE CAN TELL, ANY KIND OF CYBER-CRITTER YOU CAN IMAGINE.”

There are lots of cheap, even free, recording and mixing packages out there and the humblest Pentium not to mention any Mac is more versatile than a top-of-the-range eight-track tape recorder of not many years ago. Podcasting is giving ordinary folk something worthwhile to do with all that capacity.

Step one is to decide your subject. There are business programs, cultural spots, religious magazines, techie shows, movie reviews, educational tapes and lots more washing around the web. Most podcasters say the topic came first, and that fuelled the desire to record.

Next, learn your craft. Sites teaching would-be casters are springing up weekly. Google-search how to podcast and a smorgasbord returns. Beyond the smarts of sound recording, editing, equalising and all that, podcasting relies on a syndicated XML feed format called

RSS, perfected only last year.

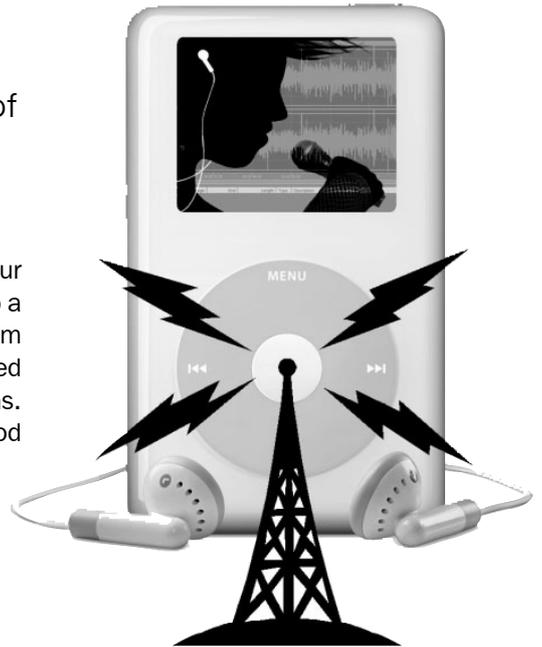
RSS adds up to a way of letting your iPod, iRiver or whatever subscribe to a podcast site. An RSS reader program automatically checks your subscribed sites and downloads new programs. All you need to do is unplug the iPod as you step out the door and enjoy the latest edition of a Scottish fishing enthusiast's program as you ride the rails to work, or play the PodQuiz trivia game in the car.

Who's podcasting? As far as we can tell, any kind of cyber-critter you can imagine. There are mad music enthusiasts living out their disc jockey fantasies. There are couples

who want to get relationship issues off their chest, and turn them into a fireside chat with the world. There are university groups who want to take their poetry into the web's cultural marketplace.

The big end of town is jumping on board, too. ABC Radio National has kicked off a podcast service where episodes of Background Briefing, the Science Show and their siblings are on offer. No longer need Late Night Live be late at night, or live for that matter. A visit to abc.net.au/rn/podcast can have Philip Adams wedged into your iPod in a trice. Those with a taste for a younger breed of iconic cynic might prefer John Safran's Triple J Sunday night podcast at abc.net.au/triplej/listen/podcast.htm.

Hell's bells, if you'll pardon the profanity, even the Pope is a podcaster. A trip to Vatican radio at www.vaticanradio.org/inglese/105 finds a daily cast of the Holy See's



half-hour news and info show.

But we concede it's the one-of-a-kind, and often surprisingly slick, home-brewed podcasts that fascinate us most. Take a look at www.podcastalley.com, boasting over 3000 searchable programs. www.ipodder.org and www.gigadial.net are also popular podcast libraries.

This is heady, fun stuff with obvious educational and commercial possibilities. It harnesses four techno-marvels the super-compressed MP3 sound format, home PCs that morph into pro sound studios, the delivery power of the net, and the personal digital player and fashions them into a new kind of radio by the people, for the people, clipped to the people's belts.

Originally published in the Australian Financial Review. Thanks to the author Peter Moon, an IT special counsel at Abbott Stillman & Wilson lawyers. peter.moon@privacy.com.au

CONTRIBUTOR PROFILE



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RUMOURS ROADMAP...

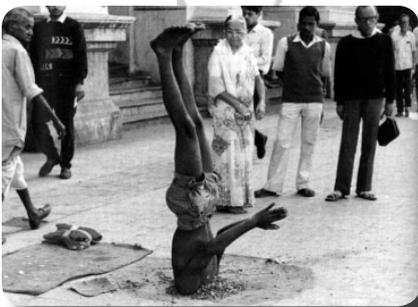
IN PERHAPS THE BEST AND MOST FAMOUS ATTEMPT TO DEFINE EFFORTS TO unite the French people behind any given cause, president Charles de Gaulle said: "How can you govern a country that has 246 varieties of cheese?"... In the same way how indeed can we govern, or even define, the nature of ICT in WA? With so many players, each at any given time attempting to be all things to all men, no wonder we have difficulty with our own identity...save for one mutual agreement-it has the propensity for making boatloads of money - and we want it! **Rumour Control Central** was devised as a method, or map as you will, to try and make sense of an often senseless industry sector, that changes faster than we can define it, and governs the very filament of our daily lives.

OPEN SAUCE

SPEAKING AT THE LAUNCH OF THE Australian Government Information Management Office (AGIMO) Guide to open source software at the Open Computing in Government conference in Canberra, Senator Eric Abetz said "the government's annual investment in ICT is in the vicinity of \$5 billion a year. Of this, between 15 and 20 percent is new spending. The figure constitutes a rise of around \$1 billion from the previously held Department of Finance ICT spending estimate of between \$4.0 billion and \$4.2 billion a year and underscores Canberra's position as the single biggest IT spender in Oz.

Lapsing to the governments customary Farsi, Eric said "new government procurement doctrine in the form of "informed neutrality" whereby agencies are firmly encouraged by AGIMO best practice guidelines to think outside of purely proprietary procurement models." Gotta love 'em.

DELLEPHONES RING IN INDIA



UNITED STATES PERSONAL COMPUTER giant Dell opened a new call centre recently in the northern Indian state of Punjab which will give jobs to 1,500 graduates and computer engineers,

a company official said. "We looked at 19 cities but eventually decided to take a bet on Chandigarh as it has a large population of young, educated people who have good accents," said Romi Malhotra, managing director of Dell India. "The feeling is that we will get together 1,500 people very quickly to fill this Dell customer contact centre this year. Chandigarh should be able to support the talent we are looking for," he said Dell brushed aside the fuss about foreign accents and said the US firm enjoyed big cost savings by shipping out customer care, technical support and back office jobs to India. India has recently been losing business to other aspiring wannabes including far away places like the Philippines, Indonesia and Tasmania.

