

ENGINEERS AUSTRALIA

ANNUAL REPORT



ENGINEERS AUSTRALIA



2019-2020



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WHO WE ARE

With around 100,000 individual members, Engineers Australia is the profession's peak body. We are the voice of the profession, and exist to advance the science and practice of engineering for the benefit of the community.

Our high standards, globally-recognised credentials and international agreements enable Engineers Australia members to live and work around the world, with our members currently in more than 120 countries.

Founded in 1919 as the Institution of Engineers Australia, our work has underpinned the progress of our nation for more than a century. Engineering plays a pivotal role in society and will continue to shape the future of Australia, creating healthy, just, prosperous, secure and sustainable communities.

ABOUT THIS REPORT

This annual report provides comprehensive information on our achievements for the 2019-20 financial year. It aims to:

- Inform members of measurable progress against our strategic priorities
- Ensure transparent and responsible reporting that meets governance best practice
- Provide members with information about the main activities and financial performance of our organisation
- Inform stakeholders, partners, media and government of our areas of focus as the peak body for the engineering profession in Australia

COVID-19

We have included details of Engineers Australia's responses to COVID-19 where relevant throughout this report.

Our online capability has advanced rapidly, particularly in the delivery of continuing professional development. We have worked closely with

government and industry, both in the immediate response and through longer-term initiatives such as formulating *COVID-19 Recovery: A 9-Point Plan*.

While many of our team have worked remotely, we have continued to deliver – for members, for our staff and for the community.

OUR WORK



Speak as the **voice** of the engineering profession, including through government, community and media advocacy



Recognise and celebrate **engineering excellence** through prestigious individual and project awards



Evaluate members for our internationally-benchmarked Chartered credentials, now held by a record **26,400 members**



Maintain the largest register for the engineering profession, the National Engineering Register (NER), which currently includes more than **23,000 engineers**



Accredit Australian tertiary engineering programs to **international benchmarks** including the Sydney, Dublin and Washington Accords



Advance engineering knowledge through our nine discipline-based colleges and 29 specialist technical societies



Deliver **professional development** to the engineering profession



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



Assess **migrant skills applications** on behalf of the Australian Government

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THE YEAR IN REVIEW: BOARD CHAIR

For over a century since our founding, Engineers Australia has stood with engineers and with our community through the challenges of war, economic cycles and natural disasters – and 2019–20 has certainly been one for the history books.

Our Centenary celebrations in 2019 were followed by bushfires, floods and the onset in early 2020 of the global COVID-19 pandemic, all of which was set against a background of geopolitical power shifts, rapidly advancing technology and climate change.

Despite the challenges, Engineers Australia has made significant progress in 2019–20, including a rapid rise in digital capability as part of our COVID-19 response, which has also included extensive advocacy and practical assistance for the profession and community.

In his inaugural Presidential Address, Engineers Australia's first President, William Henry Warren, raised the desirability of the compulsory registration of engineers. Fittingly, 2019–20 has seen us make historic strides, with both Victoria and New South Wales legislating for engineer registration. This will safeguard the community and is a tribute to Engineers Australia's longstanding advocacy – but shows the foibles of operating within a federation.

Engineers Australia, ably led by now Past President Hon Trish White, brought Australian engineering to the global stage in co-hosting the World Engineers Convention in Melbourne in November 2019. This hugely successful event was the culmination of our Centenary celebrations, and an opportunity to underscore engineering's role in shaping Australia and its continuing importance to almost every aspect of contemporary life.

Engineers Australia finishes 2019–20 with a strong financial position that has enabled us to expand services to our members and extend concessions to members in financial need.

I would like to congratulate our CEO, Dr Bronwyn Evans, on a successful entry to the role, and to thank all involved in our achievements this year. This includes those who share with me the privilege of serving on our Board, and our 2,000 volunteers who, as always, have given so generously of their time, energy and expertise.

Looking to the future, we have set a new course as articulated in our organisational strategy 20|20⁺³ Vision, described in these pages. Developed after intensive consultation, 20|20⁺³ Vision is designed to help engineers, the broader engineering team and the profession become future-ready, increase our public impact and amplify the benefits of membership on business and career success.

While the strategy will bring a degree of change, the Engineers Australia purpose remains the same: to advance the science and practice of engineering for the benefit of the community.

Mr Chris Champion

BE(Hons) MEngSc FIEAust CPEng EngExec
NER FIPWEA(Emeritus) GAICD

National President and Board Chair



THE YEAR IN REVIEW: CHIEF EXECUTIVE OFFICER

If I had to pick one theme for Engineers Australia's work this year, it would be resilience. As the peak body and voice of the engineering profession, in providing support for our community and as an employer, resilience is a quality that we've embodied and that we've helped to foster in others.

When we are connected, we are more resilient than when we stand alone. In response to the devastating bushfire season, and then to COVID-19, we have harnessed our network of 100,000 members to source expert advice and practical assistance.

Engineers Australia has worked closely with government and business this year. Our advocacy has included strong media engagement, numerous government submissions and the formulation of future-focused documents such as our 20|20⁺³ Vision strategy and *COVID-19 Recovery: A 9-Point Plan*.

I have also convened a series of roundtables bringing private and public sector leaders together to share perspectives, challenges and lessons learned on topics including engineering responses to climate change and COVID-19.

In 2019–20, Engineers Australia's online capability has advanced rapidly as we, like other organisations, succeeded in the world's largest and fastest experiment in remote working and digital service delivery.

Engineers Australia is now reaching more engineers than ever before. We finish 2019–20 with a calendar of quality webinars using the "best of the best" presenters from around Australia and the world, as well as a growing library of recorded videos on our new platform EA OnDemand. Our online forum EA Xchange has grown, as has our social media audience. We have a larger non-student membership than ever before, including a record number of members

with our internationally-benchmarked Chartered credential. We have also extended our diversity and inclusion focus beyond gender, adding initiatives to further support Indigenous and LGBTQI+ engineers.

I would like to thank the Engineers Australia Board and its Chair, our volunteers and our staff for their hard work, adaptability and support this year.

The economic impact of COVID-19 has, to date, affected engineers less than other professions. Many in the engineering team are engaged on site in services considered essential – including defence, construction, utilities, logistics, transport, health and manufacturing – while others are working remotely across an even wider range of endeavours.

However, with Australia facing ongoing health and economic uncertainty, Engineers Australia will continue to take a proactive and determined approach to supporting our members, the wider profession and our community in the coming year.

Dr Bronwyn Evans

BE (Elec) PhD HonFIEAust CPEng EngExec NER FTSE

Chief Executive Officer



ENGINEERS AUSTRALIA IN ACTION



ENGINEERS AUSTRALIA HIGHLIGHTS



ENGINEERING REGISTRATION

A breakthrough for community safety in VIC and NSW



CREDENTIALS GROWTH

Record non-student membership (+5%) and holders of Chartered (+7%) and Engineering Executive (+19%) credentials



100 YEARS ON | WORLD STAGE

Brought the World Engineers Convention to Australia during our Centenary



COVID-19

Helping our staff, members and community



ONLINE ADVANCES

New CPD video library, webinars and podcast



20|20+3 VISION

Our future strategy articulated

146,150

EVENTS AUDIENCE UP

Event registration rose 58% (2018–19: 92,395)

INTERENGINEER

LGBTQI+ SUPPORT

InterEngineer group founding partner

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ENGINEERS AUSTRALIA BOARD



The then-President of the World Federation of Engineering Organizations, Dr Marlene Kanga, and the then-President of Engineers Australia, Hon Trish White, sign *The Melbourne Declaration on Engineering a Sustainable World* at the World Engineers Convention.

