



ENGINEERS
AUSTRALIA

2015-16

ANNUAL
REPORT



CONTENTS

Who We Are	1
Annual Report Aims	3
National President's Report	5
CEO's Year in Review	7
Board 2016	9
Divisions	15
Colleges	19
Technical Societies	23
Celebrating Our Highest Achiever	27
Building the Trusted Voice of the Profession	29
Organisational Leadership	31
Delivering Major Conferences and Events	33
Promoting Professional Standards	35
Building National and International Partnerships	37
Overseas Chapters	39
Delivering High Quality Member Services	41
Engaging with Members	43
Leading the Sustainability of the Profession	47
Driving the Diversity Agenda	49
Engineering Education Australia	53
Board Attendance Sheet	55
Board Remuneration	57
Consolidated Financial Performance	58



WHO WE ARE

ENGINEERS AUSTRALIA IS
THE TRUSTED VOICE OF THE
ENGINEERING PROFESSION.
WE ARE THE GLOBAL HOME FOR
ENGINEERING PROFESSIONALS
RENOWNED AS LEADERS IN
SHAPING A SUSTAINABLE WORLD.

The Institution of Engineers Australia (Engineers Australia) is the peak body of the engineering profession. We are a member-based professional association with over 100,000 individual members. Established in 1919, Engineers Australia is a not-for-profit organisation, constituted by Royal Charter to advance the science and practice of engineering for the benefit of the community.

Our work

Accredit all Australian university engineering programs.

12,000 migration skills assessments on behalf of the Australian government.

Largest voluntary register for engineering, the National Engineering Register (NER).

Advance engineering knowledge through our nine discipline-based Colleges and 30 specialist Technical Societies.

Largest provider of Continuous Professional Development (CPD) to the engineering profession.

Inspire over 100,000 primary school students with EngQuest.

Located in every state and territory, plus in our overseas chapters in Asia, UK and Middle East.

Represent Australia in the International Engineering Alliance and develop agreements for global professional mobility.

Our brands

Engineers Australia manages a suite of well-known brands:



ANNUAL REPORT AIMS





The annual report is presented by the Board for the business of the Annual General Meeting 2016, together with the audited financial statements, in accordance with By-Law 20.2 of the 2015 Royal Charter and By-Laws.

ENGINEERS AUSTRALIA'S ANNUAL REPORT AIMS TO:

- inform members of measurable progress against annual and long-term goals;
- ensure transparency in reporting, informed by contemporary approaches to corporate responsibility reporting;
- give due emphasis to the key sections of the Institution including the Divisions, Colleges and Special Interest Groups, to ensure members are adequately updated on all areas of the organisation;
- ensure the annual report process encompasses principal reporting obligations flowing from the Royal Charter and By-Laws for the Board, Congress, Divisions, Colleges, Technical Societies; and
- inform members of key achievements for use with various stakeholders.

NATIONAL PRESIDENT'S REPORT



John McIntosh

BE(Hons) BBus FIEAust FIPENZ
CPEng EngExec NER APEC
Engineer IntPE(Aus) MAICD

For the first time in our 97-year history, we have a Board that will shape the strategic direction of Engineers Australia.

As National President and Chair, I pledge to work with the Board and our CEO, Stephen Durkin, to tell the engineer's story from the vantage point of those who have dedicated their lives to such a noble profession, for the benefit of our community.

Justifiably, Engineers Australia has invested a considerable amount of time and energy over the past few years, examining the ways we do business, specifically our relevance to members and the wider profession. While this introspection will always be a critical component of our decision-making, we have realigned our practices to reflect a more outward focus, in an effort to influence those who would benefit the most from our leadership.

We are continuing to explore avenues for inclusion and pursue meaningful collaboration to strengthen the Engineers Australia brand.

The Board has ratified a strategy for injecting the viewpoint of our members into every conversation where the liveability and prosperity of our great nation is in question.

As a consequence, Engineers Australia's mantra for being the Trusted Voice of the Profession has started to resonate with a number of stakeholders, including federal and state governments, industry, academia, as well as our members. Where once we knocked on doors pleading for our voice to be heard, now our counsel is sought by those who recognise the expertise that is inherent to our membership base.

This strategy of engagement began when I toured the country to meet with senior office bearers and host a conversation on the evolution of Engineers Australia. I called on these leaders to embrace the idea of what it means to be loud and proud of our profession and Engineers Australia's contribution to it.

We are continuing to explore avenues for inclusion and pursue meaningful collaboration to strengthen the Engineers Australia brand. By promoting a culture of diversity, we are determined to attract a larger number of women to the profession, and facilitate their leadership ambitions. Our work to showcase engineering as a highly viable option for Indigenous Australians is gaining momentum. Through Engineering Education Australia we are delivering nationally recognised technical, business and management courses

for engineering professionals and organisations.

Engineers Australia's Facilities Management Program will establish a bank of contemporary, state-of-the-art facilities to provide a literal adaptation of our commitment to be the global home for engineering professionals. Upgrades have been completed in Darwin, Hobart and Melbourne, with new facilities in Newcastle to open in early 2017. Whether you are a member living in Hobart or Hong Kong, Sydney or Singapore, Melbourne or the Middle East, the resources of Engineers Australia will be at your disposal.

This sense of inclusiveness will remain a hallmark of my presidency, as is my desire to see engineers recognised and suitably rewarded for touching people's lives every day, in every way.

No matter what your discipline, engineers share the challenge of being solution providers. More often than not, we rise to meet those lofty expectations. What better medium for telling our story than *create*, a magazine designed for engineering ideas into reality.

John McIntosh



CEO'S YEAR IN REVIEW

Stephen Durkin

BE(Hons) MBA FIEAust CPEng EngExec NER APEC Engineer IntPE(Aus) FAIM MAICD

Over the past twelve months, we have continued to deliver a number of major reforms, making Engineers Australia a more modern and dynamic organisation, to best represent the engineering profession and better connect to communities at large.

Our organisation is now vibrant. We have found our voice. We remain on a strong financial footing, at a time when we have invested in new capability, including realigning our staffing model to more external member delivery roles. We have introduced new revenue diversification strategies such as our new EngInsure business.

We are working harder than ever before to understand what our members are looking for, now and into the future. We are driving member engagement in new ways: senior office-bearer roadshows, member surveys and stakeholder research; further investment in our best in class contact centre; and a greater online presence, with a new website about to be released.

Members are welcoming our more visible public profile and the more effective ways to engage with Engineers Australia.

The overwhelming feedback is the importance of us being the influential and trusted public voice of the profession. To this end, we have deepened our engagement with all levels of government. Highlights include successfully working with state governments to adopt our new National Engineering Register (NER) for registration; our role on the Prime Minister's Industry 4.0 Taskforce; work on a new STEM portal with the Office of the Chief Scientist and our policy collaboration with bodies such as Infrastructure Australia. In addition, we are establishing an Engineers Australia Diversity Advisory Group, have already established a new Indigenous Engineering Group, and have released key publications such as *The State of the Engineering Profession* and the new *Australian Rainfall and Runoff National Guidelines*.

We have significantly improved our premises in several states, with new facilities in Newcastle opening early 2017. This has supported our external engagement, including a showcase of young engineering innovators for the Prime Minister, the Hon Malcolm Turnbull MP in our newest global home in Victoria. We have also continued to enhance our flagship publication, *create*, a new showcase of our profession to members and the public.

To build our external profile, we are promoting the value of our Chartered engineers to the profession and the public through a range of publications and public spaces such as major airports. In addition, we have strengthened our media capacity, with over 5,000 media stories in the past year, and we are now one of the most respected associations in Australia in this area.

The value of our stronger brand is evidenced by the growing number of international organisations seeking to form partnerships with Engineers Australia.

We are working harder than ever before to understand what our members are looking for, now and into the future.

Companies such as Siemens, Macquarie, ExxonMobil, Dulux and Microsoft are working with Engineers Australia to provide contemporary, high value CPD industry events to better represent the engineering profession to their own clients.

A critical role of Engineers Australia is to position the Australian engineering profession on the international stage. The membership of our overseas chapters is growing, including a new chapter in the Middle East and our partnerships with those Australian universities expanding overseas have been strengthened.

Engineers Australia is also preparing to assume a pivotal international leadership position as Chair of the World Federation of Engineering Organisations, which represents some 20 million engineers from over 90 nations.

Over the past few years, through the work of our dedicated staff, senior office bearers and with the support of our members, Engineers Australia has been transformed into a more ambitious and successful business.

There is no doubt that our greater influence and external profile, our improved brand and our increased connection with industry is ensuring that Engineers Australia is relevant, creating value, and positioned to successfully deliver our vision.



Stephen Durkin

A handwritten signature in black ink that reads "Stephen Durkin". The signature is stylized and cursive.







BOARD 2016





The Board is Engineers Australia's governing body, and its role is comparable to that of a company board. It appoints and liaises with the Chief Executive Officer, sets regulations and policies, defines strategic directions, and monitors the organisation's financial sustainability and performance.

The Board has a number of advisory sub-committees and forms short-term working groups to provide advice on key strategic issues, as needs arise.





Mr John McIntosh BE(Hons) BBus
FIEAust FIPENZ CPEng EngExec NER APEC Engineer
IntPE(Aus) MAICD

John is a loud and proud Chartered professional engineer. He has degrees in engineering majoring in civil engineering and business studies majoring in accounting.

John believes that engineering is about creating and maintaining sustainable, happy, healthy and safe communities for current and future generations.

John's early career was in water supply before moving to the petroleum industry. He has gained experience in design engineering, construction, operations, transport, manufacturing, supply chain management and optimisation, marketing, public relations, human resources, industrial relations, government relations, quality management, business excellence and general management. In 2000, John set up his own consulting and coaching business, which has a major focus on leadership development.