TELSTRA/INFOSYS

TELSTRA HAS RAMPED UP ITS BUSINESS with Indian software giant Infosys, paying out more than \$60 million to the company in the past financial year, in spite of political pressure from unions and the ALP. Infosys said the \$60 million, included in Infosys Australia's financial results, was only a portion of the company's revenue from the Telstra contract because it did not include work performed overseas. Results filed with the Australian Securities and Investments Commission for the financial year to March 31 show 66 per cent of Infosys Australia's \$91.5 million revenue came from Telstra. Telstra has a contract with Bangalore-based Infosys Technologies, which has subcontracted most of the work to its Australian subsidiary. Infosys Australia managing director Gary Ebeyan said onshore work represented a "significant proportion"

of revenue from the Telstra contract. "If you put the whole of the offshore component out of the equation, that is the stuff that is done locally," he said. "(This has) no relationship to the actual (size) of the Telstra contract. Telstra announced a \$75 million, five-year deal with Infosys in 2003, and revealed a \$15 million contract with another Indian company, Satyam, last year. But in late 2004 Telstra technology head Ted Pretty said over \$100 million a year was being paid to Infosys and Satyam. (Australian)

DIALUP STILL PREVALENT

THE BUSINESS USE OF INFORMATION Technology report found that, at the end of June 2004, 58 per cent of businesses were still using non-broadband Internet connections, compared to 41 per cent using broadband. The report found broadband to be more prevalent in large businesses than in smaller ones -- 78 per cent of businesses with more than 100 employees used broadband compared to only 54 per cent of businesses employing between 20 and 99 people. The most common reason cited by businesses for not using a broadband connection was a lack of perceived benefit to the business. This concern was followed by ongoing costs being too high, and broadband being unavailable in the business location. Predictions are that the next year will see a turnaround, so that by 2006, 80 per cent of businesses will be on broadband and only 20 per cent on dial-up connections. The ABS defines broadband as "always on" Internet faster than 256Kbps. Non-broadband connections include analog dial-up and Integrated Services Digital Network (ISDN)

JEWELS IN THE SUN

SUN MICROSYSTEMS HAS TWEAKED its Java licensing, emphasizing that the company wants to make Java as open source as possible while maintaining platform compatibility. Key to the company's licensing plan is Project Peabody, which introduces a new scheme called a Java Internal Use License (JIUL), pronounced "jewel".

Under JIUL, users can change Java source code for their internal use only. JIUL is based on an honor system in which Sun expects compatibility to the J2SE specification but relies on users to ensure that compatibility. Use of Java under JIUL is free. "Forking of Java previously has yielded only regrets, according to Sun officials." The editor couldn't agree more. Sun officials have also provided an update on the upcoming Mustang version of J2SE, which will be version 6.0. Due to ship in the first half of 2006, Mustang will focus on Web services, performance, monitoring, management, and development enhancements. Mustang would make it easier to build large-scale desktop applications with Java, Hamilton said. The platform will also add Web Services Interoperability Organisation (WSIO) Basic Profile support, which already is in J2EE. A complete Web services stack, including JAX RPC functionality, was expected to be included in Mustang. Locally, the product will be relabeled to "Leyland P76".

MOSDELL MOVES AGAIN



LOCAL NEWS INCLUDES THE REDEFLECTION of Comrade Mosdell, who has scampered back to Oracle for one of the FRITters. Graham said it was an opportunity too good to miss. Again..um still.

HAVE YOU TRIED IT YET?

GOOGLE HAS LAUNCHED THEIR FREE web and desktop search tool, Google Desktop Search (GDS), ahead of Yahoo and Microsoft. GDS allows the user to find files, media, web history and chats instantly. A user can also view web pages you've visited, even when you're not online. Download the free application <http://desktop.google.com> and see if GDS works as well for you

as it does us here at DCA!

IBM GETS ASCENTIAL

IBM HAS AGREED TO BUY DATA integration software maker Ascential Software for about US\$1.1 billion in cash. Ascential's products are used to build data warehouses, feed data into business intelligence systems, and consolidate enterprise applications, among other things. If approved, the acquisition will strengthen IBM's information integration offerings, the company said. Ascential is the former Informix Business Solutions. After IBM snapped up Informix's database business for US\$1 billion in April 2001, Informix Business Solutions changed its name to Ascential, to confuse folk who had kept up.

BUSINESS INTEL HAS STEPPED UP



THE BUSINESS INTELLIGENCE GAME has stepped up. Whether you feel the need of an OLAP, BI, or even have BO issues, WA now sports a revamped Business Objects, with rumor having the complete bastard Peter Rice rumoured using another agency to hire a new sales rep. SAS, on the other hand, one of the worlds leading companies, have taken on the revered fossil Greg Smith to revolutionise the face of SAS in WA.



Greg's last post was IBM, where he spent a lot of time in storage,

gallivanting. G.Smith@sas.com

BACK IT UP

For a great training video on backups follow www.backuptrauma.com/video/default2.aspx

INDIE CONTRACTORS

THE FEDERAL GOVERNMENT'S PLAN to exempt independent contractors from the Workplace Relations Act will be extended to quarantine them from state anti-discrimination, workers' compensation and occupational health and safety rules. Threatening to override state laws, Workplace Relations Minister Kevin Andrews said recently there was "too much interference by third parties ... where people are essentially running their own businesses. The government supports a workplace relations framework that maximises choices for workers and businesses and minimises regulatory constraints," Mr Andrews said after releasing a discussion paper on proposed changes for contractors. Also stated was the need for "a tight fence put around the powers of unions and head contractors to control the conditions of others."

MOVEMENTS AT THE 'OL FOOJ



FUJITSU APPARENTLY HAVE TAKEN on Paul Sharpe, ex ASG, in what some say is a bold move. This is not to be confused with Brian Sharpe, now relocated to the SCUM states (Sydney, Canberra and Melbourne) "I too have a new gig, starting as GM of BCT Group. (www.bctgroup.com.au)

"The work of internal government has become the task of controlling the thousands of fifth-rate men." -- Henry B.

Small company of 16 IT staff, with a T/O of \$3M specialising in secure top secret environments. I can't tell you who our clients are, without killing you afterwards."