Mr Hurol Inan

Board Director
BSc (Ind Eng) MS
Since 2018 (appointed)

Hurol is a company director and advisory board member. He is an investor in and advisor to multiple technology startups in Australia and Europe, assisting them with their business, sales and marketing strategies. He has 30 years' experience in management consulting, technology, digital transformation and marketing.

Ms Lucia Cade

Board Director
BE(Civil) BEc MEngSc MBA
FIEAust FAICD
Since 2018 (elected)

Lucia is an experienced non-executive director and chair with a professional engineering and commercial background in the private, listed and government sectors. Her portfolio currently spans utilities, manufacturing, waste recycling, energy research and investment.

Dr Nick Fleming

Board Director
BE(Hons) PhD FIEAust CPEng
EngExec NER GAICD
Since 2017 (elected)

Nick has consulted across the infrastructure, natural resources, water, mining, energy and defence sectors in Australia and internationally. He provides business advisory, strategy and innovation services across multiple sectors and delivers executive education with the ANZ School of Government.

Mr Chris Champion

**National President
and Board Chair**
BE(Hons) MEngSc FIEAust
CPEng EngExec NER
FIPWEA(Emeritus) GAICD
Since 2018 (elected)

Chris was Chief Executive Officer of the Institute of Public Works Engineering Australasia for 15 years. Before this, he had 30 years' experience in local government engineering. Chris is also the Secretary General of the International Federation of Municipal Engineering.

Hon Trish White

**Board Director
and Past President**
BE(Elec) BA FIEAust CPEng
EngExec NER FAICD
Since 2016 (elected)

Trish is a professional company director who serves on and chairs the boards of large organisations in the transport, infrastructure, property, manufacturing and university sectors. She is also the Executive Director of consultancy Slingsby Taylor.

Dr Raj Aseervatham

Board Director
BEng (Aust) MEngSt (Aust)
PhD (Aust) MBA (Aust)
Since 2019 (elected)

Raj has more than 30 years' professional experience, mainly in the mining, oil and gas, and energy sectors. He has been a board member of mining, consulting and nanotechnology enterprises, and a joint-venture board advisor for several large energy projects.

Major General Marcus Thompson

Board Director
AM BE(Elect) BBus M Defence
Studies MA Strategic Studies
PhD FIEAust CPEng EngExec
Since 2020 (elected)

Marcus was appointed to the role of Head Information Warfare for the Australian Defence Force in 2017. He has been deployed to a number of overseas operations, commanded at every level from Troop to Brigade, and was appointed a Member of the Order of Australia in 2014.



**ENGINEERS
AUSTRALIA
BOARD**

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BOARD IN ACTION



IMAGES:

The Queensland Division President Mr Colin Mitchell and Board Chair Mr Chris Champion cut the ceremonial ribbon at the opening of Engineers Australia's new Brisbane office.

Mr Chris Champion addresses Engineers Australia's 2019 Annual General Meeting (AGM).

Mr Hurol Inan and Dr Bronwyn Evans at the launch of the InterEngineer group, an initiative to support LGBTQI+ engineers.

Mr Greg Walters, Dr Nick Fleming and Mr John McIntosh at the World Engineers Convention.

Mr Chris Champion, Dr Bronwyn Evans, and Hon Trish White at one of our popular International Women's Day events.



Dr Nick Fleming, Dr Bronwyn Evans, Mr Hurol Inan, Hon Trish White, Mr Chris Champion, Ms Michelle Kennedy and Ms Lucia Cade at Engineers Australia's 2019 AGM, farewelling former Board Director Ms Michelle Kennedy (second from right).

Dr Nick Fleming, Mr Raj Aseervatham and Mr Chris Champion discuss engineering responses to climate change at an Engineers Australia roundtable in February 2020.



BOARD, COMMITTEE AND FORUM PARTICIPATION

In 2019-20, the Board held four meetings online, as well as meeting in person in Brisbane, Sydney, Adelaide and Melbourne. Discussions included sustainability, the future of the profession, registration of engineers and the response to COVID-19.

The Board also participated in a number of committees and forums including the:

- Audit and Risk Committee
- Board Nominations Committee
- Engineering Futures Committee
- People and Culture Committee
- College Chairs Forum
- Engineering Practice Advisory Committee
- National Congress
- Presidents Forum
- International Committee
- Accreditation Board
- Professional Standards Committee
- Honours and Awards Committee
- Engineering Education Australia Board
- EngInsure Board
- EngMedia Board
- Governance Committee

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20|20⁺³ VISION

OUR STRATEGY FOR 2020-23

Now is the time to lay the groundwork for the future. Our strategy will help engineers become future-ready, increasing our profession's public impact and amplifying the benefits of membership on business and career success.

The strategy's name, 20|20⁺³ Vision, denotes clarity and sharpness. It is our clear vision of where we want to be in three years' time.

Even though Engineers Australia continues to change and improve, our core purpose after more than a century remains unchanged: to advance the science and practice of engineering for the benefit of the community.



“ I think engineers, as problem solvers, have the ability to enable a lot of the emerging solutions required for the world's resource problems. Engineers are great at bringing ideas to life, scaling up prototypes and rigorously testing solutions before rolling them out. We just need more engineers in global decision-making roles.

NICOLA TELCIK

FIEAust CPEng NER
Associate Project Manager, Arcadis

VALUE TO MEMBERS

Members can expect a number of benefits from the 20|20⁺³ Vision strategy:

- Engineers will be better prepared for the future of the profession
- Engineers will see and hear Engineers Australia influencing engineering-related issues
- Members will see employers and peers place more value on the Chartered credential
- Members will see more benefit from Engineers Australia membership
- It will be easier for engineers to access and use our products and services
- We will inspire engineers and our volunteers will feel appreciated and valued

DEVELOPING THE STRATEGY

Engineers Australia undertook significant consultation with members and volunteers.

We also reflected on the data and insights yielded by our investments in quantitative and qualitative research. Our research involved member surveys and a brand audit as well as consideration of stakeholder perceptions, engineering career stages and emotional drivers for engineers.

The 20|20⁺³ Vision strategy has been reviewed in light of COVID-19 and aspects of it, such as the use of digital technology, have been accelerated in response.

As we implement the strategy, we will tailor our approach to the changing circumstances and work with employers, government and others to increase the resilience of Australia's economy and society during and after COVID-19.



AREAS OF INFLUENCE

20|20⁺³ Vision involves strategic shifts over three main areas of influence.

Our profession

We represent the profession in the media and with government, providing leadership on the most important issues for engineers and society, such as climate change and sustainability.

Engineers Australia will also help engineers prepare for the future. This includes ensuring our Learned Society remains relevant as the profession evolves, for example, by using high quality "micro-credentials" that contribute to continuing professional development.

