

Our Bank

LOOKING AT PEOPLE AND EVENTS IN THE STATE BANK OF VICTORIA



**They're off on the Moomba Jogorun.
For more on State Bank's Moomba action see pages 10 and 11.**





After 29 minutes, 10 km and 7500 competitors, Adam collects . . .

Adam Hoyle reaches the line to win the 10-kilometre Jogorun at Moomba.

Adam, 22, of Mount Eliza, ran the distance in 29:02 and collected a \$1000 SBS account for being the first man across the line.

Sally Pierson, 23, of Doncaster, also collected a \$1000 SBS account by being the first woman to finish the race. Her time was 34:38.

More than 7500 competitors took part in the Jogorun and our Bank gave two more \$1000 SBS

accounts to two runners picked at random and whose pictures were published in the Herald.

Adam, a Rusden physical education student, says he was pleased with his time because he wanted a good performance before competing in the world cross-country titles in Switzerland on March 23.

"I was pretty confident during the race," he says.

"I wanted a good stride out before I left. It was a good time."



. . . and so does Sally!





State Bank's football team

Sharpening the Claws

State Bank's football team is gearing up for season '86 and training has started under new captain-coach Ken Bremner and assistant coach Tony Bull.

Practice games are being organised as the Tigers prepare for round one against Bulleen United on April 19.

The Tigers are in E-grade Victorian Amateur Football

Association. About 60 players are training at Oval 4, Albert Park.

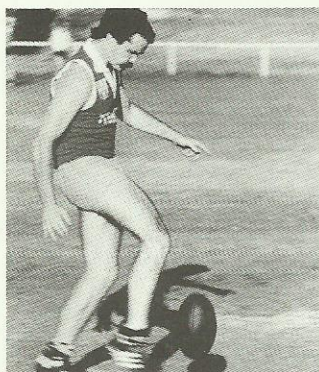
Says Tony: "At this stage, the team is looking good. It looks promising."

Roland Rogotowicz has been appointed coach of the reserves.

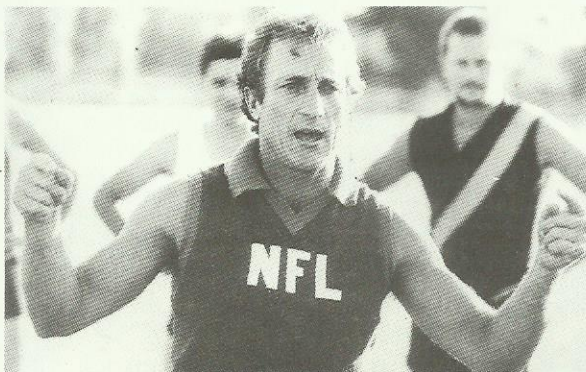
The draw

April 19 Bulleen United (away).
April 26 Clayton (home).
May 3 Old Geelong (away).
May 10 Peninsula Old Boys (away).
May 17 Williamstown (home).
May 24 University Reds (home).
May 31 St Bede's (away).
June 14 Elsternwick (home).
June 21 Brunswick (away).
June 28 Bulleen United (home).
July 5 Clayton (away).
July 12 Old Geelong (home).
July 19 Peninsula Old Boys (home).
July 26 Williamstown (away).
August 2 University Reds (away).
August 9 St Bede's (home).
August 16 Elsternwick (away).
August 23 Brunswick (home).

The semi-finals are on August 30, the preliminary final is on September 6 and the grand final on September 13.



Mark Rerden is all concentration as he gets boot to ball



Coach Ken Bremner lays down the law to his Tigers



Assistant coach Tony Bull gives instructions to recruit Campbell McKillop

Champions again!

State Bank swimmers are champions again. Our Bank was the overall winner of the inter-bank swimming carnival at Richmond pool last month and retained the trophy for total points.

State Bank also won the cup for the women's aggregate with 143 points, 62 more than second placegetter Westpac.

As well, the women's relay team won the State Bank Shield with a record time of 2.12:47.

Aggregate points were State Bank 227 (men's 84, women's 143), Westpac 215, Commonwealth 148, National Australia 137, ANZ 124 and Reserve-Australia 4.

The women's relay team comprised Ann O'Leary, Sharon Franklin, Karen Buckle and Jenny Young.