Other rumors include Clint Elliot has left the Fujitsu Building, Glenn Nicholas



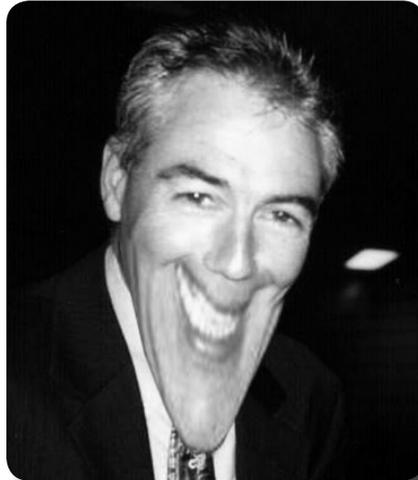
leaving IBM IGS, Steve Bredemeyer is also leaving IBM... he'll be the new Services Delivery Manager at BankWest apparently. Dennis Strydom has returned to IBM from HBF as a software group IT architect, and that Chris Rassmussen is the new CIO at UWA. Lotus Manager Ian Seagrove has moved off to a mysterious role in Talent2, which appears to be an employment agency. "Mr Christie, at the time you asked me where I was this week I think I was in Margaret River or maybe Nannup.....for the next many many weeks I am a BD at Talent2 an organisation I am sure you are familiar with, though I am with the inside part of the organisation."



How deep is that, Ian?

HP SNARES ROBINSON

Peter Robinson has left Kaz, and has been snapped up by HP, after a great motorcycle journey. (Ask to see his new tat!) The other Caz (Educational



Software) has expanded their staff with Peter Bacon as Sales Manager and Gary Bell. You might say Peter is bringing home the Bacon while Gary rings the bell, but you'd sound stupid.

WHO REMEMBERS BRENTON SMITH?

EX SAP & CA? HE WAS AUSTRALIA'S MD of Business Objects and has returned to CA as VP of Sales, and apparently making lots of waves already.

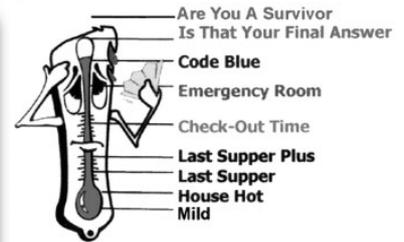
ADOBE GETS FLASH (+ MORE)

ADOBE SYSTEMS ANNOUNCED A definitive agreement to acquire Macromedia in an all-stock transaction valued at approximately US\$3.4 billion. Combining the two businesses, the companies said, will allow them to create more powerful software programs that can be used across multiple operating systems, which should pave the way for expansion into new markets. Adobe employs 3,700 people in offices around the world. It reported revenues of \$1.295 billion for fiscal 2003.

IS YOUR JOB DRIVING YOU NUTSO?

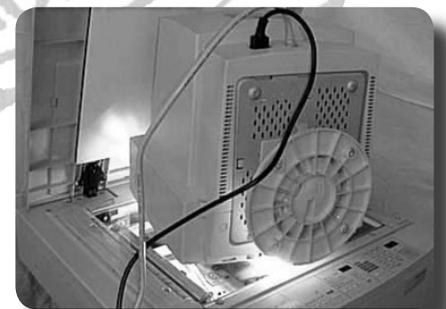
EMPLOYERS HAD A BIG WIN WHEN THE High Court ruled recently that they were not liable to compensate a employee who developed psychiatric problems after complaining about being unable to cope with her workload.

The controversial decision came amid mounting concern among employers and state and federal governments about the increasing cost of work-related stress claims. The court ruled



unanimously that employers could only be expected to foresee the dangers if there were clear warning signs that a worker was at risk, given that he or she agreed to do the job in the first place. "It may be right to say that it is now a matter of general knowledge that some recognisable psychiatric illnesses may be triggered by stress," the court said. The decision will make it difficult for employees to make common-law negligence claims for stress-related injuries in addition to a claim for workers compensation. It will also relieve pressure from insurance and workers compensation premiums. Scarlet Reid, of Baker & McKenzie, said the court decision made clear that in order to bring a successful negligence claim for a psychiatric injury arising from stress at work, employees had to disclose sufficient evidence about their condition in order to lead their employer to believe they were at real risk of psychiatric injury.

READ AND BE DAMNED!



THE WORKPLACE SURVEILLANCE BILL 2005 makes it a criminal offence to read employee e-mails. "The objects of this Bill are: (a) to prohibit the surveillance by employers of their employees at work except by surveillance of which employees have been given notice or surveillance carried out under the authority of a covert surveillance authority issued by a Magistrate for the purpose of establishing whether or not an

"There are two major products that come out of Berkeley: LSD and UNIX. We don't believe this to be a coincidence." -- Jeremy S. Anderson

employee is involved in any unlawful activity." www.parliament.nsw.gov.au/prod/parlment/NSWBills.nsf/0/941266A03EB10718CA256FF600242EDB
The bill covers video cameras, e-mail and tracking devices and allows covert surveillance only if the employer suspects an employee of wrong doing or engaging in criminal behaviour.

SOFT (RE)SKILLING

TECHNOLOGY PROFESSIONALS ARE under growing pressure to diversify their competency base after a sharp rise over the past two years in technology jobs that call for "soft" skills. The latest research from the ICT Skills Hub Market Monitor shows that 32 per cent of technology advertisements last year sought soft skills, a 31 per cent rise on 2002. Competencies in high demand include high-level written and oral presentation skills, an aptitude for interviewing and client management, conflict resolution and the ability to think about business outcomes, such as with the development of enterprise architecture. Relationship building is also valued, to deal with a growing demand for cross-skilling. ACS president Edward Mandla says this reflects a major shift in the nature of technological jobs. "We're going through an incredible sociological change involving a shift from left-brain to right-brain activity. Part of being right-brained is that you don't work in a dark, windowless room; you go out and find new solutions."

COME AGAIN?



SIEMENS FINALLY SEALED THE FATE of its mobile phone handsets division by agreeing to pay Taiwan consumer electronics group BenQ about 300 million euros to buy its loss-making BenQ chairman and chief executive KY Lee said: "With the acquisition of Siemens's mobile phones business, we are rapidly approaching our goal of becoming one of the world's leading players in the mobile phone industry." Of course, that's only if they stop making crap phones, the original reason for the demise.

OI MUVVER !

COMPRESSION ALGORITHM NEWCOMER MatrixView is pitching its new imaging method .Muv at the Jpeg market Arvind Thiagarajan, named India's Junior Scientist of the Year in 2001, has run a shop of 40 mathematicians for the past five years to research Adaptive Binary Optimization technology, the backbone of .Muv, resulting in what he says are new limits to algorithm compression. "The .Muv is a completely new image," he said, adding that because of the lower complexity of compression it makes less demand on hardware, and is much faster to transfer and compress.

"For example, if an original image size was 368,000 bytes, theoretical limits so far calculate it [the image] can be compressed one-way to 142,000 bytes, but we have shown it can be compressed up to 48,000 bytes - it is almost optimizing the binary system." (Computerworld)

ACS PREDICTS RORTS vs JOBS

A STEADY RISE IN THE NUMBER OF temporary work visas for skilled IT professionals has drawn warnings of rorts that could destabilize labour and wage levels.