John also has formal qualifications in quality management, quality system auditing, business excellence evaluation, ontological coaching, solution oriented hypnosis, Team Management Systems profiling and PRISM brain mapping. John is a member of the Australian Institute of Company Directors (AICD) and completed the AICD Company Directors Course in 2010.

John is a member of the Rotary Club of Melbourne and is a member of the evaluation panel for the Australian Organisational Excellence Awards.



Hon Trish White BE BA FIEAust CPEng J.P.
EngExec NER APEC Engineer FAICD

Trish is a Fellow of Engineers Australia and a Chartered professional engineer in the Information, Telecommunications and Electronics Engineering College and the College of Leadership and Management. She holds electrical/electronic engineering and arts degrees from the University of Queensland. She is an executive director of professional services and business advisory firm, Slingsby Taylor, and provides advisory services to boards and executives of both commercial and not-for-profit organisations.

Having started out as a telecommunications engineer in Queensland, Trish went on to manage national infrastructure projects in Canberra, followed by a career with the Defence Science and Technology Organisation (now Defence Science and Technology Group). Her previous executive role was as Executive Strategic Advisor for WorleyParsons, at the time an ASX-50 services company supplying the global mining and oil and gas industries. Trish was also a senior cabinet minister in the South Australian government in the portfolios of Education, Transport, Infrastructure, Urban Development and Planning, and Science and the Information Economy.

Trish is an experienced professional company director, having served on the boards of several large Australian companies. Currently she is Chairman of EngInsure Insurance and Risk Services, the Advisory Board of Adelaide University's Faculty of Engineering, Computer and Mathematical Sciences, and the Advisory Board of the Business School at University of South Australia. She is a graduate and Fellow of the AICD.



Mr Greg Walters BE(Elec) MSc(GW)
MMAS(Stratgy) FIEAust CPEng EngExec NER GAICD

Greg is an electrical engineer with Masters degrees in both Guided Weapon Systems and Strategy. He is a graduate of the US Command and General Staff College and a qualified 'Master Strategist'. He is a graduate of the AICD Company Directors course.

Greg has over 29 years' experience in business and program management and has extensive experience leading multidisciplinary teams across multiple geographies. He spent 19 years in the Army where he retired as a Lieutenant Colonel, followed by 13 years in senior leadership positions as a Principal of SKM (now Jacobs), a global engineering consultancy and project delivery organisation. He is currently a Senior Manager at ElectraNet.

He has held numerous senior roles within Engineers Australia over the past 23 years, including President of Canberra Division 1997, Deputy President of South Australia Division 2000 and President of Tasmania Division 2011. Greg led the inaugural Canberra Chapter of the Australian Society for Defence Engineering (ASDE) in 2003 and was the ASDE National President in 2004. He has served on the Board since 2012 and held various committee positions including Chair of the Audit and Risk Committee and Chair of the Governance Committee. He is currently the Chair of the Engineering Practice Advisory Committee, the Chair of the College Chairs Forum and our National Spokesperson on Defence issues.



Mr Simon Orton FIEAust RPEQ CPEng
EngExec JP(Qual) NER IntPea MAICD

Simon has industry experience in coal, hard rock, automotive, professional services, engineering and manufacturing. Simon's experience includes leading innovation, research programs, extractive operations engineering teams and value chain improvement programs. Simon is currently a general manager for the growth centre, National Energy Resources Australia (NERA). In this role, he supports the oil, gas, coal and uranium industries build international competitiveness.

Previous roles include: program leader at CRCMining and an improvement leader role at BHPBilliton. Simon was the 2013 Engineers Australia Queensland Division President and a past Queensland Chair of the Centre for Engineering Leadership and Management (CELM).

Simon is a current member of the AICD and a Fellow of the Institution of Engineers Australia. Simon holds a Bachelors and Masters in engineering from Queensland University of Technology. Simon serves on the Queensland Division committee.



Mr John Olson RFD BE(Hons) FIEAust CPEng
EngExec NER FAICD

John is a Fellow of Engineers Australia, a Chartered professional engineer and an Engineering Executive with over 37 years' experience in technical and leadership positions within government and private industry.

John is Managing Director of HDS Australia Pty Ltd, a civil engineering and project management consultancy which he founded in 1989. Prior to establishing his own practice, John's early career involved road and freeway design, construction and maintenance. John continues to contribute technically as a specialist in regional road transport planning, while simultaneously focusing on the strategic development of HDS Australia as a successful engineering business.

John has been actively involved with various Engineers Australia committees for a continuous period spanning 16 years. This includes the South Australia Division Quality Panel, National Committee on Quality in Engineering, South Australia Management in Engineering Branch, South Australia Division Committee and the Centre for Engineering Leadership and Management (CELM) South Australia Chapter. John was also Chair of the organising committee for the successful Engineering Leadership Conference held in 2012. He was South Australia Division President in 2013. Prior to being elected to Council (now the Board) in January 2015, John served two years as a member of National Congress.

John is a strong supporter of the role of Engineers Australia as a learned society, as a source of continuing professional development and as a promoter of the engineering profession to government and the broader community.



Ms Leeanne Bond BE(Chem) MBA(UQ)
FIEAUST RPEQ FAICD MNACD

Leeanne's almost 30 years' corporate experience includes 12 years as a professional company director. As an executive, Leeanne helped establish WorleyParsons' business in Queensland, NT and PNG, growing it from 3 to 600 people over ten years. She has a Bachelor of Chemical Engineering and an MBA from the University of Queensland. Leeanne has been an active member of Engineers Australia for many years, serving on branch committees, on the national Chemical College Board, as Division President of Engineers Australia (Queensland) in 2002 and as Chair of the Engineering Leadership Conference held in Brisbane in 2010.

Leeanne's current board portfolio includes ASX listed Liquefied Natural Gas Limited (LNG), Snowy Hydro Limited, Territory Generation and JK Tech Pty Ltd. She is the owner of Breakthrough Energy Pty Ltd and is a Registered Professional Engineer in Queensland. She is a Fellow of both the Australian Institute of Company Directors and Engineers Australia and is a member of the National Association of Corporate Directors in the USA.

Leeanne is a regional judge for the Churchill Trust Fellowships and has been a regional and national judge for Ernst & Young's Entrepreneur of the Year Awards and Engineers Australia's Engineering Excellence Awards and Engineering Hall of Fame in Queensland.

Leeanne received the Shedden Uhde Medal for services to the profession of chemical engineering at the World Congress of Chemical Engineering in 2001 (jointly awarded by Engineers Australia, IChemE and RACI) and was named Australian Professional Engineer of the Year in 2007 by Engineers Australia.

DIVISIONS

Divisions deliver services to the Engineers Australia members in nine geographic areas across Australia and overseas. The work of Divisions includes facilitating professional interaction and delivering continuing professional development.



Canberra Division

Division President, Alan Thompson FIEAust CPEng EngExec
General Manager, Keely Quinn

2016 has been a year of change with Keely Quinn becoming Division Manager. The enthusiasm and commitment of our office bearers and members, supported by Keely and Kiri Robbie, ensured the success of our Engineering Games, WWI Commemorative Dinner, Printing Our World, Undergraduate Project Presentation and AEEA events. Shared leadership and collaboration saw the Division extend its relationships with stakeholders contributing to policy conversations relating to defence, cyber security, building regulation and tendering, central to developing the voice of the engineering profession in the ACT now and into the future.



Northern Division

Division President, Nerida Horner MIEAust
General Manager, Mark Monaghan

2016 has seen the conversation on northern Australia as a bridge to Asia grow in importance, as is the knowledge and innovation generated here by the engineering community. We are increasingly invited to key forums by government and industry on future development, innovation and sustainability, and are building links with our near-Asian neighbours. In this spirit, we have refreshed our strategic plan and our team, and 2017 promises an increased focus on partnerships and participating in discussions of relevance to the community.



Newcastle Division

Division President, Tim de Grauw FIEAust CPEng EngExec NER APEC Engineer
General Manager, Helen Link

There were many achievements this year, including being recognised as the Voice of the Profession with invitations to attend panel sessions with federal politicians and to partake in media interviews for radio and TV. Our series of CPD Webinars is an ongoing success and is now attracting interstate and national participation. We continue to expand on our successful Tomorrow's Engineer program for teachers as well as establishing awareness of the new pathways to Chartered/NER Status. It has been a pleasure to be involved in an active and collaborative Division, and we will continue to go from strength to strength thanks to the wonderful and important contributions of our volunteers and staff.



Queensland Division

Division President, Dr Peter Ho AM FIEAust CPEng NER
General Manager, Ian McEwan

We continued to increase our advocacy work with government, delivering significant policy contributions in the infrastructure space, taking the profession to Parliament with the Engineers in Parliament event, and finalising policy positions in Energy, Water, and De-skilling of the Public Sector. Our public profile continues to be increased through even more coverage across television, print and radio on key issues. We are now in a position where the media has started to proactively contact us across a range of issues.



South Australia Division

Division President, Niki Robinson FIEAust
General Manager, Renae Leverenz

In 2015, we laid the foundations for improved engagement with our members, parliamentarians and the broader community and in 2016 we have developed initiatives which look to encourage tomorrow's engineers, connect student, graduate and unemployed engineers with those in practice, and promote the NER. South Australia Division is confident that these initiatives will strengthen our position as the Trusted Voice and allow us to continue to promote our profession and the professionals that make our world a better place to live.