Jenny Young, of Morewell Mid-Valley branch, won the women's 100-metres freestyle in 1.11:36 and the 50-metres freestyle in 32:46.



Some of State Bank's swimming team: (standing) Tania Kanellos, Dianne Blair, Darren McGrath, Sharon Franklin, Drew Kimpton, Sharnie Digby, Craig Saville, David Collins, Alan Clissold (Centre) Geraldine O'Toole, Karen Buckle, Joanne Gardiner, Jenny Young (front) Cindy Hutchinson, Melissa Hutchinson, Graham Tangey and Simon Brand

Dianne Blair, of Central branch, won the women's novice 50-metres freestyle in a record time of 33:52 and the novice 50-metres backstroke in 41:21.

Other State Bank winners were:

David Collins, of Newport branch, veterans' 50-metres, freestyle 32:92; Karen Buckle, of Bentleigh branch, 50-metres breaststroke 44:26, 50-metres butterfly 35:96; Ann O'Leary, of Bank Cards department, 50-metres backstroke 34:66; women's medley, Ann O'Leary, Karen Buckle, Jenny Young and Joanne Gardiner, 2.29:22. Ann O'Leary, Jenny Young and Karen Buckle and Joanne Gardiner were selected for the Victorian combined banks' team for the inter-State carnival in Sydney March 15 and 16.

"Starting Now... Quiet Please... Action"

Chief executive Bill Moyle looks into the camera.

"State Bank Action Bank, that's how we want you to know us," he says, "especially in this time of rapid change, new direction and tough competition."

The message is part of a corporate video being made for our Bank by AAV.

Manager community affairs and promotions Peter Fitzhenry says: "The video will be used to tell people about the State Bank and will be shown to corporate customers, business people, students, community groups and other organisations, as well as people in our Bank, such as recruits."

"In short, any person likely to deal with our Bank."

"It looks at our technology,

the importance of the role of our staff, our history, our role in the community, our personal banking, business banking, rural services, our dramatic results in the past three years and, of course, our corporate and international banking."

The video, State Bank Action Bank, was shown for the first time at the three-day executive conference at the staff college, Baxter, this month.

Mr Moyle also states in the video: "Some time ago we recognised that the State Bank was reaching a turning point, just as every organisation must if it wants to remain competitive in times of change."

"State Bank. We've earned our reputation as the Action Bank. We're going to remain the Action Bank."



Checkmate

One-act ballet

Our Bank is contributing \$10,000 towards 12 performances of Checkmate, a one-act ballet to be performed by the Australian Ballet at the State Theatre from July 2 to 12.

Checkmate was created in 1937 by Dame Ninette De Valois, founding artistic director of the Royal Ballet.

It is a commentary on the threats of totalitarianism.

Dame Ninette gave the work to the Australian Ballet as a tribute to Australian dancers who have contributed to British ballet.

The music is by Sir Arthur Bliss.

Action Update Report

FASHION COLLECTION

Colour schemes for our Bank's fashion collection, designed by Prue Acton, have been settled.

Much comment, not to mention guessing, is being made about the colours and designs of the fashion collection.

It is important to remember that the fashion collection is just part of the State Bank Action Bank campaign to update our corporate image with a new look in presentation, colours, branch architecture and decor.

A coordinator for the fashion collection will be appointed soon and the collection will be presented at a fashion show in May and will be followed by a catalogue and order form.

Prue has studied statistics on the ages, numbers and locations of people in our Bank.

She has spoken to staff at country, suburban and city branches and at head office to get feedback on tastes and preferences.

YOUR VIEW

A team of research consultants is studying the staff survey questionnaires which have been returned.

About 1000 people were asked to take part in the survey on a wide range of questions to get your ideas on issues such as communications, our level of customer service, branch and staff presentation, morale, working environment and attitudes to change.

Task force coordinator Richard Poole says answers to the survey have been interesting and the results are being studied thoroughly so the recommendations can be made to the general management group.

Richard says thanks to everyone who took part and for the prompt return of questionnaires.

TRAINING PROGRAMME

A customer service training programme will start next month to help formulate plans for individual branches to offer a higher level of customer service.

It will be run for branch accountants by human resources consultants Chandler and Macleod.