Our membership

Employers and the broader profession value Engineers Australia membership and credentials highly, and we seek to further increase the esteem in which they hold these affiliations. This includes building stronger relationships with engineering employers and promoting our brand so that all aspire to membership and Chartered status.

Our organisation

Engineers Australia should be a high-performing organisation that is easy to do business with. The coming years will see us deliver services more efficiently and effectively while increasing our focus on our customers and their needs. This has already been seen, for instance, in our recent streamlining of the process to apply for membership online, which halved the number of steps required.



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PROGRESS AGAINST STRATEGIC PRIORITIES

Our long-term strategic priorities are:



Be the trusted voice of the profession



Provide a professional home for life



Uphold professional standards



Create tomorrow's engineers



Operate sustainably



“The acceleration of new technologies to market and the diversification of applications is very exciting. Artificial intelligence, robotics, automation, cyber security and micro-processing are currently opening new doors to what wasn't previously possible.

KELLY LANCE

FIEAust CPEng NER

Senior Systems Engineer, Department of Defence/Nova Systems

7.1

BE THE TRUSTED VOICE OF THE PROFESSION

Engineers Australia works in partnership with decision-makers in government, industry and academia to provide evidence-based guidance. It is through these partnerships, along with establishing ourselves as subject-matter experts for media comment, that we build visibility and increase the credibility of engineering as a profession.

In 2019–20 we had a successful year, with strong media coverage, numerous government submissions and direct engagement with parliamentarians. In particular, the passage of statutory registration for engineers in Victoria and New South Wales is testament to the success of our longstanding advocacy campaign.

Lara Harland

The Chair of our Environmental College
Ms Lara Harland addresses a roundtable
convened in February 2020 by our CEO on
engineering responses to climate change.

GOVERNMENT RELATIONS

Engineers Australia continually engages with government ministers and other decision-makers to promote engineering interests.

Our government relations activities during 2019–20 included providing submissions to government inquiries and policy reviews, advocating for legislation, and participating in stakeholder forums.

We have also been invited to brief politicians and asked to give evidence to legislative inquiries, demonstrating that we are seen as the trusted voice of the profession.

By being closely involved in policy and decision-making at the highest levels of government, we ensure the views of the engineering profession are considered.



Engineers Australia consulted closely with members on the issue of registration. New South Wales member Ms Therese Flapper discusses her support on camera (above). National Manager, Public Affairs and Policy Advocacy, Mr Jonathan Russell, listens to Mr Ian Webster (right).

POLICY SUCCESSES

Engagement and influence

We regularly develop responses and submissions in consultation with members through Engineers Australia's colleges, technical societies and other groups. During the 2019–20 financial year, we made 20 submissions with the goal of influencing policy and legislative outcomes on topics including registration of engineers and:

- Western Australia's reforms to the approval process for commercial buildings
- The Commonwealth's *Technology Investment Roadmap*
- Victoria's Legislative Council Inquiry into nuclear generation prerequisites
- Tasmania's 30-year infrastructure strategy *Our Infrastructure Future*
- The Energy Security Board's post-2025 market design
- The Climate Change Authority's updated advice to government
- Standards Australia's *Developing Standards for Artificial Intelligence*

Engineers Australia is regularly invited to become a member of government advisory panels. In 2019–20, we were represented on groups including the:

- National Bushfire Recovery Peak Bodies Forum
- NSW government's Building Reform Experts Panel
- Space Industry Leaders Forum

Other examples of our engagement and influence with government and industry include:

- The Engineers Australia Engineering Responses to Climate Change Roundtable (see "Environmental sustainability" section for detail)
- Engineers Australia's executive roundtable in Sydney on challenges and opportunities for the engineering profession, with participants including CEOs and executives from companies such as Cochlear, Downer, Laing O'Rourke, Thales and WSP
- An Engineering Workforce Planning Session with the ACT Chief Engineer – we participated and were invited to further consult with the ACT Government on the development of a draft workforce plan



REGISTRATION VICTORY IN NSW AND VIC

2019–20 marked a significant milestone in securing a stronger profession underpinned by greater public confidence. The passage of mandatory registration legislation for engineers in New South Wales and Victoria brought Australia's two most populous states more in line with the existing regulatory requirements that Queensland has had for 90 years.

With registration set to soon apply to 75% of the Australian economy, the new laws are a clear validation of Engineers Australia's ongoing efforts to represent the interests of the profession to government.

Registration will benefit community safety and enhance the professional status of engineers.

It will move Australia much closer to a consistent, nationwide registration system.

Member meetings and surveys also indicated significant support for the reforms among Engineers Australia members, underpinning our advocacy.

- In Victoria, the *Professional Engineers Registration Bill 2019* was passed by Parliament in August 2019
- In June 2020, the New South Wales Parliament passed the *Design and Building Practitioners Bill*, which also enables regulation in other areas of engineering

Our work in securing engineer registration was recognised in two public affairs awards: an International Association of Business Communicators' Gold Quill Award of Merit, and the Public Affairs Asia Gold Standard Award for Government Relations.

SUPPORTING OUR COMMUNITY

CRISIS PREPAREDNESS

In April 2020, a previously-confidential report on Australia's vulnerabilities in the event of a global crisis hit the headlines – with predictions the ABC's 7.30 described as “eerily” accurate in the light of COVID-19.

Now publicly available, that report was the work of Engineers Australia and a workshop we convened in 2018 in response to a request by the Australian Government.

Hosted in our Melbourne office, the workshop gathered 17 engineers from a range of key industries to “wargame” a scenario in which global supply chains were severely disrupted.

The exercise enabled us to explore: where Australia's greatest vulnerabilities lay; the timing of impacts on medical supplies, liquid fuel, water treatment and other essentials; and likely community responses such as panic buying and hoarding.

Work like this is an example of Engineers Australia helping the community to benefit from engineering expertise.

BUSHFIRE RESPONSE AND RECOVERY

Throughout the Australian bushfires of 2019 and 2020 and subsequent recovery efforts, Engineers Australia supported our colleagues and communities, offering whatever assistance we could to existing agencies and taskforces. Our response included:

- Linking engineers willing to volunteer with victims via Partner Housing Australasia's register
- Participating in the National Bushfire Recovery Peak Bodies Forum
- Making paid leave available for staff involved in the emergency response
- Implementing flexible work arrangements for staff affected by bushfire smoke or property damage

SPEAKING UP ON COVID-19

As the voice of the profession, Engineers Australia has worked with industry and members to identify issues requiring our advocacy, and to have engineering perspectives heard in government.

As a peak body, information we've communicated to our members has included links to government assistance, legal information and health guidance.

We have also communicated requests from other organisations for assistance from engineers, for example in facilitating supply of personal protective equipment (PPE) and ventilators.

Our activities have included:

- Keeping members informed on important news surrounding the pandemic, associated restrictions and requests for help from the engineering profession through our existing award-winning publications as well as a new e-newsletter, *From the CEO*
- A new report, *COVID-19 Recovery: A 9-Point Plan*, which forms the basis of our advocacy to ensure the engineering perspective is considered
- A series of roundtables convened by our CEO on the subject “COVID-19: Business as unusual”
- Industry liaison to facilitate rapid increase in intensive care unit capacity, resulting in a letter of advice to the Federal Minister for Health
- Acting as a point of member liaison with government through our contacts with the National COVID-19 Commission Advisory Board
- Surveying members to determine the effectiveness of our communications around the pandemic – this found high awareness of, and receptiveness to, our communications



CELEBRATING OUR CENTENARY

In 2019, Engineers Australia celebrated its Centenary, marking 100 years of supporting engineers and raising the standing of the profession in the service of the community.