Sydney Division

Division President, Dr Michael Myers OAM FIEAust CPEng EngExec NER
General Manager, Greg Ewing

2016 was busy for Sydney Division, the passion and enthusiasm of our office bearers, volunteers and members driving activity. The key objective of developing the pipeline of future engineers saw active collaborations with CSIRO, NSW Government, universities and engineering businesses across the state. The #MadeByMe campaign was a particular highlight.

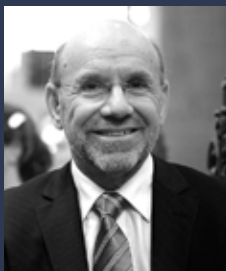
Steady demand for Chartered assessments during the year reflected a growing desire amongst engineers and engineering businesses to demonstrate competence, capacity and credibility in an increasingly competitive, globalised market. The 2016 AEEA Sydney showcased the creativity and innovation that engineers bring to shaping our world.



Tasmania Division

Division President Ridsen Knightley FIEAust CPEng EngExec NER
General Manager, Dr Vicki Gardiner ComplEAust

The Tasmania Division has continued to increase the profile of our profession in the state and relevance of the profession and organisation. Our government relations, media and policy activities have resulted in the organisation seen as a key stakeholder in state topics including building and planning legislative reform, energy policy, infrastructure issues and a skilled workforce; the latter ensuing a workforce development strategy and Beacon Foundation partnership. Other reforms will result in greater grassroots relevance at the regional level.



Victoria Division

Division President, Chris Stoltz FIEAust CPEng EngExec NER
General Manager, Glenda Graham ComplEAust

The 2015–2016 financial year has been a pivotal one for Victoria and its full impact may not be known for years to come.

Under the auspice of Engineers Australia's Facilities Management Program, we relocated from North Melbourne, to 600 Bourke Street in the heart of Victoria's engineering district.

Following visitations by the Prime Minister, the Governor of Victoria and a plethora of CEOs and engineering leaders, we believe there is an exciting future ahead for Engineers Australia and our growing membership.



Western Australia Division

Division President, Jason Flowerdew MIEAust MAICD
General Manager, Susan Kreemer Pickford FIEAust

Consolidating the foundations set in 2015 with our rolling 5 year plan, we strengthened our position as the Trusted Voice of the Profession through increased engagement with government, industry leaders and academia. A key focus was the reinvigoration of our regional groups where the general engineering profession, particularly in the north-west, has suffered from the resource sector downturn. During the year we brought together key stakeholders to highlight students' difficulties finding work placements and to consider alternatives to undertaking a 12-week industry placement.

COLLEGES

Engineers Australia's nine Colleges broadly cover all areas of practice in engineering and provide continuing professional development (CPD) for members through regular conferences, workshops and publications.



Environmental College

Adrian Piani FIEAust CPEng

The College plays an important role to support the professional standards of environmental engineering across Australia. As well, we see the College supporting all engineers deliver sustainable outcomes for Australia. As part of this broader role, we have continued to support the implementation of Engineer's Australia's Sustainability and Climate Change policies. We look forward to ongoing progress on climate change and sustainability both within Engineers Australia and amongst all engineers. We continue to be active in advocacy and represent Engineers Australia at the Australian Sustainable Built Environment Council (ASBEC) – a forum where the major professional associations and other organisations come together to promote sustainable built environment outcomes. As Chair of the Resilience task-group within ASBEC, I look forward to sharing the outcomes of this work with our membership shortly.



College of Electrical Engineers

Tiina Ratamo FIEAust CPEng

The College continues to explore ways to improve quality, relevance and accessibility of CPD programs in order to become more relevant to members and to support our excellent volunteer base in the Division Branches.

The Australian-International Model Solar Challenge was held in Adelaide in October 2015. ECB has continued to support the national event, associated with the hands on engineering/science program for high/ primary school students, for some 20 years.

The ECB 2016 award winners are Mike Sargent Medal – Dr Alan Finkel; National Professional Electrical Engineer of the Year – Mr Jose Lopez-Roldan, Graduate Electrical Power Engineer of the Year – Mr David Van Bergen; and Madsen Medal 2015 – jointly awarded to Dr Robert Barr, Prof Akhtar Kalam and Mr Peter K.C. Wong.



College of Information, Telecommunication and Electronics Engineers

Geoff Sizer FIEAust CPEng

During 2015–2016, the ITEE College undertook activities to fulfil its obligations under Engineers Australia's Regulations. The College Board held one face-to-face meeting and three teleconferences. Our electronic newsletter, *eMonitor*, and the *Australian Journal of Electrical and Electronic Engineering* were published as planned. The Mike Sargent, Neville Thiele, David Robinson and Madsen Medal awards were conferred to worthy recipients. Highlights for the year include the formation of the Applied IOT Engineering Community, establishing webinar-based CPD delivery capability, and significant progress with a portfolio of Define Your Discipline documents.



College of Structural Engineers

Karlie Collis FIEAust CPEng

The Structural College has been working on an Eminent Speaker Tour and a communication strategy between the Board, membership and Divisions.

The *Structural College Journal* continues to be highly respected and a valuable member benefit. The Board looks forward to the opportunity to recognise excellence in the field of Structural Engineering with both the RW Chapman Medal and the John Connell Medal. The Structural College Board looks forward to a successful 2016 ASEC Conference in Brisbane (www.asec2016.org.au).



College of Biomedical Engineers

Paul Junor FIEAust CPEng NER

In November 2015, over 300 registrants from industry, research and academia came together in Melbourne for the College's yearly Australian Biomedical Engineering Conference, at which the 2015 David Dewhurst Award was presented to Professor Derek Abbott, and the annual Women In Biomedical Engineering Scholarship was awarded to Mrs Catherine McMaster.

In conjunction with the conference, the College's National Panel on Clinical Engineering (NPCE) conducted its Clinical Engineering Development Workshop, an annual activity in which early-career biomedical engineers are mentored by experienced practitioners.

The College's National Committee for Rehabilitation Engineering (NCRE) received the Best Workshop Award for its 'Meeting the Standard' workshop at the 2016 inaugural Australian Assistive Technology Conference. First and second prizes for the Better Technology Award, overseen by NCRE, were presented to staff of AC Mobility and Medifab respectively.

The College continues to work on rebuilding its structure for the ultimate benefit of its existing and potential membership.



Civil College

Gerry Doyle FIEAust CPEng RPEQ

The Civil College has focused on what is important for Civil Engineers practicing in the current times. We have considered the best way that the College can meet those needs and have begun working towards a new model which will integrate the National Committees and Technical Societies that relate to Civil Engineering. This will see a significant reduction in the size of the Board and hopefully a focused effort on the delivery of quality professional development, strong contribution to policy debates by technical people and recognition of our high achievers. The Civil College continues to work as part of the Asian Civil Engineering Coordinating Council to ensure strong links to the Asian region. The Sir John Holland Civil Engineer of the Year Award was presented to Mr David Polkinghorne.



College of Chemical Engineers

Leon Prentice FIEAust CPEng

A highlight of the last year was the Asia-Pacific Confederation of Chemical Engineering (APCChE) conference, held in Melbourne and co-hosted by the Chemical College and its ANZ Federation partners. We were pleased to present the Brodie Medal for a fantastic paper on Process Safety Competency, highlighting the importance of a whole-of-organisation approach to this important topic. The Board's Strategic Plan, still in development, is focusing on developing our lines of communication with our local branches and enhancing the value that our members gain from being part of Engineers Australia.



Mechanical College

Dr Michael Lucas FIEAust CPEng NER

The Mechanical College continues to celebrate excellence with the awarding of the Sir George Julius Medal, the AGM Michell Award and the Young Mechanical Engineer Award. University teams from around the region took part in the annual Warman Design and Build competition in October, now in its 28th year.

The Board has recently focused on increasing the standing of the *Australian Journal of Mechanical Engineering*, and providing strategic leadership and guidance in relation to policy positions, CPD expectations and the relevance of current competency standards.



College of Leadership and Management

David Singleton FTSE HonFIEAust EngExec CPEng FAICD

Following on from our inaugural year, College membership has continued to grow, with the Board encouraging eligible members to become CPEng and EngExec accredited.

Two successful breakfast forum events were held in Melbourne and Perth around the topic Shaping Australia's Future – People and Place. Planning is well underway for a further event in Brisbane.

The Board continues to work on strategies to increase the membership of CLM and Engineers Australia so that qualified engineers who are working in non-technical roles may have a professional home.



TECHNICAL SOCIETIES

ENGINEERS AUSTRALIA'S
TECHNICAL SOCIETIES
PROVIDE NATIONAL AND
REGIONAL SPECIALIST
LEARNED SOCIETY
FUNCTIONS FOR
ENGINEERS AUSTRALIA
AND TECHNICAL
SOCIETY MEMBERS.







Societies undertake many functions relating to the ongoing establishment and maintenance of engineering qualifications relevant to their specific discipline.

AMC

Asset Management Council

Chair: Glenn Ingram

AMC is committed to advancing the asset management knowledge and capability of members and the broader community.

AAEE

Australasian Association for Engineering Education

President: Prue Howard

AAEE is committed to improving the quality, relevance and performance of engineering education in Australasia.

ACES

Australian Cost Engineering Society

Interim Chair: Alistair Bowden

ACES provides opportunities for the exchange of information on the development of total cost management technologies in Australia and encourages increased training and recognition for practitioners.

ACSS

Australian Composite Structures Society

President: A/Prof. Adrian Orifici

ACSS's objectives are to guide and foster the acquisition and exchange of knowledge relating to composite structures.

AEES

Australian Earthquake Engineering Society

Chair: Paul Somerville

AEES's objective is to reduce earthquake risk by advancing the science and practice of earthquake engineering by improving understanding of the impact of earthquakes on the physical, social, economic, political and cultural environment.