The two-day workshops will be held at North Melbourne from April to June, Heidelberg from June to August, Wantirna from August to September and the staff college, Baxter, from September. Workshops for country regional areas will be held later this year in conjunction with the establishment of regional management.

The consultants have organised similar workshops for major companies including Myer, Budget and Target.

in brief...

DATE TO REMEMBER

A date to mark on the calendar: the staff family Christmas party is planned for November 30.

SKI TOURS

Social club ski tours will be held on:

June 6 to 9, July 18 to 20, July 25 to 27, August 3, August 15 to 17 and August 24.

GOLF DAY

The inter-bank golf competition will be held at Woodlands Golf Club on April 15.

WINERY TRIP

The social club is organising a winery tour with two nights' accommodation at Alzburg Motor Inn, from April 18 to 20.

ACTION EXCHANGE

Sue French, 25, and Martyn Scrimshaw, 26, leave for Auckland on April 13 and will spend two weeks with the Auckland Savings Bank to study branch operations, particularly customer relations. Sue and Martyn are both CORP officers.

Sue, of Gisborne branch, has been with our Bank for eight years. Martyn, who joined in 1977, is doing a lending officers' course at head office and will be the lending officer for South East region.

Two of our staff will get a look at the way a New Zealand bank operates when they start an exchange programme as part of the State Bank Action Bank campaign.

Two people from Auckland Savings Bank will later spend two weeks with our Bank.



Martyn and Sue receive their tickets to New Zealand from chief executive Bill Moyle

Feedback

My news/suggestion/question

Name

Branch/Dept.

Phone

Send contributions to:
Clive Walters — Editor
Adam Hankin — Associate Editor

Corporate Communications
Marketing Department
(03) 604 7841/7827

Alison Talbot joins Monica

Alison Talbot, 34, has joined our Bank as a staff counsellor and is working with senior counsellor Monica Manton.

Before joining the State Bank, Alison worked with Melbourne University's counselling service.

She has a Bachelor of Behavioural Sciences and a Bachelor of Education (Counselling) from La Trobe University.

Staff counselling is on level 10, 34 Queen Street. Phone (03) 623 746.



Executive Moves

Chief executive Bill Moyle has announced the following executive and senior management appointments: Richard Woolaston as chief manager corporate banking; Shane McNeice as deputy chief manager corporate banking; Barry Robinson as senior regional manager Box Hill North region; Ian Walter as senior regional manager Box Hill South region; John Smith as senior regional manager South Central region (Geelong); Michael McMahon as regional manager Box Hill North region; Kevin Wells as regional manager Box Hill South region and Barry Smart as regional manager South Central region (Geelong).

See you at the next PWE...



Cheers!

Social secretary Peter Wynd is pleased with the growing success of Pleasant Wednesday Evenings and wants more people to turn up at the next two.

He says they are a good way of catching up with old friends and making new ones, especially for people who are new to our Bank.

Peter reports 240 people attended the last PWE on March 5.

Of those, 145 were from 30 branches and 95 from head office.