Our comprehensive Centenary campaign incorporated a mix of events, publications, competitions, media and social media and reached more than 5 million people.

In this annual report, you can see quotes from some of the members featured on our Centenary website – which was viewed more than 163,000 times – as part of the “100 Members making a difference” section.

Our Centenary campaign reached more than 5 million people.

Our Centenary theme was “Anything is possible”, with content and activities selected to foster a sense of pride among engineers, celebrate the contribution of volunteers and raise public understanding of how the profession has driven human progress.

Key activities included:

- Events in every state and territory, and internationally, including celebrations on 1 August 2019 to celebrate the actual anniversary of our 1919 founding
- Three books: *Wonders Never Cease: 100 Australian Engineering Achievements*; *Anything is Possible: 100 Engineering Leaders*; and *Engineers Australia: 100 Years of Progress*
- Promotion at the World Engineers Convention, hosted in Melbourne in November
- Articles in our publications and on our social media channels
- Competitions open to engineers, schoolchildren and members of the public

...
 IMAGE: The first meeting of the Council of the Institution of Engineers Australia, 1919.



ENGINEERING HEROES

PODCAST

ENGINEERING HEROES PODCAST

Engineers Australia has added a weekly podcast to its repertoire of channels to share real engineering stories directly with our members and the engineering profession.

In May, we “adopted” the podcast *Engineering Heroes*, and re-launched it with an episode featuring Engineers Australia CEO Dr Bronwyn Evans. This popular episode drove the podcast to its record ranking, number four in the careers section of Apple's Australian charts.

Other interviewees have included: ACT Chief Engineer, Adrian Piani; the Chair of the Engineers Australia Indigenous Engineers Group, Grant Maher; and the Founder of Board Presence, Stacey Daniel.



SEASON 4 / EPISODE 4
INDIGENOUS ENGAGEMENT
 with Grant Maher



SEASON 4 / EPISODE 9
ENGINEERS ON BOARDS
 with Stacey Daniel



SEASON 4 / EPISODE 6
SOLVE THE RIGHT PROBLEM
 with Adrian Piani

MEDIA PRESENCE

A key role for Engineers Australia as the peak body for engineering is to raise awareness and appreciation of engineers and the role they play in society.

In 2019-20, we maintained a strong media presence to help build the profile of the engineering profession and its importance.

We continue to be understood in the media as reliable subject-matter experts. Journalists come to us for comment because they see us as the trusted voice of the profession.

This has led to a very strong mainstream media presence in the past year across all platforms: print, radio, online and television. We appeared in publications including *The Guardian*, *Sydney Morning Herald*, *The Australian*, *Australian Financial Review*, and *news.com.au*. Engineers Australia also appeared on Channels 7, 9, and 10, and ABC TV, SBS TV and Sky News.

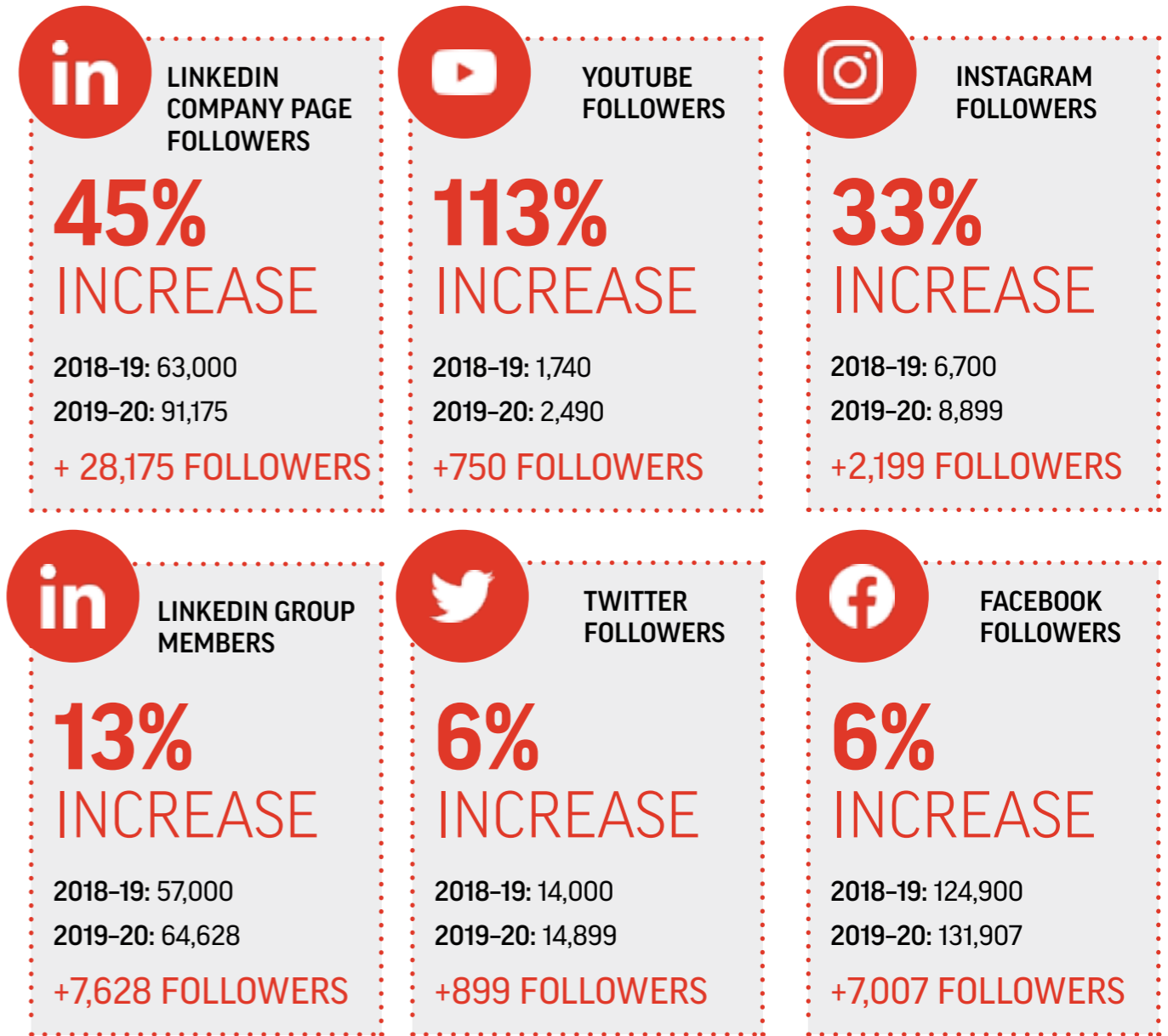
Our media engagement in 2019-20 helped to drive our successful campaign for the registration of engineers.

We featured in over 3,000 media stories – print, online, radio and TV – across the country.