AFTES

Australasian Fluids and Thermal Engineering Society

Chair: Tilak Chandratilleke

AFTES promotes and fosters the understanding and application of fluid mechanics, thermodynamics, heat transfer and related areas within Australasia.

AGS

Australian Geomechanics Society

Chair: Hugo Acosta Martinez

AGS's purpose is to promote and advance the theory and practice of geomechanics, support education and training in geomechanics, maintain and improve standards in the theory and practice of geomechanics, and encourage knowledge sharing.

APTS

Australasian Particle Technology Society

Chair: Cordelia Selomulya

APTS promotes the connection, interaction and the cooperation between all organisations working in the particle technology area and acts as a forum to disseminate information about advances in particle research.

ASBSH

Australian Society for Bulk Solids Handling

Chair: Peter Wypych

ASBSH's mission is to enhance the discipline of bulk solids handling through research, education and sound engineering practice.

ATS

Australasian Tunnelling Society

Chair: Ed Taylor

ATS aims to advance the knowledge of the Australasian tunnelling industry through areas of design, construction and utilisation of underground space, including technical aspects, health and safety and ecologically sustainable development.

ASDE

Australian Society for Defence Engineering

Chair: Denton Bocking

ASDE aims to provide a forum for all aspects of engineering theory, practice, heritage, training and development relevant to the armed forces and the defence of Australia. The Society works to inform members of developments in defence materiel and major engineering works within the ADF and other armed forces.

AuSS

Australian Shotcrete Society

Chair: Stefan Bernard

AuSS comprises industry professionals focused on the ongoing development and promotion of Shotcrete as a construction material.

EESA

Electric Energy Society of Australia

President: Robert Barr

EESA was established to advance interests in electric energy and has the key objective of providing a continuous professional development program to members who have an interest in the field of electric energy.

EMCSA

Electromagnetic Compatibility Society of Australia

Chair: Mark Mifsud

EMCSA fosters technical exchange on matters related to the branch of electronic engineering known as electromagnetic compatibility. The Society provides technical presentations for members, participates in Standards Australia Technical Committee TE-003 and coordinates a bi-annual Australian symposium for EMC amongst its activities.

IES

Industrial Engineering Society

Chair: Lex Clark

IES is the Australian body dedicated to serving the need of industry for improved productivity by enhancing professional skills of industrial engineers involved with creating wealth through productivity improvement.

IPWEA

Institute of Public Works Engineering Australia

Chair: Robert Fuller

IPWEA provides member services and advocacy for those involved in delivering public works and engineering services to the community.

MA

Materials Australia

Chair: Stuart Folkard

MA is the peak materials technology body that provides members with competitive advantage and access to networks into

industry, research, education, government and the wider community.

MEMMES

Mining Electrical and Mining Mechanical Engineering Society

Chair: Peter Whipp

MEMMES looks at engineering disciplines and their applications to mining and its associated industries and suppliers. It encourages research development and education programs that benefit the industry and members.

MSTS

Mine Subsidence Technology Society

Chair: Richard Walsh

MSTS promotes and supports technical interaction of persons at all levels of the building, construction, mining and other industries affected by mine subsidence.

RAeS

Royal Aeronautical Society

President: Dr Andrew Neely

RAeS is a multi-disciplinary professional institution for the aerospace industry with branches in all major Australian cities, regular events and a commitment to continuous professional development. In association with Engineers Australia the Society has conducted a successful series of Australian International Aeronautical Congresses on a biennial basis.

RedR

RedR Society

Chair: Elizabeth Taylor

RedR provides emergency assistance to communities devastated by conflict or major natural disasters by selecting, training and providing competent and effective personnel to humanitarian relief programs worldwide.

RES

Risk Engineering Society

President: Geoff Hurst

RES actively contributes to the effective management of risks in the workplace and the community by collecting and disseminating information on all aspects of risk engineering through organising technical meetings and conferences and liaising with interested organisations.

RINA

Royal Institution of Naval Architects

President: Bruce S. Rosenblatt

RINA is an internationally renowned professional institution whose members are involved at all levels in the design, construction, maintenance and operation of marine vessels and structures. Members of the RINA are widely represented in industry, universities and colleges, and maritime organisations in over 90 countries.

RTSA

Railway Technical Society of Australasia

Chair: Graham Holden

RTSA promotes the cooperation of academic, industrial, commercial and governmental organisations in relation to the practice and advancement of railway technology and management in Australasia.

SBSE

Society of Building Services Engineering

Chair: Terry Spiro

SBSE represents the diverse range of issues in building services and actively encourages the participation of technologists and engineers by improving and expanding members' knowledge and skills. The Society is a unified voice for the building services industry.

SEAg

Society for Engineering in Agriculture

Chair: Glen Riethmuller

SEAg promotes and supports the application of engineering in agriculture and aims to improve communication among those with an interest in engineering in agriculture. The Society provides technical information to members and raises the awareness of the role of engineering in agriculture.

SESA

Systems Engineering Society of Australia

President: Ray Hentzschel

SESA is a forum for mutual technical development, networking, expanding and sharing knowledge with likeminded professionals. The Society provides expert opinion on a broad range of issues regarding systems engineering.

SFS

Society of Fire Safety

President: Weng Poh

SFS fosters excellence in fire safety in Australia. It provides leadership and a national focus for the development, understanding, practice and application of fire safety engineering.

SENG

Sustainable Engineering Society

Chair: Graham Davies

SENG's mission is to provide leadership and focus on the critical nature of sustainability across all engineering disciplines and throughout the wider community.

TAs

Transport Australia Society

Chair: Christian Griffiths

TAs's focus is to improve national well-being, productivity and sustainability by influencing key transport decisions.



CELEBRATING OUR HIGHEST ACHIEVER

The Peter Nicol Russell Memorial Medal is the most prestigious award made by Engineers Australia. First awarded in 1923, it perpetuates the memory of Sir Peter Nicol Russell, a Sydney industrialist during the latter half of the 19th century, who made major donations to the cause of engineering in Australia.

The award is presented annually to a Fellow of the Institution who has made a notable contribution to the science and/or practice of engineering in Australia. Recipients of the PNR Memorial Medal represent to both the engineering profession and the community the highest technical, professional and community service standards of the profession of engineering.



PETER NICOL RUSSELL MEMORIAL MEDAL

Richard Albert Kell AM HonFIEAust FTSE

Richard A (Dick) Kell is one of Australia's most distinguished engineers and a great Australian. A frequent listing in the Engineers Australia's 'Top 100', he is a leader of engineers and sets an international standard by which others should be measured.

His Order of Australia Award for services to engineering, particularly bridge and international engineering, highlights his contributions and reputation. Within the profession, he is the second Australian to be elected President of the International Federation of Consulting Engineers (FIDIC), he is an Honorary Fellow of Engineers Australia, Fellow of the Academy of Technological Sciences and Engineering (ATSE), past President of NSW Division, ATSE Member and Past President of The Association of Consulting Engineers Australia, Member of the Advisory Board of Tsinghua University Department of Project Management and Past Chairman Quality Assurance Services Pty Ltd. He is currently Chairman of the Warren Centre for Advanced Engineering at the University of Sydney and serves on the Board of DRBF Australia.


Richard's career commenced as a civil engineer in 1960 and successfully progressed to culminate in his becoming Chairman of the large engineering business Cardno Group and then Executive Director after its listing on the ASX in 2004. Particularly known as an international expert on bridges, marine structures and roads, Richard chaired the team that led Cardno to grow into the very large and successful enterprise it is today: operating in approximately 70 countries with locations throughout Australia, Asia, USA and Africa.

Richard continues to contribute strongly to the engineering profession through his papers/presentations to courses and workshops in Australia and internationally, including dispute resolution, integrity and leadership in various sectors of the engineering industry.



BUILDING THE TRUSTED VOICE OF THE PROFESSION

Our Royal Charter gives Engineers Australia a responsibility to advance the science and practice of engineering and promote the contribution of the profession as widely as possible. To further these objectives, we proactively engage with media and government decision-makers across the country.



Across the year, Engineers Australia attracted coverage in every major national news outlet and across a wide range of regional and local media. The volume of our media coverage continued the clear growth pattern seen over recent years and we are working to build on our reputation for trusted and impartial advice on all matters engineering.

Our success in building national recognition is closely supported by strong engagement and effort at a state and local level, with our Division General Managers, Division Presidents and Division Committees investing significant time and energy into building our voice at a local level.

In March 2016, Engineers Australia's Queensland Division hosted a debate between the three major

parties contesting the Brisbane mayoral election. The debate was featured widely on state and local media outlets and was the first debate to be held for the campaign.

Our Tasmania Division General Manager, Dr Vicki Gardiner, continues to have regular feature articles in *The Mercury*. This has been a valuable way of communicating our policy positions and describing to the community the role that engineers play in our society.