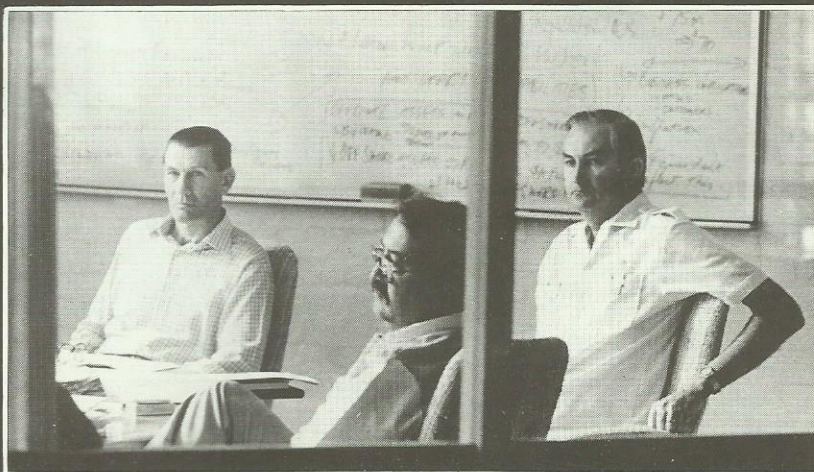
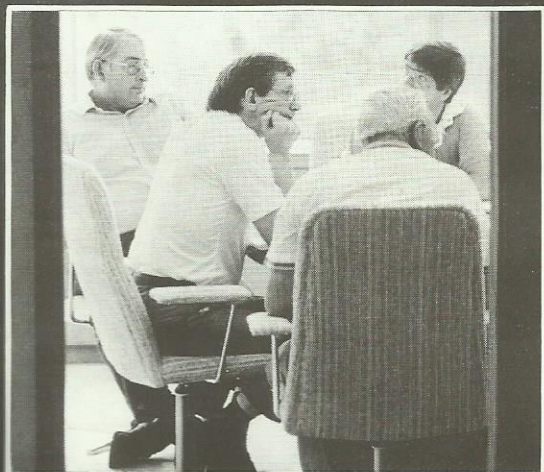
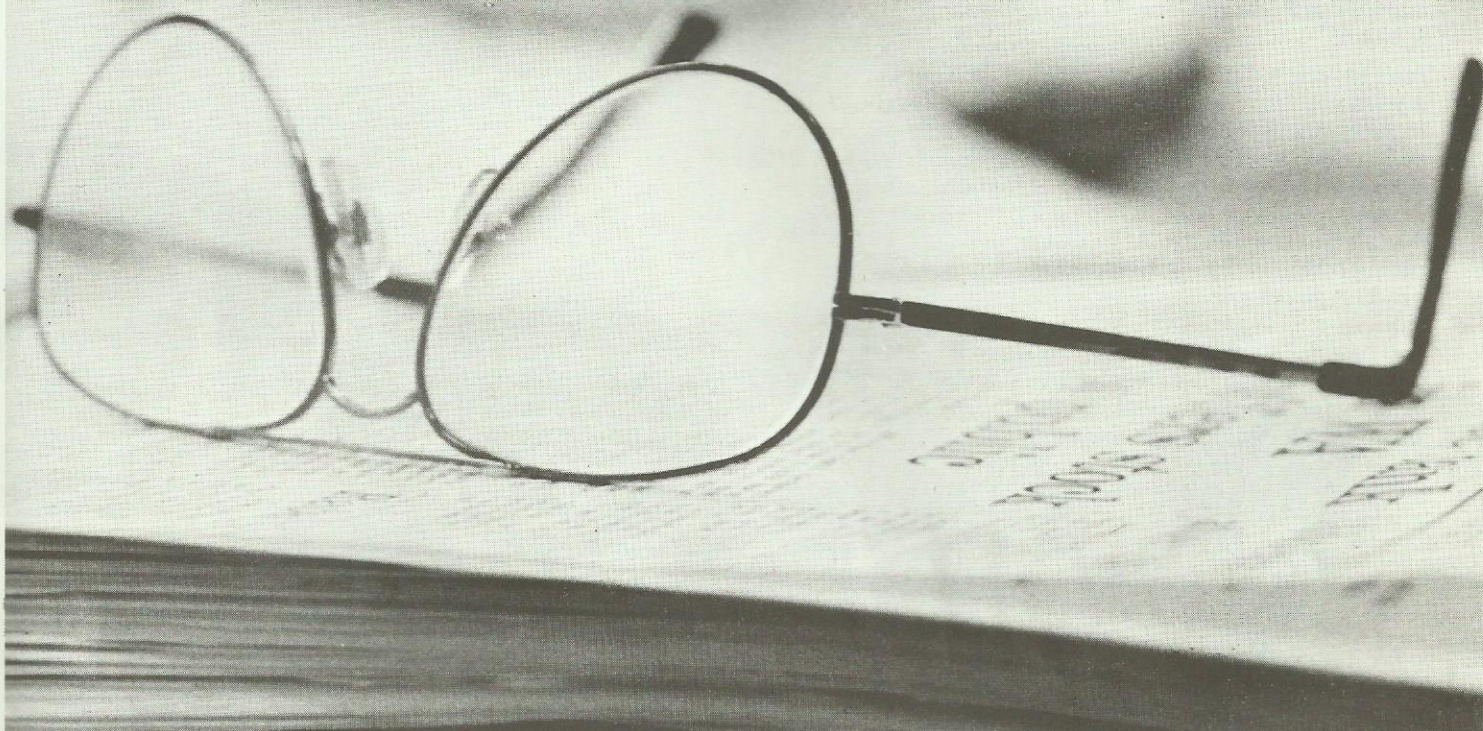
Chief executive Bill Moyle, Scott Walters dgm personnel and administration, and Jim McAnany, dgm corporate and international, were also there.