- Our response to the evacuation of Mascot Towers in Sydney due to structural cracks received over 700 mentions nationally across TV, print, online and radio, helping to drive our campaign for the registration of engineers with coverage including *The Guardian*, *Sydney Morning Herald*, *The Australian*, *Australian Financial Review*, Channel 7, Channel 9, SBS and the ABC.
- ABC TV's *Four Corners* featured Engineers Australia in its special investigation into Australia's apartment building crisis. We discussed a crisis of confidence in the building industry and the need for a comprehensive compulsory registration scheme for engineers in all states and territories. We then conducted follow-up interviews with ABC Radio Drive Canberra, 2CC Canberra and ABC Darwin online.

- Our comments on the mandatory engineers registration required by the New South Wales Government's *Design and Building Practitioners Bill* received strong media coverage, including from *The Sydney Morning Herald*, *The Australian Financial Review*, *The Daily Telegraph*, ABC Radio Sydney and Sky News, as well as ABC Radio Newcastle, Triple M Newcastle and 2GB radio.
- Engineers Australia's submission to the New South Wales parliamentary inquiry into building standards was included in a *Sydney Morning Herald* story on combustible cladding, which was syndicated nationally. *The Herald Sun* published an interview with us about insurance exemptions for cladding in Victoria.
- The *Australian Financial Review* featured Engineers Australia in a story about building infrastructure following the bushfire crisis, in which we said that national construction standards for buildings and roads may need to be reviewed given the intensity of the fires.
- Engineers Australia's launch of Tasmania's Heritage Marker Map was covered by the *Burnie Advocate* and the *Launceston Examiner*, while Hobart's WIN TV and ABC Radio Northern Tasmania featured interviews about Tasmania's contribution to engineering.
- Our comments that university commencements nationally in engineering were at the lowest level in a decade were syndicated in News Corp Australia outlets across the nation, as well as ABC Radio news bulletins. The story first appeared in *The Adelaide Advertiser*.
- Stories from EA's Centenary publication, *Wonders Never Cease*, were popular with regional media. ABC Southern Queensland, ABC Capricornia, ABC Central Victoria, ABC Riverina, ABC Goldfields and ABC North and West South Australia, as well as many online and print outlets, covered stories inspired by the book.

SOCIAL MEDIA GROWTH



Engineers Australia CEO Dr Bronwyn Evans addresses the media after the passing of a bill for the registration of engineers in NSW.

LINKEDIN

Monthly engagements

2018-19: 9,160
2019-20: 11,511

Monthly impressions

2018-19: 386,543
2019-20: 340,769

TWITTER

Monthly engagements

2018-19: 409
2019-20: 924

Monthly impressions

2018-19: 85,718
2019-20: 88,165

FACEBOOK

Monthly engagements

2018-19: 76,925
2019-20: 73,591

Monthly reach

2018-19: 1,554,292
2019-20: 1,411,041

DEFINITIONS

Engagements: the number of shares, likes/reactions, clicks and video views

Reach: the number of people who see content

Impressions: how many times the content is displayed

7.2

PROVIDE A PROFESSIONAL HOME FOR LIFE

Engineers Australia has around 100,000 members across numerous engineering disciplines and sectors across Australia, as well as in 120 countries around the world.

We aim to provide a professional home for all engineers, in all locations and at all career stages.

Our goal is to provide for members throughout their entire careers: supporting students and graduates entering the workplace; improving the attraction and retention of women in engineering; and delivering customer-focused, high-quality professional development for engineers across different disciplines, sectors and regions.

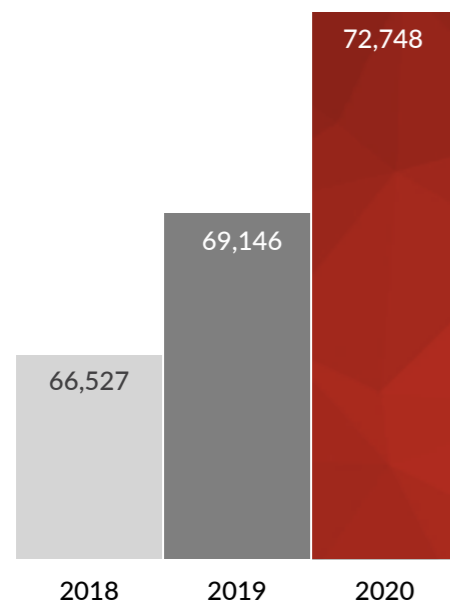


OUR GOAL IS TO PROVIDE
FOR MEMBERS THROUGHOUT
THEIR ENTIRE CAREERS

ENGINEERS AUSTRALIA MEMBERSHIP INCREASES TO MORE THAN 100,000

During 2019-20, our overall membership increased to 100,911 members. Our non-student membership grew to almost 72,750, a 5% increase on the previous year. This represents an all-time record.

Growth in our non-student membership:



Total membership:

Grade	30 June 18	30 June 19	30 June 20
Hon. Fellow	178	179	182
Fellow	6,739	7,233	7,571
Member	46,616	48,527	51,088
Affiliates & Companions	254	299	376
Graduate	12,740	12,908	13,531
Student	31,138	27,813	28,163
<i>Total non-student</i>	66,527	69,146	72,748
Total	97,665	96,959	100,911



We support early-career engineers through a range of resources and activities, including events such as one held as part of the World Engineers Convention (pictured).

SUPPORTING EARLY-CAREER ENGINEERS

Our membership growth strategy has centred on creating more value for our members and boosting efforts to support graduates setting out on their careers.

Key initiatives that supported this strategy in 2019-20 included:

- **Engineers Without Borders Partnership:** The Engineers Without Borders Challenge is a pioneering program that teaches first-year engineering students to design creative solutions to real-world problems. This year, for the first time, participants were offered student membership with Engineers Australia, resulting in 3,590 new student members.
- **Mentor Match:** Launched in June 2020, more than 340 volunteer mentors have registered for our

new online mentoring program while participants of our Graduate Program will get priority access to become mentees.

- **Festival of Fresh Ideas:** Held over a two-week period in September 2019, the Festival of Fresh Ideas was a national event that featured events, workshops, industry site tours, webinars, podcasts and networking designed to inspire and engage early-career engineers. It attracted more than 1,500 attendees.
- **O-week:** Staff and student ambassadors attended 27 university O-week events, culminating in over 1,600 memberships. We formed two new Engineers Australia student societies, one at the University of Southern Queensland and the other at Victoria University.

- **New engagement offer:** Our 12-month specialist graduate engagement offer for industry partners has been adopted by companies including Aurecon, Arcadis and Honeywell. Industry partners financially support graduates' membership.

STRONG MEMBER ENGAGEMENT

Our member retention for 2019-20 was a strong 91%, consolidating gains made the previous year.

Member net promoter scores remain high and positive at +20. We also regularly survey our members to better inform our decision making. In 2019-20, an increasing proportion of members reported personal and career benefit from membership.

EMBRACING PROGRESS

New CBD member facilities

Engineers Australia has opened new contemporary, attractive and centrally-located member facilities in CBD Sydney and Brisbane.

Spaces include large auditoriums capable of seating up to 160 people that can also be divided to accommodate smaller groups and functions by using moveable, acoustic-rated wall systems. Other facilities for members include meeting rooms, boardrooms, quiet rooms, kitchenettes and hot desks for members to work from when visiting. Materials were carefully selected for their environmental qualities.