The Australian Computer Society says Australia's immigration system is vulnerable to unscrupulous operators looking to import cheap labour and undercut current wages. Department of Immigration documents obtained by Computerworld show that between July 1, 2004 until January 31, 2005 2555

Business Sponsorship work visas, known as 457s (temporary Long Stay), were issued to IT professionals hoping to work in Australia. On an annualized basis, this means Australia's intake of 457 holders will jump to more than 4300 if current demand in the IT job market continues to rise. The figures also show a steep rise on previous levels of 457 visas with 4129 visas issued in 2003-04, 3567 for 2002-03 and 3612 for 2001-02.

Valid for between three months and four years, 457s visas as are defined by the Department of Immigration as "for Businesses unable to meet their skill needs from within the Australian labour force". The scheme is not intended to give employers an option to import labour if they find available local labour prices too high. The trend has Australian Computer Society president Edward Mandla deeply worried that the current 457 visa system is open to abuse. In September 2003 the Department of Immigration conducted a crackdown which saw a number of contract services and management companies banned from using the 457 visa schemes because they breached visa conditions. (Computerworld)

AIIA + AEEMA = MAAATE?

AUSTRALIA'S TWO LARGEST IT INDUSTRY lobby groups, the Australian Information Industry Association (AIIA) and the Australian Electronic and Electrical Manufacturing Association (AEEMA) appear set to merge by year end, if not within weeks. The boards of both organizations are understood to have given in-principle approval to the merger at a meeting this week, with the new combined body aiming to give a single, unified voice to Australia's technology industry. The new entity will be called (giddy) MAAATE.

ACTION TO PROTECT INDEPENDENT CONTRACTORS

THE MINISTER FOR EMPLOYMENT AND Workplace Relations, Kevin Andrews, released a discussion paper in March calling for submissions on proposals to protect independent contractors.

The Howard Government's 2004 election policies included creating a new Independent Contractors Act to protect the status of independent contractors and protect them from unnecessary regulation by workplace relations laws.

"The discussion paper released today is the first step towards delivering on the commitment made to the Australian people that we would prevent the workplace relations system being used to undermine the status of independent contractors. "Independent contracting is an increasingly important form of working arrangement, with contractors working in fields as diverse as housing construction, transport and information technology."

"The Government supports a workplace relations framework that maximises choices for workers and businesses and minimises regulatory constraints. However, the current competing and complex state and federal systems allowed too much interference by third parties in situations where people are essentially running their own businesses and we don't believe that's appropriate," Mr Andrews said.

The discussion paper also covers issues concerning labour hire workers, a growing area of employment in Australia. Further consultation with stakeholders will occur before the legislation is settled later this year.

The main areas of reform that the paper addresses include:

- preventing federal awards and agreements from containing clauses which restrict the use of independent contractors or labour hire workers, or which seek to put conditions on their engagement (for example, prescribing they have the same conditions as employees);
- protecting independent contracting arrangements (including 'Odco' arrangements) as commercial arrangements, not employment arrangements, under the law;
- addressing inappropriate State

and Territory legislation which 'deems' independent contractors to be employees for the purpose of workplace relations regulation, including by overriding that legislation where appropriate; and

- ensuring that 'sham' arrangements are not legitimised and preventing State and Territory legislation from impacting negatively on labour hire and contracting arrangements.

ORACLE GETS A CRACKER

ORACLE AUSTRALIA HAS ANNOUNCED a new managing director for the local arm to replace Leigh Warren who is leaving the company for personal reasons. Effective June 1 our own low profile Ian White, the former general



manager for Western Australia, South Australia and the Northern Territory, will take up the managing director position.

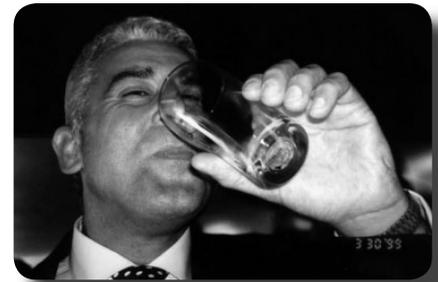
Mr White will report into Keith Budge, the senior vice president for Oracle Asia Pacific. Mr White joined Oracle in 1993.

Simon Yates is now in Melbourne working for QSP running their Cognos CPM practice. whatever that is. Email simon_yates@qsp.com.au

L7 GOES TO BURSWOOD

AFTER MANY MONTHS OF NEGOTIATIONS with several key suppliers in Perth,

L7 Solutions has been engaged by Burswood International Resort Casino



to undertake a complete upgrade of the Burswood core network and security infrastructure and to provide ongoing 24 x 7 proactive technical support.

The upgrade will see Burswood enter a new age of connectivity and move to a state of the art redundant Cisco network, coupled with best practice security. Matt Richards, General



Manager of Information Technology at Burswood Casino, is happy to see the initiative now a reality. "L7 is the right network partner for Burswood Casino for several reasons - they are local leaders in the field of network and security technologies, they have a strong customer focus, they provide the results I need and always deliver to expectation. I now look forward to an ongoing relationship with L7 over the coming years."

L7 Solutions is an IT Integrations and Consulting provider with a strong foothold in the Perth Corporate marketplace. Building a reputation

"I believe in equality for everyone, except reporters and photographers."
-- Gandhi

based on strong customer service, expert technical skills and commitment to industry best practice, L7 Solutions is well-placed to deliver the Burswood project and to add value to the ongoing management of the network as part of this partnership. matt@l7.com.au

GARTNER POO-POOS CIO

A MONTH AFTER THE NSW GOVERNMENT named its first Chief Information Officer (CIO), research firm Gartner has publicly attacked the position, boldly predicting the chances of someone succeeding in the role are slim. Speaking at Gartner's Agile Government road show, Gartner managing vice president John Kost told a Sydney audience that more than 50 per cent of public sector CIOs will fail because they are trying to tackle the wrong jobs. Kost went as far as to joke that, in this instance, the CIO title stands for "Career Is Over".

"In NSW I understand that you've just hired a CIO, and I have to tell you with some concern that the model being undertaken in NSW is one that does not have a great track record," Kost said. "I'm not saying he is going to fail, it's just that based on past experiences there is a good probability that it may not work." "[Public sector agencies] have the funds and the wherewithal to become contributors [to technological development]; if we can stimulate that community, that can only benefit the government," Edgumbe said, adding he "was only ever a phone call away" had Kost sought his views. (Computerworld)

Local pundits argue that the WA Police service may be in that position as well, with career public servant John Butcher taking up the role. By his own admission at an AIIA function recently, he is all but a Luddite, and the local ICT industry is hardly holding their collective breaths for some new initiatives.