More tickets will be available for future PWEs.

The next two are April 23 and June 11.

Outlining the Future

More than 40 of our Bank's executives met for an intensive three-day conference at staff college, Baxter, to plan the future path of State Bank. Our Bank captures the concentration . . .



EXECUTIVES MEET

During the 3-Day Think-Tank nine strategic papers were presented

Topics covered included the economic outlook, competitive marketing analysis, international strategy review, retail lending strategy, information systems review, electronic banking developments, implications of regional management and corporate banking priorities.

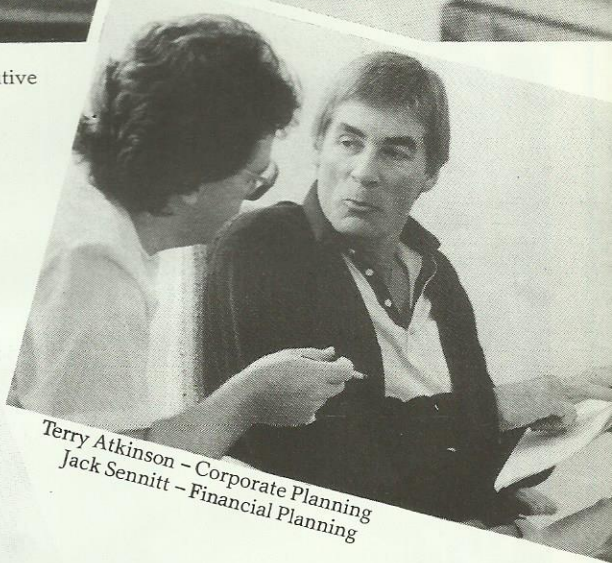
Chief executive Bill Moyle opened the conference and reviewed our Bank's corporate objectives and strategies.

Psychologist Laurie Hayden, consultant sports psychologist to Carlton Football Club and to the successful Australia 2 crew, was a guest speaker.

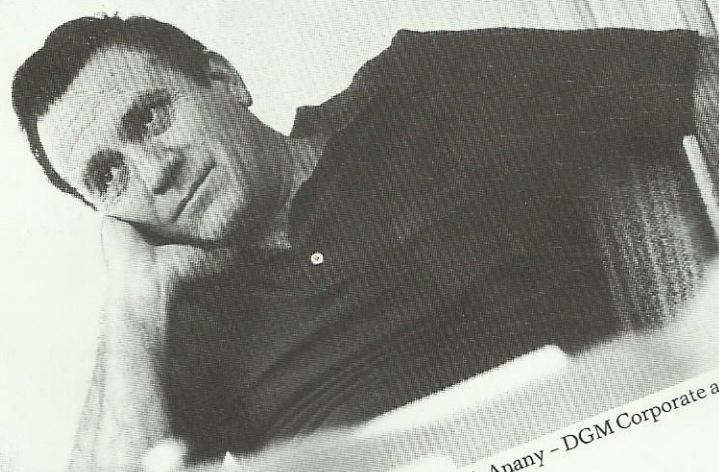
Ian Godwin, of PA Management Consultants, attended the conference to provide specialised input on techniques applied by other enterprises for planning and innovation. Mr Moyle told the executive group State Bank aims to meet customer needs with new products and more effective service. At the same time, its main growth will be achieved through loan product development and aggressive deposit gathering. He said staff management policies and practices, especially training and development programmes, will be a key priority in the corporate plan which will be submitted to the board in June.



Bill Moyle
Chief Executive



Terry Atkinson - Corporate Planning
Jack Sennitt - Financial Planning

A black and white photograph of Jim McAnany, resting his head on his hand and looking towards the camera. He is wearing a dark sweater.