Engineers Australia also renovated staff areas within its existing office in Chatswood, Sydney.

EA Xchange connects more engineers

Engineers Australia's online community platform, EA Xchange, has had its first full year of operation in 2019-20.

Providing a collaborative and secure online forum where members worldwide can engage directly with each other, the platform now has almost 4,900 active users.



The largest EA Xchange online community is the All Member Open Forum, which has over 4,230 members who have collectively created 185 discussion threads with over 2,400 replies. According to platform hosts Higher Logic, this engagement is well above average. Popular topics have included climate change, career advice, becoming Chartered, engineer registration and women in engineering.

In addition, EA Xchange hosts 50 private communities including a general Volunteer Community and other groups used by college and technical society boards and division committees.

Award-winning member resource

Engineers Australia's online content hub, create Digital, won the Mumbrella Publish Award for Best Business Website 2019.

The website was judged on editorial content, reader engagement, marketing, design, effectiveness, user experience and overall execution.



EngInsure. INSURANCE + RISK SERVICES

EngInsure is committed to providing greater certainty for engineering businesses through the effective management of insurance and risk.

We have focused on strengthening EngInsure products for our members by aligning with engineers' needs in both their personal and professional lives.

EngInsure is committed to developing and providing products for every stage of an engineer's professional life, from engineering students through to senior engineering business leaders and practitioners.

Our marketing, brand-building and business development activities over the past year have continued to position EngInsure as a trusted and knowledgeable brand that understands engineers. This has resulted in a growth in client numbers, as well as strong policy renewal rates.

The EngInsure communications channels keep engineers informed on issues such as professional indemnity insurance requirements, including run-off cover, cyber-insurance in the context of working from home with COVID-19 and contract risks. We held a webinar, attended by around 1,200 people, on the professional indemnity market and the recommended preparation before getting a quote.

EngInsure has been developed by the profession for the profession and is backed by Whitbread Insurance Brokers and Engineers Australia.

Our comprehensive suite of products includes business, personal and life insurance.



Engineers Australia has opened contemporary new CBD member facilities in Brisbane and Sydney (pictured).

7.3

UPHOLD PROFESSIONAL STANDARDS

Engineers Australia is committed to high standards among members and the entire profession. Our accreditation standards are internationally benchmarked, and our Chartered credential is globally respected.

We encourage every engineer to aspire to achieve Engineers Australia credentials. We strive to ensure that accreditation and certification is seen as valuable among not only engineering practitioners but also governments and employers.

We are passionate about sustaining world-class engineering education, qualifications and standards of practice, and we support engineering professionals in achieving them through a clear pathway of professional standards. The number of people with our Chartered and Engineering Executive credentials reached a record high in 2019-20, as did the number on the National Engineering Register.



“Engineering currently faces the challenge of adapting from prescriptive legislation to goal-setting legislation. Previously engineering was the application of existing knowledge and experience combined with well-developed standards to achieve results. Now legislation and standards are being updated to reference ‘best practice’ or ‘designed to be safe’.

JOHN CHAPPELL

MIEAust CPEng NER

Lead Mechanical Engineer, Covalent Lithium



CHARTERED RECORD

In 2019–20, we celebrated our 25,000th active Chartered engineer, with more than 26,400 members having become Chartered by the end of the financial year.

Chartered engineering professionals exhibit internationally benchmarked standards of expertise, professionalism and safety.

In turn, these engineers enjoy challenging and creative career opportunities within their industries.

More members than ever before are Chartered today, showing that support for the Chartered credential continues to grow among engineers and their employers.

This growth was supported by a new marketing campaign. Launched in November 2019, it featured engineers explaining why they became Chartered and how their career advanced as a result. Under our new positioning statement, “Chartered – The Measure of Excellence”, the call to action is “Get Chartered, Get Started. Start your self-assessment today.”

According to Engineers Australia research, 78% of members intend to get Chartered.

NATIONAL ENGINEERING REGISTER

Aside from the Chartered credential, our strategy to uphold professional standards can be seen in our commitment to the registration and accreditation of engineering practitioners in Australia. The number of National Engineering Register registrants at 30 June 2020 stood at 23,026, up 7.7% on the previous year.

ENGINEERING EXECUTIVE CREDENTIAL

Our invitation-only Engineering Executive (EngExec) credential recognises engineers working at the highest levels of industry, defence and government – people whose decisions affect engineers, the profession, business and the Australian community more broadly.

Our EngExecs are powerful advocates who introduce others to Engineers Australia.

The impressive roll call of organisations they are involved in includes Acciona, AECOM, Airbus, Aurecon, Beca, Bechtel Mining, BHP Billiton, Boeing, CSR, ExxonMobil, Fulton Hogan, GHD, Infrastructure Australia, Jacobs, KPMG, Norman Disney & Young, Nova Systems, PWC, Royal Australian Airforce, Seven Group, Thiess, Wesfarmers and WSP.

The program’s numbers stand at a record high of 1,144, up from 962 a year earlier and having surpassed 1,000 in February 2020.

PROFESSIONAL DEVELOPMENT AND COVID-19

Engineers Australia’s digital capabilities have grown substantially in the wake of COVID-19, with a rapid switch to online-only delivery.

This also enabled us to introduce an appropriately managed calendar of professional development on a broader range of topics, and to select from a wider pool of speakers. We have delivered unprecedented access to content, both live and post-event, through the growing library on our new EA OnDemand video streaming platform.

We are reaching more people than ever before. In 2019–20, 146,151 people registered for our events, compared to 92,394 in 2018–19.



WORLD ENGINEERS CONVENTION

Engineers Australia and the World Federation of Engineering Organizations (WFEO) co-hosted the 6th World Engineers Convention (WEC) in Melbourne in November 2019 – a coming together of some of the greatest engineering minds from around the globe, hosted in one of the world’s most liveable cities.

WEC was a major undertaking and a resounding success on every measure. The event put Australian engineering capability on the global stage, attracting more than 3,000 participants from 73 countries.

The overarching theme for WEC 2019 was “Engineering a Sustainable World: The Next 100 Years”. The convention program offered three days of content featuring six themes aligned to the United Nations Sustainable Development Goals. The international format of WEC provided a unique opportunity to take an integrated approach to discussing and debating many of the problems that the world is facing – all of them requiring engineering.

Social program

The social program included networking opportunities via a welcome reception, signature event and young engineers event. The Victorian Governor also hosted an exclusive event on the final day, celebrating and recognising our Centenary and partnership with WFEO. Guided technical tours were available, including one to visit the Budj Bim Cultural Landscape, an ancient Aboriginal aquaculture system recently added to the UNESCO World Heritage List.

STEM outreach

Engineers Australia reached students from all age groups at WEC. We partnered with LEGOLAND Discovery Centre to host a hands-on workshop for 200 primary school children. The Re-Engineering Australia Foundation worked with us to host 400 high school students on “Where could a career in engineering take you?” An Engineers Without Borders Challenge showcase provided first year university students from across Australia and New Zealand the opportunity to demonstrate their innovative responses to a WaterAid challenge.