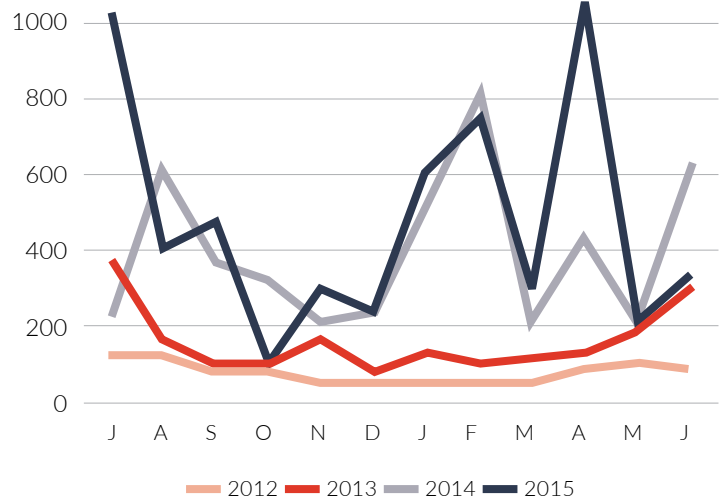
Similarly, our Newcastle Division was highly successful in engaging with both the NSW government and state and local media to improve community outcomes from a proposed light rail project. Past Division President Michael van

Our success in building national recognition is closely supported by strong engagement and effort at a state and local level, with our Division General Managers, Division Presidents and Division Committees investing significant time and energy into building our voice at a local level.

Koeverden successfully combined policy advocacy and community education through his appearance on television news explaining the engineering challenges behind the light rail proposal.

The release in early 2016 of the inaugural edition of our *The State of the Engineering Profession* report attracted major interest with the ABC featuring the report across its national online news network. Development of the *State of the Engineering Profession* report follows our strategy of harnessing the considerable expertise of our membership and public affairs team to create thought-provoking and topical analysis. This was also advanced throughout the year with the launch of our *National Infrastructure Investment Update* – a series of reports that examine the state and quantum of spending on our national infrastructure assets.

Media Coverage 2012-2015



Engineers Australia's online newsroom continues to be a single source of information about our media and political engagement and our work in taking the message of engineering to the community. All of our reports and media articles (copyright permitting) are available for download from our newsroom newsroom.engineersaustralia.org.au.

The highlight of our year, providing clear evidence of our growing public profile, came during the 2016 federal election where Engineers Australia welcomed Prime Minister the Hon Malcolm Turnbull MP to our Melbourne office. The Prime Minister chose Engineers Australia to highlight the work we are doing promoting high-tech innovation and entrepreneurship among our young and aspiring engineering community.



ORGANISATIONAL LEADERSHIP

Our Shared Leadership Model

Engineers Australia is actively building a platform of shared leadership. This model will enable our leaders – staff and our senior office bearers; to engage with our key stakeholders and lead the business strategy, including delivery of our key services such as continuing professional development (CPD). This culture is led by the CEO and Chair of the Board at the national level and General Managers and Presidents in the Divisions.

Leadership and Performance

Consistent with our aspiration to be a world-class professional association, Engineers Australia's Recognition, Objectives, Appraisal and Development (ROAD) framework outlines the core principles of our staff behaviour and identifies our major values: stakeholder focus, change agent, effective collaboration and delivery of excellence. Throughout 2015-2016, we have worked hard to build on our culture of ownership and accountability, ensuring individual performance plans align strongly with our strategic priorities.

Our People Development focus

At Engineers Australia, we understand that to achieve our strategic goals we need a workforce that is committed and engaged. Throughout 2015-2016, we have built on our People Development strategies and plans to ensure that we attract talent, provide professional development opportunities and focus on continuous improvement of our human resources practices to be the leading employer in the professional association sector.

Recognition

The annual Special Thanks & Recognition (STAR) Awards, Engineers Australia's premier employee recognition awards, were announced in December 2015 with 11 employees receiving STAR Awards for their significant contributions to the overall organisational performance, including service support and delivery, outstanding achievements in individual roles, and leadership.

Employee Engagement Survey

In May 2016, all Engineers Australia employees had the opportunity to participate in the first employee engagement survey. There was a strong participation rate and results overall were positive. Respect and recognition and resource availability were regarded by the staff as being positive at Engineers Australia. The staff identified some areas to focus on including quality and customer focus; work systems; and structure and process. Several project teams have been formed to develop action plans to build and sustain the improved organisational culture.




Executive Leadership Team
L-R: Brent Jackson, Ben Leaver, Ron Watts,
Stephen Durkin, Caroline Argent, Michael Allen.

At Engineers Australia, we understand that to achieve our strategic goals we need a workforce that is committed and engaged.



DELIVERING MAJOR CONFERENCES & EVENTS

IN 2015–2016, ENGINEERS AUSTRALIA HOSTED 16 NATIONAL CONFERENCES, AND SIX INTERNATIONAL CONFERENCES, WHICH ATTRACTED A TOTAL OF NEARLY 4,000 DELEGATES.



Highlights of the conference program included the Asia-Pacific International Symposium on Aerospace Technology (APISAT) 2015 in Cairns and the 36th Hydrology and Water Resources Symposium (HWRS) 2015 in Hobart. Both conferences exceeded forecast delegate attendance numbers, delivered financial surpluses and received positive feedback from all stakeholders on the quality of the meetings.

In August 2015, the Engineers Australia National Conference and Events Team (NCET) was formed. The team was created to provide a high-quality, dedicated in-house meetings management and professional conference organiser service for Engineers Australia. This is a recognition of the important contribution events deliver to the ongoing professional development and education of our members, providing a platform for networking, strengthening commercial relationships, and raising the profile of the engineering profession to government and the community.

As part of the ongoing commitment to improve event delivery, new events technology was launched in January 2016 and the CPD events program was the first to benefit from this investment. The new event management platform provides for online event registration,

payment processing, email marketing, abstract and paper management, conference websites, event apps, and feedback surveys. Benefits of the new technology include greater oversight of the national CPD events program, more consistency in the delivery of events, streamlining of events promotion and access to new levels of events data. The new technology will be used for all Engineers Australia events and the implementation will be completed in 2016–2017.

A key focus in 2015–2016 was the development of the Australian Engineering Conference 2016. AusEngCon, as it is known, was held in Brisbane from 23–25 November 2016. Over 1000 delegates were expected and the conference featured over 50 speakers presenting on leadership, defence, energy and infrastructure.

PROMOTING PROFESSIONAL STANDARDS



Migrant Skills Assessment

We received more than 12,000 applications from persons with engineering qualifications wishing to migrate permanently to Australia compared to 8,300 during the previous year.

Our online assessment system was upgraded several times since the launch in November 2014 to provide a greater range of services to our customers and increased efficiency for internal users. In August 2015, a Fast Track service was launched, offering our customers the option of a quicker turnaround processing time.

National Engineering Register

The National Engineering Register (NER) was launched in November 2015. With the initial membership of over 14,000 members, it is Australia's largest engineering register. In November 2015 the National Engineers Registration Board of Queensland accredited Engineers Australia through the NER as an assessing authority for non-chartered professional engineers.

It looks highly likely that the Victorian government will introduce legislation for the compulsory registration of engineers by early 2017.

Member Assessment

An online system for membership application was launched in August 2015. This system has been well received by our members. More than 12,000 applications were lodged and processed online for various services including membership transfer, membership upgrade, mutual recognition agreements or concession applications. Further simplification of assessment processes is underway.

Chartered Assessment

A further 1,021 members achieved the Chartered credential during the year. A major review to simplify the chartered assessment process is nearing completion. A new streamlined and more user-friendly approach is being finalised for launch in early 2017.

New Chartered areas of practice under the College of Leadership and Management in the areas of risk engineering, project management, systems engineering, cost engineering and asset management will be introduced in late 2016.

A number of major reforms of assessment processes have been progressed aimed at simplification of processes for users and improved efficiencies.

Streamlined Chartered assessment processes are being introduced for very experienced practitioners who hold senior technical engineer positions and also for senior academic practitioners.

Accreditation

Over the last year, our accreditation panels conducted program reviews at 25 education providers, encompassing universities, TAFEs, private providers and offshore campuses. The panels reviewed programs across the Washington, Sydney and Dublin Accords, ensuring that Australian qualifications are recognised not just within Australia, but also internationally.

Engineers Australia has signed a Memorandum of Understanding with the Tertiary Education Quality and Standards Agency (TEQSA). The MoU will allow Engineers Australia to work collaboratively with TEQSA to share information on matters of mutual interest.

The Accreditation Centre has also provided support to various international activities through the International Engineering Alliance (IEA) and the Federation of Engineering Institutions of Asia and the Pacific (FEIAP).



BUILDING NATIONAL & INTERNATIONAL PARTNERSHIPS



National Corporate Partnerships

In 2015–2016, despite a tough market and a new approach, the newly formed National Corporate Partnerships business unit was responsible for generating high-margin revenue of just over \$1 million. This income was derived through national partnerships with 19 different companies. Organisations such as Siemens, Exxon Mobil, Macquarie Bank and Austral Bricks are examples of some of the iconic global and Australian companies that have sought to align with Engineers Australia by way of partnership. Through National Partnerships, Engineers Australia is able to deepen relationships, demonstrate its relevance and increase its influence with key stakeholders across all industry sectors. Our approach is to build lasting partnerships centring on bespoke relationships and deliverables.

The success of the National Corporate Partnerships business unit has enabled significant growth in the provision of opportunities for its members to gain access to and benefit from world class professional development. Through thought leadership initiatives delivered in collaboration with Engineers Australia's network of experts and partners in 2015–2016, National Corporate Partnerships facilitated the creation and delivery of 30 new professional development programs that were attended by over 3,000 members.

In 2016–2017, Engineers Australia anticipates continued growth in the revenue, the number of partnerships and the number of professional development initiatives generated by National Corporate Partnerships.

International Strategy

In August 2015, we launched our 5th overseas chapter, the Middle East Chapter, with presence in the UAE and Qatar. Since the launch, we have seen strong membership growth in this chapter, testament to the positive welcome we have received in the region. Another highlight was the successful election of Dr Marlene Kanga AM, Past Engineers Australia National President, to the World Federation of Engineering Organisation's Presidency 2017–2019. The election is reflective of Engineers Australia's thought leadership on the international engineering arena and the recognition of the great work that our engineers do around the world.