POLICE NUMBERS

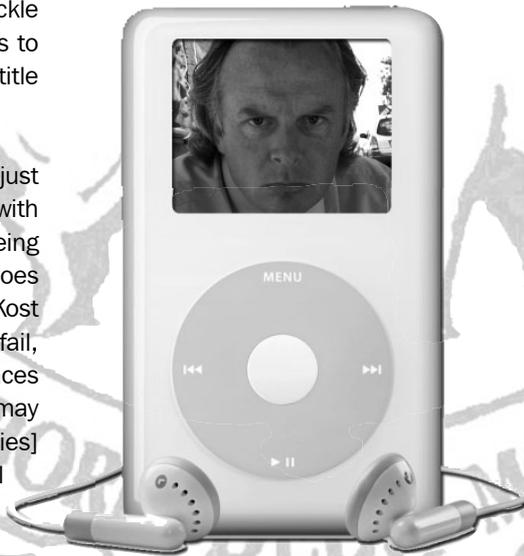
Police 131 444

Save 000 for emergencies

Finally updating the web site, WA Police assistance line is now 131 444 replacing 9222 1111 for all general enquiries in the metropolitan region. Calls made to 131 444 from regional areas are automatically directed to the nearest police station. Of course, **emergency calls should still be directed to 000.**

IPODDERY

APPLE COMPUTER OVERNIGHT launched a slimmed-down range of its principal iPod music players that now all come equipped with photo capability on a colour screen.



In addition to the iPod mini range and the recently launched iPod "shuffle", Apple said that from now the bigger players are available only in 20 gigabyte (GB) and 60GB versions. Previously there was a 40GB model, and a line of iPods that lacked the ability to store and show photos in colour.

The new models have gone on sale worldwide priced at a recommended \$US299 (≈ \$390) for the 20GB iPod

and at \$US399 for the 60GB one.

Late breaking news:

BRAD BARKER HAS JOINED MICROMINE (micromine.com.au) in a business Development capacity. Brad is a Melbournite (shudder) and has worked in Spokane, USA for a time.

SUN MICROSYSTEMS NEW MANAGER locally is one Rob Eskinazi, ex Stenning Group. Apparently has spent more than 15 years in South Africa and Europe with IBM, in both the Small Medium Business and Public Sectors, but no, we haven't heard of him before either. Or Stenning for that matter.

FOR THOSE WHO DIDN'T FULLY MAKE out the gratuitous sucking up to Stott & Hoare and their friends at L7, have a dekker at Jim Loader's new bubby.



(Awwwwww...)

David Christie has been appointed a Fellow of the Institute of Management Consultants Australia in recognition for his tenure of service as a consultant, and in recognition of his pro-bono activities, especially in Education and Training!

www.davidchristie.com.au/rumourcontrolcentral

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2005 HAS SEEN THE TAKE UP OF PROGRAMMERS ON A SCALE NOT SEEN SINCE THE DOT COM BOOM. THE .NET environment is king, with c# being the Software De Jour, and the old legacy suites falling into complete archaeology. As a consequence chronic shortages on the mid level are occurring, with Software Development Managers available (to \$85K !) and lower level programmers (many with English as a second language). Two year plus programmers with good interpersonal skills are almost impossible to find, and the often desperate development sites are offering very good money, occasionally bordering on the silly. The key is to hone in on the primary skill grouping of technical savvy, resilience, cultural fit and a willingness to learn. While customer service skills can be learned, the essential traits are inherent, and often honed at the local supermarket, McDonald's or those minor customer facing roles whilst struggling through academia.

SOFTWARE ENGINEER

Ref DCA12797
Salary \$40K

Originally a Mining Engineering graduate from Shandong University of Science & Technology, 12797 discovered a passion for computer science, and more specifically software development, as a result of his general interest in physics and mathematics. This led to a Masters qualification in Systems Engineering and, as a result, 12797 secured various roles in Software Engineering and Developing. 12797 possesses special expertise in designing and implementing both desktop and distributed Java based web applications with JBuilder (he is a Sun Certified Java programmer 1.4), and also in developing desktop applications with C++ Builder. Ideally 12797 is seeking Analyst/Programmer (Java and J2EE Technologies) and Programmer/Applications (using C++ Builder) positions, so be quick to snap him up, as he would be a valuable asset to any organisation!

KEYWORDS: ANALYST, ANALYST-PROGRAMMER, COBOL, COMPUTER ASSOCIATES, FINANCE, HELP DESK, LOTUS, MAINFRAME, MS-DOS, NOTES, NT, ORACLE, PL/SQL, POWERHOUSE, PROGRAMMER, PROIV, RATIONAL ROSE, SQL, SUN, TESTING, TRAINING, UNIX, WINDOWS, XP.

SYSTEMS ADMINISTRATOR

Ref DCA12702
Salary \$35K

12702 is a customer-focused IT professional with expertise in leading and contributing to projects designed

to enhance system functionality and end-user productivity. He has been acknowledged for his capacity to tackle challenging issues, analyse viable alternatives, and provide innovative solutions that reside well within clients' financial and time frameworks. Holding a Bachelor of Commerce in International Business and a Postgraduate Diploma in E-Commerce, 12702 also has programming abilities in VB and MSSQL 2000 and experience in project management. Persistence, personal integrity, and channelled energies are 12702's major strengths, which have been consistently cited by managers and clients alike. Furthermore, he has been universally praised for his team spirit, independent work habits, and his determination to conquer technical challenges. A resourceful, life-long learner who embraces knowledge as a tool for improved problem-solving effectiveness, this guy is indeed a star player!

KEYWORDS: ACTIVE DIRECTORY, ANALYST-PROGRAMMER, CCNA, CISCO, DESKTOP, ECOMMERCE, EXCHANGE, HELP DESK, MCSE, NETWORKS, NT, OFFICE AUTOMATION, PC, PROJ-MGR, PROJ-PLAN, SCADA, SNA, SQL, SYSTEMS ADMINISTRATOR, TESTING, UNIX, VB, WINDOWS, XP.

GRADUATE

Ref DCA11352
Salary \$30K

An avid guitar player and recent graduate from Curtin University of Technology, 12796 holds a Bachelor of Science in Computer Science and is keen to make his mark in the world of IT! He possesses a good working knowledge of distributed and networking systems, machine perception, image processing, and

image and sound recognition, as well as strong programming, software design, database design, and web application skills. With strong communication skills, good problem solving skills and a high degree of enthusiasm and motivation 12796 is just bursting to show you what he can do!