Bite sized LEARNING

In 2019-20, our subsidiary Engineering Education Australia (EEA) developed a pilot of next-generation "micro-credentials", namely an e-learning program for graduate members of Engineers Australia called Bite Sized Learning.



INDUSTRY ENGAGEMENT

Engineers Australia engages with industry to forge ongoing partnerships that serve to uphold professional standards. These agreements currently fall into two main categories, credentialing partnerships and corporate engagement partnerships.

Credentialing partnerships

Employers work with Engineers Australia to recognise, demonstrate and independently benchmark the skills and experience of their engineering teams. These agreements demonstrate the value employers place on our credentials such as NER, Chartered and EngExec.

In June 2020, Engineers Australia expanded its credentialing agreement with the Australian Defence Force, which now extends to engineers working in the Maritime Domain (including the Royal Australian Navy) as well as engineers in the Air Domain.

In addition, in 2019-20 we also expanded or formed new partnerships with APA Group, Consolidated Power Projects Australia and the University of Tasmania.

Our continuing partnerships in 2019-20 included AGL, BMD Constructions, Downer, Honeywell, KPMG and Motorola.

Corporate engagement partnerships

These partnerships provide our members with access to leaders across the many industries in which engineers have a prominent role. These leaders share their real-life insights through face-to-face and online seminars, as well as through communications across our print, digital and social media channels.

Members and non-members have continued to embrace the model. In 2019-20, we held approximately 50 corporate engagement partnership seminars, with a higher proportion of international speakers than usual due to the introduction of an online-only format in the wake of COVID-19. Our seminar audiences grew, with about 21,000 engineers registering in 2019-20, up from approximately 8,500 the previous year. Audience feedback was strongly positive.

In 2019-20, we signed new partnership agreements with Autodesk, Bentley Systems, Brisbane Airport Corporation, Hexagon and Oracle Engineering.

Engineers Australia also renewed agreements with Brickworks Australia, Cadgroup, Cardno, Deakin University, Dulux Protective Coatings, Exxon Mobil, GeoFabrics, KPMG, Metro Trains, McConnell Dowell, PCA, RMIT University,

Salini Impregilo (now called Webuild), Swinburne University of Technology, the University of Melbourne and Victoria University.

In August 2019, we delivered our first overseas corporate partnership events, holding seminars with Exxon Mobil in Singapore and Malaysia.

Accreditation

We assessed and accredited 153 tertiary engineering programs and made 16 accreditation visits, upholding the standards of professional engineering qualifications. In response to COVID-19, some accreditation visits have been rescheduled and other accreditation activities were moved online. We have engaged with the Australian Council of Professions to develop a joint statement of principles in response to COVID-19 to guide universities. We will continue to monitor the impact on universities.

In addition, we have been active in determining the future of engineering education and are represented on the steering group for the Australian Council of Engineering Deans' (ACED) *Engineering 2035 Report*. We support ACED's proposed future directions.

ENGINEERING EDUCATION AUSTRALIA

Celebrating its 30th anniversary in 2020, our subsidiary business Engineering Education Australia (EEA) exists to enable the development of workforce capability in a dynamic and changing environment for the benefit of the community.

With a rich history of engineering education in Australia, EEA continues to develop and deliver high-quality training in collaboration with its parent organisation, and in partnership with respected education and engineering organisations.

EEA is well attuned to the needs of today's engineer: training that is relevant, flexible and trusted.



New courses

The range and depth of our courses continued to expand in 2019-20, with all courses aligning with competency standards for Chartered status.

We unveiled a new flagship qualification, the Diploma of Engineering Infrastructure (Rail), a partnership with the University of Tasmania and Transport for NSW. This course attracted enrolments from engineers around Australia and is being delivered online.

Other new courses included:

- Growth Mindset for Technical Leaders
- Leading Safety Culture
- Safety Leadership Fundamentals
- Introduction to Project Planning and Control: Optimising Investments in Projects

COVID-19 saw us suspend face-to-face instruction in March 2020 and defer planned new courses on flood estimation and electrical distribution technology.

Instead, we focused on developing a selected suite of high-quality webinars, which launched in May, receiving excellent attendee feedback. They included:

- Communicating with Impact
- Implementing Safety in Design: Determining What is Reasonably Practicable
- Introduction to Contracts
- Solar Power in 60 Minutes
- Getting Things Done: Time Management and Self-Organisation

- Introduction to Asset Maintenance and Reliability Management
- Case for Safety Leadership

Major developments

In 2019-20, major EEA developments included:

- Pilot of next-generation "micro-credentials", namely an e-learning program for graduate members of Engineers Australia called Bite Sized Learning
- New partnerships, including with ANSTO, Queensland Rail, Schneider, Thales, the University of Tasmania and Transport for NSW
- An increased discount for members of Engineers Australia designed to provide them with extra value; this rose permanently from 5% to 15% in July 2019
- Extension of Engineers Australia's Graduate Program, which is delivered by EEA, to Tasmania
- EEA's Professional Year Program expanded to 1,515 enrolments - approximately double the previous year - with virtual internships introduced because of COVID-19 concerns

ENGINEERING EDUCATION AUSTRALIA: 2019-20 HIGHLIGHTS



309,000+

Hours of professional development delivered

(2018-19: 246,000+)



4,800+

Engineers trained from 172 organisations

(2018-19: 5,100+ from over 150 organisations)



74%

Enrolments from Engineers Australia members with new 15% discount

(2018-19: 52%)



★★★★★

4.5 Star attendee feedback rating for webinars

(2018-19: N/A all courses were face-to-face)

7.4

CREATE TOMORROW'S ENGINEERS

More than 70% of the fastest-growing occupations in Australia require STEM skills, and a healthy pipeline of engineers is important to help the country grow and thrive.

Creating tomorrow's engineers is a priority for Engineers Australia. We work to raise awareness about the wide range of rewarding career opportunities in engineering, promote the benefits engineers bring to communities and encourage school children to choose STEM subjects.

Liv, 9, and brother Ethan, 7, were among 200 primary school students who participated in a hands-on STEM workshop at the World Engineers Convention, and had the opportunity to see the world's longest LEGO™ bridge, which stretched to 34 metres and used over 200,000 bricks.

Each year, Engineers Australia engages with young people around the country through a series of events, camps and competitions. We work to increase the participation of women and girls in the profession. In some states, we run professional development activities for teachers.

STARportal

Engineers Australia rapidly expanded online activities for children on STARportal – Australia’s largest searchable database of STEM activities – to support increased demand from teachers and parents for activities children could do during COVID-19-related restrictions on schools. STARportal is owned and managed by Engineers Australia on behalf of the Office of the Chief Scientist.

Updates included:

- Quadrupling online learning activities available in the three months to June 2020
- For the first time, including online activities from international sources as well as educational videos
- Prioritising online learning as the default category in searches
- Increasing social media presence to include Twitter, YouTube and Instagram, along with continuing Facebook promotion

STARportal statistics

213,603

Total page views
(+76% on 2018-19)

56,093

Total users
(+63% on 2018-19)

334

Approved providers
(+13% on 2018-19)

1,511

Approved activities
(+62% on 2018-19)

STEM review

Our *STEM Strategy 2019-23* aims to sharpen the focus, scale and effectiveness of our existing efforts to promote STEM from primary school up, overcome stereotypes, highlight the profession’s contribution to our communities and promote retention.