Engineers Australia has continued its solid relationships with various international institutions around the world and signed Mutual Recognition Agreements (MRAs) with Singapore and Japan in July 2015 and April 2016 respectively. These MRAs will facilitate greater mobility and recognition for Australian engineers in those countries (and vice versa).

Through the excellent work of our staff and numerous hard-working volunteers both in Australia and overseas, we have seen strong growth internationally this year. This comes in the form of both membership numbers and engagement via an increased level of networking and CPD opportunities.

OVERSEAS CHAPTERS



UAE

PRESIDENT

Harry Roberts FIEAust
CPEng NER CMILTA

The Middle East Chapter UAE Committee was convened in August 2015 by the Australian Ambassador to the UAE and Qatar, H.E. Pablo Kang. It has been my privilege to be the inaugural President of the Committee and to see it grow from its early days as an interest group. We will continue to focus on sharing the latest industry projects and building a Chartered culture among the engineers in the UAE Committee.



QATAR

PRESIDENT

Mahmoud Fahmy
MIEAust CPEng

The Middle East Chapter Qatar Committee was convened in August 2015 by Engineers Australia's 2015 National President, Dr David Cruickshanks-Boyd. As a result of the Committee's efforts in engaging its local peers and key industry players, at the launch event we signed an MoU with the Qatar Green Building Council and were recognised by the Qatar Society of Engineers. In addition, the event was sponsored by Primary Sponsor WSP | Parsons Brinckerhoff and Corporate Sponsors AECOM, MWH and Aurecon. The Committee focus in 2016 is to get the CPEng status acknowledged by the local authorities accrediting engineering professionals.



MALAYSIA

PRESIDENT

Choon Kong Liew FIEAust

The Malaysia Chapter has continued to place a strong focus on engaging and building the next generation of engineers, through our support of student chapters in Monash University (Sunway), Swinburne University (Kuching) and Curtin University (Miri). We have also enjoyed an ongoing friendship with the Institute of Engineers Malaysia and have benefited from joint technical events throughout the year.



SINGAPORE

PRESIDENT

Percival Jeyapal

FIEAust CPEng

The Singapore Chapter has continued to build on the success of the ASEAN-Australian Engineering Conference in March 2015, hosted in conjunction with our 20th anniversary, to engage with government, tertiary institutions and industry. A significant milestone for us was the signing of the Mutual Recognition Agreement between Engineers Australia and the Institution of Engineers Singapore in July 2015.



HONG KONG

PRESIDENT

Andrew Yuen FIEAust

The Hong Kong Chapter continues to grow and share experiences and expertise with professionals in Hong Kong and cities in the vicinity of Hong Kong. The Chapter also has an active schedule of professional development opportunities for members in Hong Kong, including a dedicated Young Engineers group. Over the past year there were eight technical talks, six technical visits, three Young Member Committee Activities and six training and social events, i.e. 23 activities conducted during the year.



UK

CO-PRESIDENTS

Elizabeth Harrison

MIEAust and Nerissa

Webb MIEAust

The UK Chapter has grown in number and in activity this year. We have seen a rise in Chartered applicants and have focused on supporting these engineers through their professional development journey. We continue to enjoy strong friendships with other engineering institutions in the UK including the Institution of Professional Engineers New Zealand (UK branch).

DELIVERING HIGH QUALITY MEMBER SERVICES

The Member Services team (MST) has continued to evolve as it strives towards delivering a world class customer experience to Engineers Australia members. The MST is proud to be delivering service to members in line with best practice for the contact centre industry.

To enable Engineers Australia to strive for further excellence, the Member Services area was restructured into three specialised teams each with a key area of focus:

- The Member Service team continues to be our frontline for all general inbound customer enquiries via phone, email and online.
- The Special Assessment team has been trained specifically to respond to the needs of customers regarding Migration Skills, Chartered and Registration Assessments.
- The newly established Customer Engagement team (CET) has the role of engaging with customers from the very beginning of their membership journey and throughout.

The CET allows Engineers Australia to be proactive in our engagement with our customers to ensure we are delivering a personalised membership experience at every opportunity. Some of the early successes and activities for the CET include:

- Welcome on board phone calls to our new members
- Assisting customers who have commenced their membership application but not yet completed
- Contacting members eligible to upgrade their membership to assist them through the process
- Successfully upgrading over 1,300 Student members to Graduate membership
- Executing key outbound campaigns for various Engineers Australia activities and events.

With over 199,000 customer interactions in 2015–2016 and an increasing number of these as a result of proactive engagement, we are confident that we are well on our way to delivering a customer experience that will define and differentiate Engineers Australia from other professional associations.

MST Statistics

	2014–2015	2015–2016	Variance
# Calls received through Interactive Voice Response	81,585	69,539	-14.76%
# Inbound calls handled	77,133	62,696	-18.71%
# Emails/myPortal cases	54,769	73,766	+34.68%
Service Level	92.5%	93.2%	+0.7%
# Outbound calls	53,593	62,543	+16.69%
Total interactions	185,495	199,005	+7.28%

ENGAGING WITH MEMBERS

1,200

New graduate recruitments in 2016 (40+% increase on last year); the result of a nationally coordinated campaign for engaging final year students and new graduates that involved multiple Engineers Australia business units.

5

staff visits to Asian campuses of Australian institutions, strengthening connections to staff, students and volunteer Student Chapters.

15

campus-specific event calendars created for 2016 with universities to drive collaborative on-campus activities (Student Roadmaps).

TOP 10 HIGHLIGHTS

70+

volunteer student representatives (Engineers Australia Campus Coordinators) recruited across 33 universities (to host live viewings of monthly careers webinars).

6

Big Meet Careers Expos attended by Engineers Australia teams, enabling connections with 1000+ early career engineers (part of a new partnership with the Australian Association of Graduate Employers (AAGE)).

370+

attendees at live events for new graduates (Graduate Edge) in 2016 calendar year.

11

monthly careers webinars delivered for student and graduate members.

1,000+

careers-related queries from members answered by the Career Development Centre.

24,000+

individual views of the monthly careers webinars, and 56 sessions of these webinars were hosted on campuses by volunteer students (Engineers Australia Campus Coordinators).

6,800+

unique downloads/registrations of resources within Engineers Australia's Career Development Centre.

Tertiary and Careers

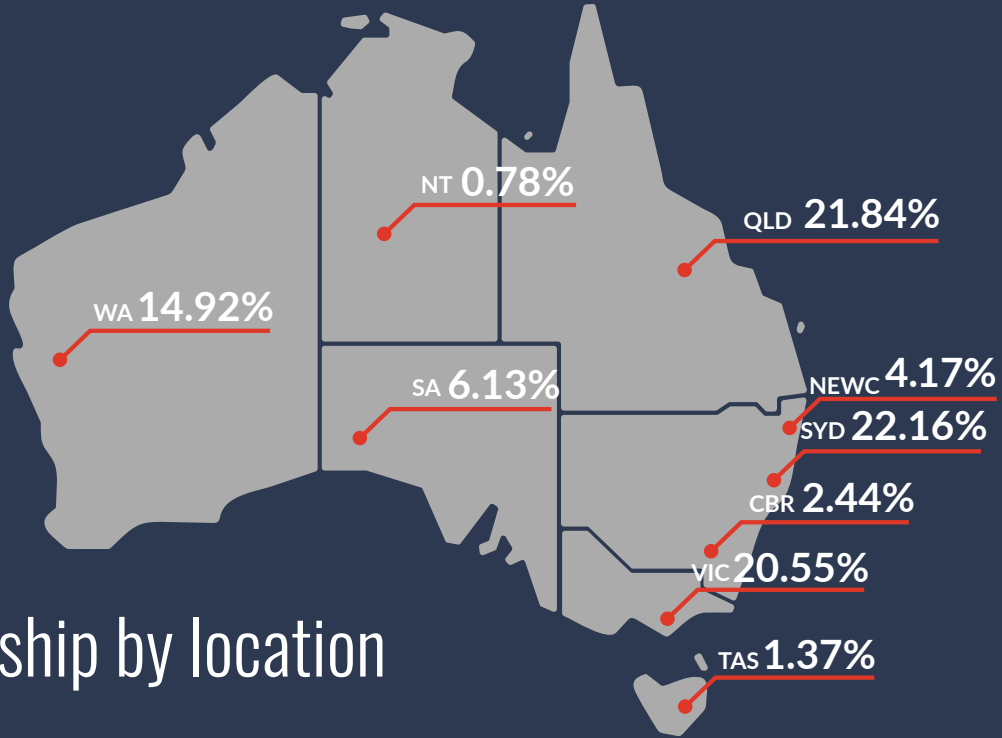
2015-2016 has seen a continued focus on actively connecting student and graduate members to value, engaging final year students on their continuing career journeys, and establishing stronger relationships with universities. Greater investment in the Tertiary and Careers team enabled Engineers Australia to dramatically increase our support for institutions in Queensland and Victoria. Key actions included delivering monthly careers-oriented webinars and e-newsletters for students and grads, partnering with leading Careers Expo providers in large events, and working with institutions to better connect their students and graduands to the profession.



We had great success in executing an international student to graduate support campaign at the end of 2015, including recruiting a record number of new graduate members, and laid the foundations for richer engagement with students and institutions in the 2016 academic year (resulting in tailored event calendars with 15 institutions in 2016).

The future focus for the Tertiary and Careers team will be on connecting academics to clearer and more efficient pathways to Chartered recognition; streamlining processes for students to access membership and other services; further improving our active support for students during their transition to graduate membership; and further enhancing the value and relevance of Engineers Australia for students and graduates.