KEYWORDS: ACCESS, ANALYST-PROGRAMMER, C#, C++, C-, EXCEL, HTML, JAVA, JAVASCRIPT, OBJECT ORIENTED PROGRAMMING, OPENGL, PASCAL, PERL, PHP, REAL TIME, SQL, UML, UNIX, VB, WEB DESIGN, WINDOWS, XP.

ANALYST PROGRAMMER

Ref DCA12344
Salary \$50K or \$25/hr (Contract)

Boasting over ten years experience in the IT industry 12344 has acquired strong technical knowledge relating to the practical application of programming, software, operating systems and networking. Complementing this wide knowledge-base, 12344 also has strong database design and development skills in commercial environments, as well as 5 years experience in financial systems. He holds a degree in Software Engineering and has advanced knowledge and skill in Delphi, MS Access, Clipper, FoxPro and MSSQL. With well-developed communication and inter-personal skills, as well as skills in problem solving and research and analysis, 12344 would excel in any computer analyst/programmer role.

KEYWORDS: .NET, ACCESS, ACCOUNTANT, ANALYST, ANALYST-PROGRAMMER, ASP, C#, CASE, CLIPPER, DBASE, DELPHI, DOS-VSE, ELECTRICAL, ENGINEER, FOXPRO, HTML, JAVA, OBJECT ORIENTED

Those parts of the system that you can hit with a hammer (not advised) are called hardware; those program instructions that you can only curse at are called software.

PROGRAMMING, ORACLE, PARADOX, PC, PL/SQL, PROGRAMMER, PROJ-MGR, SQL, TRAINING, UNIX, VB, VB.NET, WINDOWS, XML, XP.

ANALYST PROGRAMMER

Ref DCA12260
Salary \$35K

Extremely well qualified holding a Bachelor of Engineering with Honours in Information Technology and a Masters degree in Computer Science, 12260 is a fine catch if you can snap him quick enough! With experience in web development and now working as an Analyst Programmer, 12260 has gained knowledge and experience in the development of web-driven data management software for the mining industry, web-page design, as well as C#, .NET, and SQL.

KEYWORDS: .NET, ANALYST, ANALYST-PROGRAMMER, C#, C++, DOCUMENTER, ENGINEER, GRAD, MILITARY, PROGRAMMER, TRAINING, UNIX, WEB DESIGN.

PROGRAMMER

Ref DCA12740
Salary \$40K

With six years experience in programming coupled with six years experience in systems administration this guy comes with a wealth of technical skills and abilities, including knowledge and experience in such languages as C on Unix/Linux, VC++, VBA, Novell C API, and Lotus Notes C, C++ and API. In addition, 12740 possesses a wide range of other IT skills such as LAN installation/Support, Novell Netware 5 Administration, Linux Administration, and Proxy Server Installation, just to name a few. Ideally, 12740 is seeking a position in systems administration, IT support or programming that allows him the opportunity of utilising his many skills and personal abilities.

KEYWORDS: ACCESS, ANALYST-PROGRAMMER, API, C++, C,

DOMINO, HELP DESK, JAVA, LINUX, LOTUS, NETWORKS, NOTES, NOVELL, PC, SQL, TCP/IP, TESTING, TV, UNIX, VB, VBA, WEB DESIGN, WINDOWS.

TESTER

Ref DCA12746
Salary \$45K

12746 has nine years experience as an analyst programmer and is now looking to move into a testing role after having been out of IT for three years. She is originally from the UK where she obtained an Honours degree in Physics, and then moved into computing via a Masters in Applied Computing Technology. As a programmer 12746 has always performed unit testing of the code she produced. In most of her more recent positions this has been formal, with her responsibilities including production of design documentation and unit test plans. 12746 has worked alongside testers in a few of her roles, and she completed a one month stint on the testing team of a very large and well-known world bank during the system test phase. 12746 is familiar with the role of an analyst/tester, and testing is something she says she greatly enjoys. So, if you're seeking a tester, be sure to get in quick as this lady will be snapped up quick!

KEYWORDS: ANALYST-PROGRAMMER, C++, C-, GUI, ORACLE, PERL, PL/SQL, PROGRAMMER, SQL, SUN, TV, UNIX, WINDOWS.

PROGRAMMER/WEB MASTER

Ref DCA12499
Salary \$30K

As well as an avid violin player, 12499 is also a self motivated programmer with a can do attitude and a passion for programming and all aspects of computing. This passion developed at an early age and has led to him teaching himself such languages as VB, Delphi, Perl, PHP, JavaScript, and CSS. He has worked in the IT industry for 4 years,

but prior to this he had developed a plethora of programming knowledge and skill, as a result of his self-study. 12499 has gained Linux and Mac OSX (BSD) knowledge as a result of using them as servers in both development and production environments. He also has extensive Windows programming experience having written programs that directly take advantage of the Windows API in both Visual Basic and Delphi. Furthermore, 12499 holds a Diploma of Information Technology, in which he excelled, and in August 1999 he was even nominated for the Skywest Enterprise Award. This young man has much to offer, and he is raring to go!

KEYWORDS: DELPHI, HTML, JAVASCRIPT, LINUX, PASCAL, PERL, PHP, PROGRAMMER, SQL, UNIX, VB, VBA, WEB DESIGN, WINDOWS, XP.

PROGRAMMER

Ref DCA12139
Salary \$35K

Coming well qualified with a Diploma in Information Technology and a Bachelor of Science (Computer Science), this guy has also been a member of the Singapore armed forces – so who knows what he's capable of?! He has tutored university students in algorithms, pseudo-codes, and Java programming and has worked as an Auto CAD Specialist/Programmer. He has even led platoon medics of the 6th Battalion Singapore Infantry Regiment's (6SIR) Alpha Company as the company's senior medic! 12139 has advanced skills and knowledge in MS Office, design analysis, Unix/Linux, object orientated design and programming, UML, shell scripts and perl, C/C++, VC++ and VB, Java and J2EE, and Rational Rose. These skills coupled with his medical knowledge make this guy very handy to have around!

KEYWORDS: .NET, ACCESS, ANALYST, AUTOCAD, BASIC, C++, C-, COBOL, HTML, J2EE, JAVA, LINUX, MILITARY, OBJECT ORIENTED PROGRAMMING, PASCAL, PERL, PHP, PROGRAMMER, RATIONAL ROSE, SECURITY, TCP/IP, TECHWRITE, UML, UNIX, VB.