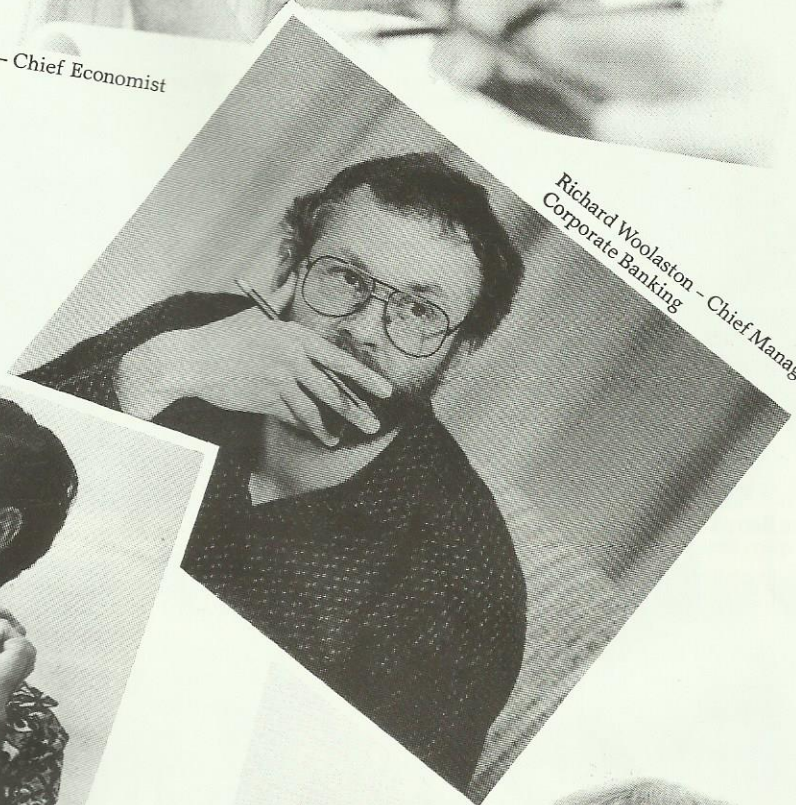
Jim McAnany - DGM Corporate and International



Max Carr - Deputy Chief Executive



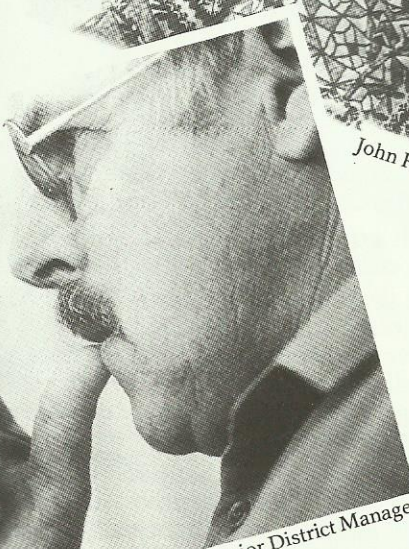
Peter Smith - Chief Economist



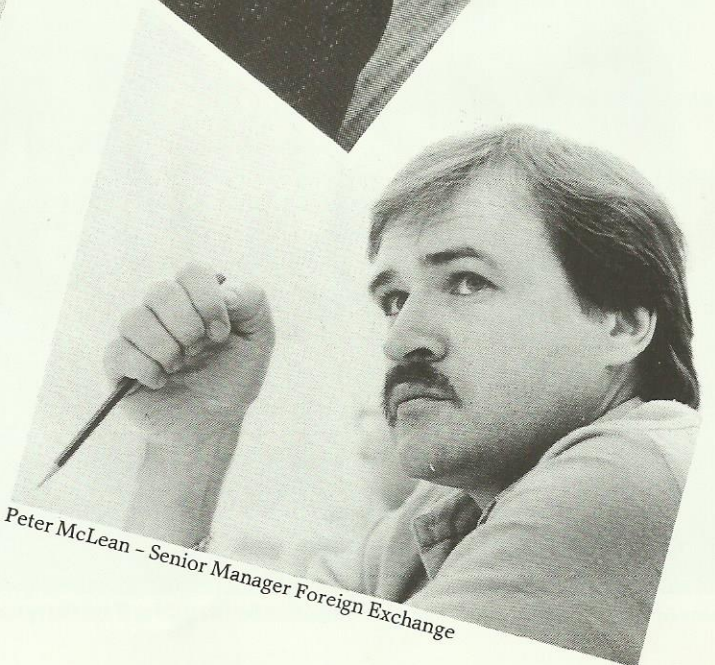
Richard Woolaston - Chief Manager
Corporate Banking