MEMBERSHIP STATISTICS



Membership by location

Total members
as of June 30
2016

101,144

Overseas
Chapters
5.63%



This financial year saw 22 organisations commit to building a Chartered culture within their business by joining Engineers Australia as a Professional Development Partner (PDP), increasing our overall PDP partnership number to over 320.



Engineering Employers Update

2015-2016 was a year of strong engagement by Engineers Australia's Business Development team with engineering organisations across the globe, with over 1,750 meetings and presentations delivered across Australia, Asia and the Middle East. These engagement opportunities provided a platform for Engineers Australia to better understand the different opportunities and challenges each of these businesses faced, and discuss solutions Engineers Australia could provide through our unique and diverse offerings.

Recognition, credibility and capability continued to be key areas of interest for discussion raised by business leaders as they looked to build on their employees' ability to deliver professional excellence and valued solutions to their customers. Many of these organisations looked to partner with Engineers Australia to build a Chartered workforce that would not only result in international recognition of the capabilities and qualifications of their engineers, but also commit to an environment where ongoing continued professional development was not only expected, but also regularly assessed.

This financial year saw 22 organisations commit to building a Chartered culture within their business by joining Engineers Australia as a Professional Development Partner (PDP), increasing our overall PDP partnership number to over 320. New partners include Lendlease, Melbourne Metro Rail Authority, Bouygues Construction, Service Stream, Alinta Energy and United Energy & Multinet Gas.

Industry was also very pleased to gain greater awareness of how Engineers Australia can support their capability growth, both technically and from a soft skills perspective, through the training services provided by our training and development arm, Engineering Education Australia (EEA). The first half of the year focused on our team raising awareness of EEA in the marketplace, resulting in strong expressions of interest and in-house training uptake over the last six months.

This year, Engineers Australia has introduced high value products and services tailored specifically for small and medium sized enterprises (SME).

This has empowered our team to significantly increase our volume of conversations with SMEs around the country, which has been really positively received by business owners. We have also been working with partner Macquarie Bank to better understand how to support SMEs, including hosting roundtable discussions in Melbourne, Sydney, Newcastle, Canberra, Brisbane and Perth.

Throughout the year the Business Development team was also pleased to contribute to the introduction of 5,706 new and re-joining members (excluding student members) to Engineers Australia, and 1,463 members who achieved their Chartered Status. This positive growth is particularly pleasing considering the current economic situation, and is another good indicator that engineers see relevance and value in partnering with Engineers Australia.



LEADING THE SUSTAINABILITY OF THE PROFESSION

ENGINEERS AUSTRALIA CONTINUES TO BUILD UPON OUR IMPROVEMENT AND WILL WORK TOWARDS EMBEDDING SUSTAINABILITY IN OUR DAY-TO-DAY OPERATIONS.





A Sustainability Steering Committee was formed in 2015, Chaired by the Executive General Manager Professional Standards and Practice. The Steering Committee developed a Sustainability Implementation Plan as an adjunct to the Engineers Australia Sustainability Policy.

An outcome from the Sustainability Implementation Plan identified that Engineers Australia needs to further embed sustainability in its operations. Some of the identified actions, which are part of the Sustainability Action Plan include:

- Continue to improve the sustainability of Engineers Australia's business operations in terms of assets and services;
- Establish sustainability targets; and
- Monitor sustainability targets.

Engineers Australia already has a number of sustainability initiatives in the plan, however as we operate on a continuous improvement model with regards to creating a sustainable business operation, the plan identifies additional initiatives including establishment of targets, timescale, responsibility and key metrics.

The internal operations of Engineers Australia are typical of small to medium office-based organisations in Australia.

- Our office based paper usage is estimated at 1641 reams, a 5% decrease on last year.
- We estimate our carbon impact from our 2015-2016 energy usage at 944t CO₂-e, a 22% decrease on last year.

During the year, our Canberra office achieved re-accreditation with ACT government Smart Office business recycling program.

Engineering House in Canberra applied for and has achieved a 3.5 star NABERS energy rating, a renowned sustainability credential.

DRIVING THE DIVERSITY AGENDA



Gender Strategy 2015–2020

Engineers Australia aspires to become a leading advocate for women in the engineering profession.

In 2015, the National Congress identified gender as the key diversity issue for internal and external stakeholders. As a result, an initial five-year gender strategy has been developed to guide the implementation of the diversity policy. The strategy, called *Breaking The Cycle: Engineers Australia Gender Strategy 2015–2020*, reaches across all of Engineers Australia's Strategic Priorities.

The goals of the Gender Strategy 2015–2020 are:

- to build and maintain Engineers Australia as an equitable and inclusive organisation which strives for best practice in diversity; and
- to promote education and awareness by acting as a thought leader in the area of gender diversity.

Diversity Advisory Group

To take affirmative action in achieving gender diversity, and diversity more broadly, Engineers Australia is establishing a Diversity Advisory Group. With an over-arching aim of engaging with members, industry and government, and striving to achieve diversity in the engineering profession, the Advisory Group will comprise a wide range of representatives from industry and academia as well as senior Engineers Australia leaders. Further, Engineers Australia has established a Diversity Working Group to ensure that effective strategies and action plans are implemented into Engineers Australia's internal operations and across the Office Bearer community.

Other diversity-oriented initiatives include:

- Flexible working arrangements – a number of Engineers Australia employees access flexible working arrangements, which allows employees to balance their work, home and carer responsibilities.
- Corporate Volunteers Program – we recognise that our employees have truly diverse backgrounds. Our new program gives our employees the opportunity to undertake volunteer/charity work during working hours in organisations aligned to their diverse interests and Engineers Australia's corporate values.

Throughout 2015–16, a number of diversity-focused initiatives and programs of work have commenced or have been continued.

In November 2015, the National Congress approved a diversity policy, which is based on the principles of respect and inclusivity in society in general, and throughout the engineering profession in particular. The policy aims to facilitate diversity in engineering workplaces through improving employment practices, understanding the business imperatives of managing inclusivity well, and delivering fair and equitable outcomes for all employees in all staffing-related decisions.



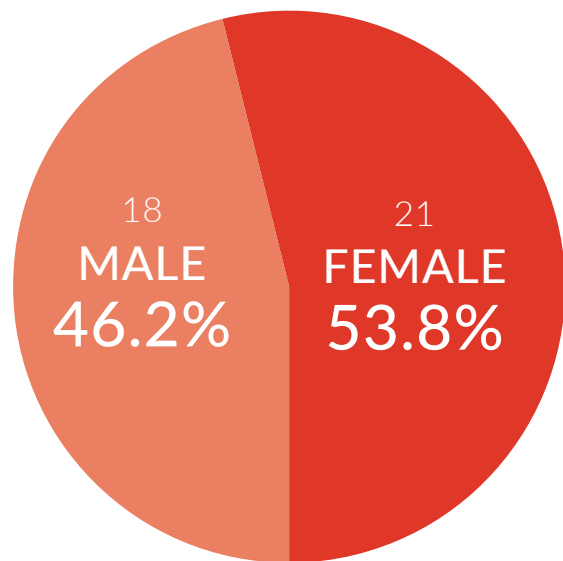
Engineers Australia is fully committed to embracing diversity in all of its forms in relation to managing its workforce.

Workforce composition

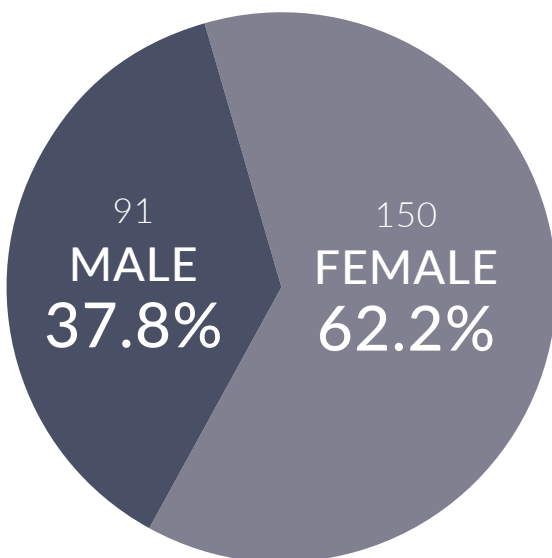
TOTAL WORKFORCE NUMBERS



Executive Leadership Team (ELT) and Business Unit Leads: 39 total



ALL EMPLOYEES GENDER COMPARISON

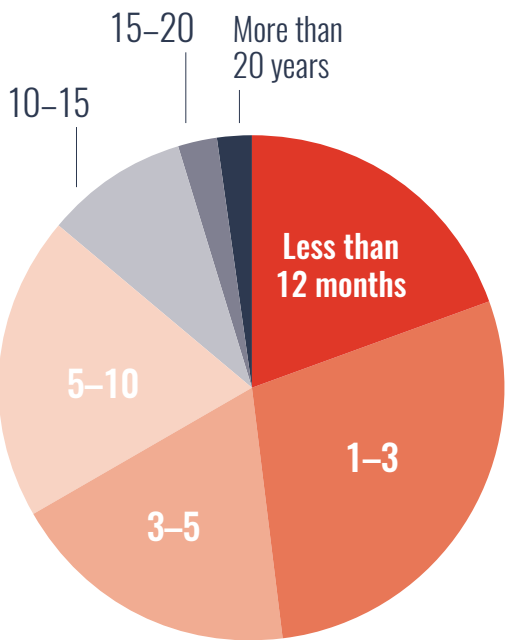


44.4

Is the average age of Transformational Leadership Forum (TLF) members, with ages ranging from 28 to 65 years.