This is Rob, one of our premier desktop specialists. We can't show his face because he is extremely unattractive. Despite having a head like a DIY Klingon on a budget, Rob's expertise with the Microsoft suite of products is peerless, and his experience is first class. If you have a requirement for desktop, networking or even software specialists, contract or career, call David Christie on 9321 1574. (Disclaimer – Rob's Mum loves him)

critical gear on your infrastructure you may wish a second opinion – can you really afford to lose that data, and all that down time, vocationally training the nipper? Bless you!

DESKTOP SUPPORT

Ref DCA12696
Salary \$35K

12696 would like the opportunity to apply his knowledge, skills and abilities in the IT industry. He "conducts himself in a professional and efficient manner, with uncompromising initiative, dedication and loyalty". Familiar with building, setup and installation of hard drives, modems, software, hardware and monitors, he is a good PC technician. He also liaises with wholesale suppliers and can determine the requirements of clients, consulting of options, purchasing from wholesalers on behalf of clients. With loads of enthusiasm this young gentleman will go far!

KEYWORDS: DESKTOP, EXCEL, LOTUS, MCP, NETWORKS, NT, SECURITY, WINDOWS, XP.

NETWORKS ADMINISTRATOR

Ref DCA12662
Salary \$50K

With extensive Active Directory and Windows XP Professional Server 2000/2003 experience, 12662 may represent a great catch! He describes himself as having excellent customer service and support skills along with good conflict resolution and team working abilities. His project management and range of asset management experience have enabled him to succeed in various IT roles. He has a good working knowledge of remote

access systems and broad practical experience with facility security systems and procedures.

KEYWORDS: ACTIVE DIRECTORY, ANALYST, DESKTOP, EXCHANGE, HELP DESK, LOTUS, MILITARY, NETWORKS, NT, SECURITY, WINDOWS, XP.

DESKTOP SUPPORT

Ref DCA10710
Salary \$55K or \$50/hr (Contract)

A "conscientious" and "reliable" person who is eager to contribute to the success of your organisation! He "thrives within a busy environment", enjoying both team and individual challenges. With excellent communication skills, 10710 also claims that he possesses excellent problem solving and time management abilities. He has experience in creating and maintaining IT procedures and documents, user-training in desktop applications (Microsoft and Novell), hardware and software auditing, Corporate rollout and migration experience (95/98/NT/2000/XP). He also has experience in the coordination and management of minor technical projects.

KEYWORDS: ACCESS, ACTIVE DIRECTORY, AUSTEL LICENSE, CISCO, CAN, DESKTOP, DNS, ENGINEER, ERP, EXCEL, EXCHANGE, FIBROPTIC, HELP DESK, HP, IBM-AS-400, INTERNET, ISDN, LOTUS, MCP, MCSE, MULTIMEDIA, NETWORKS, NOTES, NOVELL, NT, ORACLE, PC, SAP, SECURITY, SQL, SYSTEMS ADMINISTRATOR, TCP/IP, TELECOM, TESTING, TRAINING, UNIX, WINDOWS, XP.

SYSTEMS ADMINISTRATOR

Ref DCA12625
Salary \$40K

An experienced Helpdesk/Systems Administrator, 12625 is seeking a challenging new role in the IT Industry to further his career. He currently works for independent practitioners network (IPN), where he has setup 2 Citrix MetaFrame XP servers for them, and helped in configuring a Cisco based network to link their 6 sites to the Citrix servers at their head office. He has setup and configured Windows 2000/2003/XP Active Directory across companies WAN and also has experience with security programs including firewalls. This accomplished technician describes himself as having great customer service skills, including onsite and phone support abilities.

KEYWORDS: ACTIVE DIRECTORY, AUDITOR, CISCO, CITRIX, EXCHANGE, HEALTH, HELP DESK, HTML, IBM-AS-400, INTERNET, LINUX, MS-DOS, NETWORKS, NT, OFFICE AUTOMATION, PC, SALES, SECURITY, SQL, SYSTEMS ADMINISTRATOR, TCP/IP, TECHNICIAN, WEB DESIGN, WINDOWS, XP.

DESKTOP SUPPORT

Ref DCA12561
Salary \$40K

Having helpdesk experience that is second to none and exceptional information technology skills, 12561 has a love for computers and talent for problem solving. He has worked on helpdesk supporting some 300 users over a LAN and WAN environments. With a general knowledge and his computer

PLEASE NOTE: All dollar rates listed are indicative only and do not include GST or superannuation.

experience, he will bring much user support to your organisation and it will benefit greatly from my efficiency in task managing. His customer service skills are good in that he "provides a continually friendly, positive and encouraging environment to work in and with". 12561 is "a very skilled and accurate data entry clerk" with a background in financial industry - such as stock brokerage, superannuation and accountancy. 12561 is also "a keen worker and a quick learner" looking for new opportunities in life!

KEYWORDS: ACCESS, DESKTOP, EXCEL, GRAPHICS, HELP DESK, LOTUS, MIS MANAGEMENT, NETWORKS, NOTES, NT, OFFICE AUTOMATION, SALES, SYSTEMS ADMINISTRATOR, TELECOM, WEB DESIGN, WINDOWS, XP.

DESKTOP SUPPORT

Ref DCA12719
Salary \$45K

Proficient in helpdesk and desktop support both over the telephone and in person, 12719 also has excellent PC and network skills. Familiar with Windows XP/2003/NT this young lady has experience with computer upgrading, complete installations and virus/spyware programs. With her superior communication and customer service skills, it would appear that she would be a great addition to any team!

KEYWORDS: ACTIVE DIRECTORY, CITRIX, DESKTOP, HELP DESK, LOTUS, NETWORKS, NOTES, NT, OFFICE AUTOMATION, PC, SALES, TECHNICIAN, WINDOWS, XP.

HELPPESK OFFICER

Ref DCA12831
Salary \$45K

Currently based in NSW, this man is looking to obtain contract or permanent work over here in Perth in the Desktop arena of the IT industry. 12831 is a "Windows and Networks guru" and is handy with PC hardware. Over his 9 year IT career he has worked with numerous government departments employed as a Technician, Helpdesk Support Officer and now the Coordinator for Helpdesk Training. Experienced in

training others, he is also able to create User Manuals and procedures for Helpdesk Support Officers and put these to use. Everyone needs a "Go To" guy!

KEYWORDS: ACCESS, CITRIX, CONSULTANT, DESKTOP, EXCEL, EXCHANGE, HELP DESK, HTML, LINUX, MS-DOS, NETWORKS, NOVELL, NT, ORACLE, PC, PERL, SQL, TCP/IP, UNIX, WINDOWS, XP.