John Rawlins - DGM Treasury

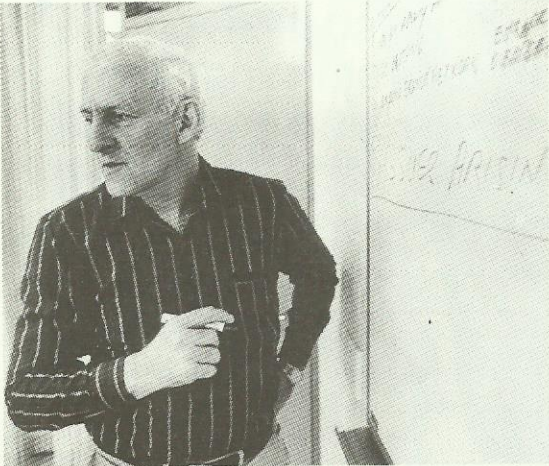


Barry Robinson - Senior District Manager

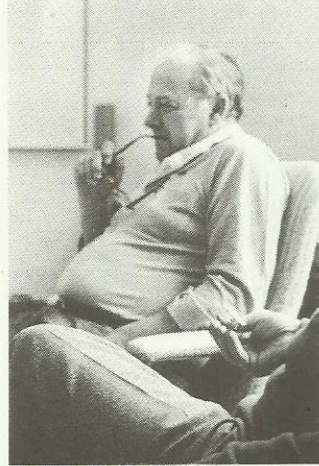


Peter McLean - Senior Manager Foreign Exchange

EXECUTIVES MEET



Alf Reside, Manager Electronic Banking Services



Neil Dickinson, Chief Valuer



Max Carr, Barry Coxhell Deputy Chief Manager Branch Banking
Don Murphy, Senior District Manager



Shane McNeice, Deputy Chief Manager Corporate Banking, Max Carr, Barry Coxhell

Full commi



...by CEO

Chief executive Bill Moyle has pledged this full commitment to the Affirmative Action (AA) programme which will be launched soon.

Mr Moyle promised his total support of the work of Helen O'Donoghue, AA officer, at the March meeting of the AA committee.

Mr Moyle told the committee he had been head of the team which introduced an equal opportunity scheme for women in the Commonwealth Bank.

Consequently, he has a vital interest in its successful introduction in the State Bank. He says such a programme is necessary for our Bank to succeed in its development and, at the same time, fully realise the potential of individual women to play a greater role in key management positions.

Mr Moyle plans to have an integral part in drafting the Affirmative Action policy statement which will formally set out the Bank's aims and objectives.

ment to Affirmative Action ...



At the affirmative action meeting: district manager Byron Hill; recruiting's Sue Rio; corporate public relations manager Clive Walters; acting manager staff training Alan Beardsley; corporate accounts manager SBC Margaret Barker; industrial relations officer Laurie Flack; deputy general manager personnel and administration Scott Walters; affirmative action officer Helen O'Donoghue; chief executive Bill Moyle and consultant Mary Wilson

Mary affirmed

Mary Wilson has been appointed a consultant on affirmative action - equal employment opportunity with our Bank.

Before joining us, Mary was a company consultant on the Federal Government's affirmative action pilot programme in which 28 Australian companies, including two banks, took part.

She has a Bachelor of Business and is a member of the Institute of Personnel Management of Australia.

Mary is a long-term equal employment opportunity practitioner in public and private sector organisations and the inaugural president

for the Equal Opportunity Practitioners' Association (Victoria).

She is a presenter of items on affirmative action at seminars run by professional organisations, of awareness-raising programmes for women at the Council of Adult Education and a facilitator at women's discussion groups on affirmative action - equal opportunity issues.

Mary is an active member of Rostrum and believes that women should develop the skills of public speaking, presentation and committee work as valuable aids to their career development.