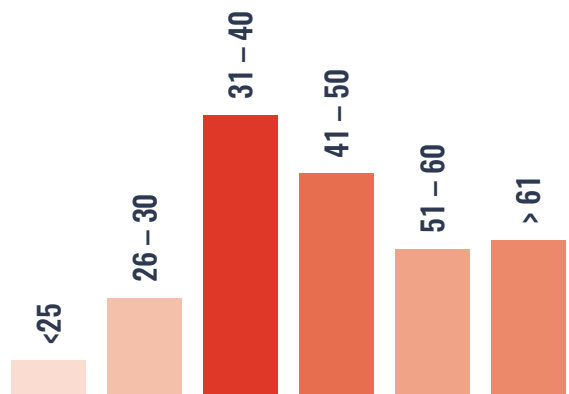
NUMBER OF YEARS OF SERVICE
ALL EMPLOYEES



4.2 YEARS Average length of tenure at Engineers Australia

28 YEARS LONGEST SERVING EMPLOYEE WITHIN ENGINEERS AUSTRALIA

AGE BREAKDOWN OF ALL EMPLOYEES
Years of age



TENURE OF TLF & ELT

TLF members

Longest tenure is

18 years

ELT members

Longest tenure is

15 years

ENGINEERING EDUCATION AUSTRALIA

Engineering Education Australia (EEA) is Engineers Australia's training and development arm and seeks to be Australia's global provider of continuing professional development to the engineering profession and related fields. For 25 years, it has delivered world class technical, business and leadership courses and programs to engineers and engineering organisations.

2015-2016 was a transitional year for the business as it underwent governance reform and a closer integration to Engineers Australia. Courses such as Professional Year, Graduate Program, Safety in Design and Diploma of Project Management continued to perform well, helping EEA to continue to contribute financially to the wider organisation.

EEA now forms a significant part of the Commercial Services business group, allowing it to leverage the capabilities and network of the Business Development team, as well as the event capability and international reach offered. This alignment is already proving significant, with sales generated via these relationships growing each month. EEA is now a lot more visible to the engineering market both in Australia and internationally. EEA is also now advantaged via closer relationships with Engineers Australia's finance, HR and IT teams.

Also in the past year, we have seen a transition to a change in the Board structure of EEA, with a more streamlined, management-style Board appointed and operational from July 2016.

EEA now forms a significant part of the Commercial Services business group, allowing it to leverage the capabilities and network of the Business Development team.

EEA Financial Result	2015-16	2014-15
	\$m	\$m
Income	8.978	7.285
Expenses	8.102	8.847
Operating (deficit)/surplus	0.876	(1.562)
Total members funds	1.534	0.658



Board Attendance Sheet¹

Director	Board Meetings			Planning Days & Workshops		
	Held	Eligible ²	Attended ²	Held	Eligible	Attended
BOARD	19 ³			5		
David Cruickshanks-Boyd, Chair, National President – ceased 1 Jan 16		5	5		2	2
John McIntosh, Deputy Chair (July-Dec 15), Chair (Jan-Jun 16), National President – commenced 2 Jan 16		9	9		5	5
Greg Walters, National Vice-President (Finance) (Jul-Dec 15)		9	9		5	5
Simon Orton		9	8		5	5
John Olson		9	9		5	5
Murray Thompson – ceased 1 Jan 16		5	5		2	2
Alex Baitch – ceased 1 Jan 16		5	4 ⁶		2	2
Alexandra Meldrum – ceased 1 Jan 16		5	5		2	2
Steven Goh – ceased 1 Jan 16		5	5		2	2
Trish White – commenced 2 Jan 16		4	4		4	4
Leeanne Bond – commenced 1 Apr 16 (co-opted)		2	2		2	1
AUDIT AND RISK COMMITTEE	6					
Greg Walters, Chair – ceased 1 Jan 16		3	4 ⁴			
Alexandra Meldrum, Deputy Chair – ceased 1 Jan 16		3	3			
John McIntosh – ceased 1 Jan 16		3	3			
John Olson – commenced 2 Jan 16		3	2			
Trish White, Chair – commenced 2 Jan 16		3	3			
BOARD NOMINATIONS COMMITTEE	7					
John Olson, Chair – ceased 1 Jan 16		5	5			
Murray Thompson – ceased 1 Jan 16		5	5			
Trish White, Chair – commenced 2 Jan 16		2	2			
Leeanne Bond – commenced 1 Apr 16 (co-opted)		2	2			
REMUNERATION COMMITTEE	4					
Alex Baitch, Chair (Jun-Dec 15) – ceased 1 Jan 16		3	3			
David Cruickshanks-Boyd – ceased 1 Jan 16		3	3			
John McIntosh		4	4			
John Olson, Acting Chair – commenced 2 Jan 16		1	1			
Simon Orton, Chair – commenced 2 Jan 16		1	0			
BOARD GOVERNANCE COMMITTEE	4					
Greg Walters, Chair (Jun-Dec 15)		4	4			
Alexandra Meldrum, Deputy Chair – ceased 1 Jan 16		3	3			
John Olson – Chair		4	4			
OTHER APPOINTMENTS						
ACCREDITATION BOARD	4					
Simon Orton (2015-2016)		4	3			
INTERNATIONAL COMMITTEE	4					
Steven Goh (2015)		2	2			
John McIntosh (2015-2016)		2	2			
Trish White (2016)		1	1			
Leeanne Bond (2016)		1	0			
PROFESSIONAL STANDARDS COMMITTEE	1					
John McIntosh (2016)		1	1			
HONOURS & AWARDS COMMITTEE	6					
John McIntosh (2015-2016)		6	5			

Director	Board Meetings			Planning Days & Workshops		
	Held	Eligible ²	Attended ²	Held	Eligible	Attended
PRESIDENTS' FORUM	3					
David Cruickshanks-Boyd (2015)		2	1			
John McIntosh (2015-2016)		3	3			
COLLEGE CHAIRS' FORUM	3					
John McIntosh (2016)		3	3			
Greg Walters (2016)		3	2			
SIG CHAIRS' FORUM	1					
John McIntosh (2016)		1	1			
Greg Walters (2016)		1	1			
ENGINEERING PRACTICE ADVISORY COMMITTEE	1					
John McIntosh (2015-2016)		1	1			
Greg Walters (2016)		1	1			
MAJOR CONFERENCE OVERSIGHT COMMITTEE	4					
Simon Orton (2015-2016)		4	1			
John Olson, Chair (2015-2016)		4	4			
CONGRESS⁵	2					
David Cruickshanks-Boyd		1	1			
John McIntosh		2	2			
Greg Walters		2	1			
Alex Baitch		1	1			
Simon Orton		2	2			
Alexandra Meldrum		1	1			
Murray Thompson		1	1			
John Olson		2	2			
Steven Goh		1	1			
Trish White		1	1			
Leeanne Bond		1	0			

Footnotes

- 1 Prior to the new Royal Charter and By-Laws coming into effect on 21 September 2015, Board was referred to as Council and Directors were referred to as Councillors.
- 2 Out-of-Session board meetings are not included in Eligibility or Attendance numbers.
- 3 Four board meetings were held in-person, five via video conference and ten were held Out-of-Session via email.
- 4 Director Greg Walters attended a meeting in 2016 on behalf of Director John Olson.
- 5 Attendance at Congress in their capacity as Director is listed. Directors may also have attended in their capacity as an elected Congress delegate, but this is not recorded.
- 6 Part-day absence at 6 November 2015 meeting.

Engineers Australia Overview of Financial Results*

Five Years 2011-12 to 2015-16

	2011-12	2012-13	2013-14	2014-15	2015-16
	\$m	\$m	\$m	\$m	\$m
Income					
Net membership subscriptions	19.943	21.418	21.982	22.319	22.476
Courses, conferences/meetings & CPD	13.166	12.808	10.154	11.048	10.734
Assessment fees	6.280	7.155	8.569	8.783	11.475
Sponsorships, grants and commissions	3.074	2.266	2.715	3.373	2.119
Publishing	2.509	2.315	2.177	2.101	0.164
Other Revenue	3.497	3.565	7.194	7.417	3.479
	48.469	49.527	52.791	55.041	50.447
Expense					
Employee and consultancy expenses	20.964	24.715	26.533	28.941	26.885
Administration, travel, publication and IT expenses	10.281	10.771	10.847	10.565	9.765
Premises expenses (excl depreciation)	2.017	2.119	2.057	2.077	3.275
Depreciation and amortisation	1.259	1.715	1.803	2.188	2.205
Conference/meeting expenses	12.589	11.312	9.593	13.657	8.049
Other	0.492	0.490	0.432	1.582	0.187
	47.602	51.122	51.265	59.010	50.366
Operating Surplus/(deficit)	0.867	(1.595)	1.526	(3.969)	0.081
Asset Revaluation	1.948	0.293	(0.733)	0.108	0.037
Increase in members funds	2.815	(1.302)	0.793	(3.861)	0.118
Total Members Funds	36.300	34.998	35.791	31.930	32.048

* The consolidated entity incorporates Engineers Australia and its subsidiaries, Engineers Australia Pty Limited and Engineering Education Australia Pty Limited and its subsidiary (The Moreland Group Pty Ltd).

** Audited financial statements for the year ended 30 June 2016 will be presented at the AGM on 8 December 2016. They are available in PDF at www.engineersaustralia.org.au/annualreport.

Non-Executive Director Remuneration

The maximum annual aggregate Director's fee pool limit for the 2015-2016 financial year is \$125,000 and was approved at Meeting #28 of the Engineers Australia National Congress held 19 & 20 November 2015. The total amount of fees paid to Non-Executive Directors during the financial year was \$102,000.