SYSTEMS ADMINISTRATOR

Ref DCA12669
Salary \$60K

12669 possesses in excess of 15 years experience in the computer industry both in Australia and overseas; ten years experience in providing support for desktop and servers; and six years experience in medium project management. He describes himself as having strong skills in Microsoft Desktop and Server fault diagnostics, as well as a good working knowledge of LAN/WAN environments. With "well developed team building and leadership skills, the ability to communicate very well at all levels both verbally and written, and a high level of motivation linked with initiative while working on projects" 12669 may represent a sure asset to any organisation!

KEYWORDS: DESKTOP, EXCHANGE, HELP DESK, ITIL, LOTUS, MS-DOS, NETWORKS, NOTES, NOVELL, NT, PC, SECURITY, WINDOWS, XP.

SYSTEMS ENGINEER

Ref DCA12742
Salary \$80K

An IT professional with over 17 years of international experience in pre- and post-sales activities with a broad range of technical skills built on the foundation of an MBA and a computer science degree. 12742 has a solid record of achievement working on prestigious projects for software vendors and systems integrators in a variety of commercial areas on 4 continents. He is "capable of solving problems quickly and efficiently through his excellent interpersonal skills and is ability to build consensus". 12742 possesses "a keen business sense and understanding of what it takes

to establish superior business relationships with partners and customers". 12742 describes himself as "a strong, outgoing team leader and motivator able to work in a dynamic, unstructured environment". He possesses a solid background in data communication, networking, wireless technologies, transaction processing, client/server systems and Web based solutions, and he also owns a strong working knowledge of various operating systems, application platforms, programming languages and object oriented technologies.

KEYWORDS: .NET, 3D, ANALYST, ARCHITECT, BANKING, BLUETOOTH, C++, C-, CITRIX, CONSULTANT, EFT, ENGINEER, EXCHANGE, EXECUTIVE, GRAPHICS, HELP DESK, HRM, ISDN, JAVA, JAVASCRIPT, LINUX, NT, OPENGL, PC, PRE SALES, SALES, SECURITY, SOAP, SQL, SUN, SYBASE, SYSTEMS PROGRAMMER, TCP/IP, TELECOM, TRAINING, WEB DESIGN, WINDOWS, XP.

SYSTEMS ADMINISTRATOR

Ref DCA10032
Salary \$50K

An experienced IT professional with "key strengths in Systems Administration, Server technologies, desktop deployment as well as some IT Management, 10032 is a dedicated employee that enjoys the roles he undertakes". He is "capable of taking on numerous roles within a company - IT management, systems administration, project coordination, design & implementation, training and simple software development". He has a proven track record of calm effective performance at "the coal-face" whilst under pressure. He is "able to provide quick resolutions to serious problems that can and do occur in even the best run departments".

This man is recognised as "a lateral thinker, comfortable with providing solutions that meet a company's business needs".

KEYWORDS: ACCESS, ACTIVE DIRECTORY, AIX, BASIC, CICS, CITRIX, COBOL, CONSULTANT, DESKTOP, ENGINEER, EXCHANGE, HELP DESK, INTERNET, LOTUS, MAINFRAME, NETWORKS, NOTES, NOVELL, NT, ORACLE, OS2, PC, PROJECT LEADER, PROJECT PLANNER, SECURITY, SQL, SYSTEMS ADMINISTRATOR, TCP/IP, TECHNICIAN, TRAINING, UNIX, VB, WINDOWS, XP.

"There is no reason for any individual to have a computer in his home."

-- Kenneth H. Olson, President of DEC, Convention of the World Future Society, 1977

Allison from Dianella writes:

Dear Sharon,
I have made full use of the four page budget supplement provided by the West Australian Newspaper, and it is now residing in pride of place at the bottom of Kim the Cockatoo's cage.

It took a little time to line up the treasurer's face, but Kim has managed to lodge his opinions quite well. Kim was able to give me a one syllable comment on the budget, and it was as coherent as the now fully utilized newspaper. What I would like to know is, who is really paying the most tax?

Dear Alison & Kim,

These are stats produced, following the budget, by RMIT University in Melbourne:

- The bottom **25%** of taxpayers (on salary basis) only pay **3.1%** of the income tax revenue pool.
- The middle **50%** pay **32.8%**.
- The top **25%** of taxpayers pay **64.1%** of the income tax revenue.
- People who earn **\$100k** or more represent **3.5%** of the Aussie workforce yet pay **26%** of all net income tax revenue.
- For people earning over **\$100k** the ratio of taxable income to total income is **95%**.

These stats clearly indicate that he commonly held myth that the top income earners – remember, earning over \$100k puts you in the elite 3.5% of the population – are the main tax avoiders or send it to some overseas tax haven is rubbish.

Fred from Lake St, Perth writes:

Dear Sharon,
Uh...what is PHP?

Dearest Freddy,

Here's the thing. PHP originally was a web page term, meaning "Personal Home Page". As acronyms go however, it sucked for complexity, for even kiddywinkles would understand it. Technical sorts were horrified at the lack of complexity, for how could you charge \$85 per hour for something so simple? In time, while no one was paying attention, they changed it to mean "Peripheral Hypertext Protocol". A complex technical term more suited to the dignity of bulk billing.

Garry from Perth Writes:

Dear Sharon,
Recently, Gartner Group wrote "Gartner predicts process automation will drive annual growth of 40% in the local software sector during the next five years." What does this mean, exactly?

Dear Gaz,

Garry, for a small fee of \$12.50 a white paper is available describing in detail what 'process automation' is. In brief, it is the methodology whereby The Gartner Group sets in the press, getting off, supply chain whereby Garter's fees are automatically proposed in electronic banking, maintaining the supply of G.G. white

papers for the next five years.

Eric from East Perth writes:

Dear Sharon,
I had plenty of time to think about what would happen if we had our own 9/11 here, whilst waiting for 2.5 hours on the freeway recently, thanks to that burst pipe. Sure, there was the occasional burst of information on the local radio, but obviously several thousand of my motoring colleagues didn't get the message in time. Floods, explosions, chemical spills – how do we find out when we are in danger? That radio guys - are they trained in delivering time critical information? What if there was panic? Is there a way we can get an SMS? A hot line?

Dear Eric,

Actually Eric there is a hot line for the police now, the number is ...um, not on their web site, and, well, Western Power's web site is...a lovely blue, and Alinta gas has a marvelous graphic of a shower. Let's see, Main Roads have their finger on the pulse with a polite message "We apologise that the Traffic Congestion application is currently unavailable. A new Traffic Congestion system is being developed and is expected to be available at the end of 2005." Also they have traffic cameras! They are not on line but it's just so comforting to know that they are there. So somewhere, someone can view the sewage pipes burst on the freeway (giggles) - it's probably called "Poo Cam!"

*With Much Love,
Sharon*