As part of the strategy, in 2019-20 we reviewed all Engineers Australia STEM activities. As a result, we developed:

- **Schools Toolkit:** Our new primary and high school toolkits are designed to help volunteers deliver engaging, effective, age-appropriate and consistently high-quality sessions in schools. It includes a presentation pack with embedded video, brochures, posters and a tutorial to guide volunteers.
- **Shortlist of programs with potential to be scaled nationally:** These include the sysSTEMic program for Year 10 students from areas of low socio-economic status, Experience It! program for girls in Years 7-10, and the Engineering Games for primary schools.

sySTEMic success

Engineers Australia is building on the success of sySTEMic, a multi-award-winning Year 10 program which saw enrolments in Year 11 maths and physics double in a Northern Territory school.

SySTEMic links Year 10 students with industry mentors to develop STEM projects. The students also visit two work sites and a university.

In 2018, sySTEMic started as a pilot program at Taminmin College. In 2019, four schools in Alice Springs also took it on, with student participation doubling in 2020.

SySTEMic won Best STEM Program at the 2019 Australian Education Awards and Best STEM Promoter of the Year at the 2019 Australian Information Security Association Awards.

Engineers Australia has applied for a grant from the Australian Government to further develop sySTEMic.



Events and activities

- **Experience it!:** In September 2019, over 180 girls from Years 7-10 gathered in Sydney for engineering activities, with young engineers providing real-life examples and context. The program aimed to combat gender bias, and involved collaboration between universities and industry partners with support from the Office of the NSW Chief Scientist & Engineer and WestConnex. Traditionally held in New South Wales, this program is set to extend nationally in 2020-21.
- **Engineering Games:** New materials were developed to empower primary school teachers around Australia to run a program of engineering activities under the “Engineering Games” banner.
- **Honeywell Engineering Summer School:** Held in December 2019, this year’s program attracted 97 high-performing students from across New South Wales, one third of them girls – a record for the event. An Engineers Australia initiative, the program combines universities, industry partners, university engineering students and young professional engineers.

96% of the high achievers at the summer school rated themselves as “highly likely” to study engineering.

- **Dream Big:** Engineers Australia hosted a series of movie nights at locations across Australia to showcase the film *Dream Big: Engineering Our World*. The film is an inspiring exploration of the human ingenuity behind engineering marvels and reveals what drives engineers to create better lives for people worldwide. The movie nights promoted engineering to late primary and early high school age students and were followed by discussion with local engineers.
- **Futures in Engineering:** This Engineers Australia program in Tasmania provided a full day of hands-on STEM activities for 90 students in Years 10-12 this year, running in Hobart, Launceston and Burnie. The program raised their awareness of engineering careers and connected them to their local university campus.

- **Warman Design and Build Competition:** Over 1,900 university mechanical engineering students from the Asia-Pacific participated in the annual competition to “save” the fictional planet of Gondwana, which this year faced global cooling related to wellheads burning out of control. The competition has run since 1988, with 54,000 students participating. The University of Auckland won the 2019 title.

Engagement

- **Engineering Studies teacher program:** With roots in a pilot program in the Newcastle area, this Engineers Australia program was delivered online to teachers from around New South Wales in 2019-20 after being accredited by the NSW Education Standards Authority the year before. It provides Engineering Studies teachers with current industry information and practical, real-world examples of engineering principles in action.
- **Splat:** Sponsored by Engineers Australia, the Splat is a seemingly simple piece of plastic that enables children to draw in 3D. The junior engineering tool received a gold recognition at the Good Design Awards in July 2019.

**7.5**

OPERATE SUSTAINABLY

It is vital that Engineers Australia can deliver services to our members effectively and efficiently. We are committed to working with staff and volunteers to continually improve our ways of working.

A data-driven and performance-based approach ensures that we manage our costs. Work to diversify our income streams continues.

FOCUS ON CUSTOMERS

ACHIEVE TOGETHER

EMBRACE PROGRESS

ACT WITH INTEGRITY

ORGANISATIONAL VALUES

We expect and encourage staff and volunteers to demonstrate our Engineers Australia values, which were developed in 2017-18. We promote their importance via performance appraisals, signage and recognition of employees in our STAR and Spotlight Awards programs.

PEOPLE MANAGEMENT FRAMEWORK

Engineers Australia recognises that good people management begins with attracting, developing and retaining high-performing individuals who are passionate about working collaboratively.

Our staff management life cycle begins with a new hire's induction. Throughout their employment, we work with all staff to ensure they can access the support and resources they need to help us and our members, and to ensure high levels of career satisfaction.

WORKPLACE CULTURE

Ideas initiative

To recognise that great ideas lie across all parts of our organisation, in 2019-20 Engineers Australia established an "All Ideas Matter" email inbox. Staff have embraced the new system and had contributed 80 ideas by the end of June 2020. Among the actions we've taken as a result are:

- Improving the consistency of how events are listed for members
- Updating the phone messaging system to help our team assist members faster
- Examining new finance approaches, such as implementing different payment methods and changing how we deal with membership concessions

- Exploring the option of holding additional events, such as a graduate conference induction
- Establishing working groups to improve recognition of achievements like Fellow status, as well as to support STEM delivery

Onboarding improvements

A cross-functional staff team identified and delivered onboarding improvements including a clearly articulated employer value proposition, employee welcome packs and an introductory slide deck to enable managers to better explain the work of Engineers Australia. The project aimed to leave new starters feeling empowered and supported to begin in their new roles.

The Onboarding Working Group identified Engineers Australia's employer value proposition as: "Inclusive, flexible and rewarding. So you can grow, achieve and make a difference."

COVID-19: SUPPORTING OUR TEAM

Engineers Australia has provided support to safeguard and inform staff throughout the COVID-19 pandemic including through:

- Communications, including online video CEO updates
- COVID-19 special leave
- Flexible work e.g. equipment loan, ICT support and changes in work hours
- Additional office cleaning, signage and physical distancing measures
- Bulk text message system to enable rapid emergency contact with staff if needed
- Mental health resources, including time off to recharge during a dedicated "wellness day", written resources and reminders about free, confidential counselling available under our Employee Assistance Program

Staff feedback

In June 2020, Engineers Australia surveyed staff about COVID-19 and the workplace, finding:

- 77%** were working from home most of the time
- 99%** had a clear understanding of what was expected of them
- 91%** agreed that support and resources had been appropriate
- 88%** found that communication from Engineers Australia was helpful
- 86%** were confident Engineers Australia was doing everything practical to keep staff in our offices safe



Investing in our people

Our people are our most valuable asset, and we are strongly committed to the ongoing development of our workforce.

In April 2020, Engineers Australia extended the range of learning opportunities available to staff, partnering with LinkedIn Learning to offer access to more than 4,000 short courses online.

Access to this service was brought forward due to the COVID-19 pandemic. Among our staff, 61% logged in to the service, with the most popular content undertaken being:

- The Six Morning Habits of High Performers
- Excel: Conditional Formatting for Beginners
- Excel Essential Training
- Project Management Foundations
- Strategic Thinking

In 2019-20, we also continued to offer a national training calendar, with an emphasis on improving leadership and management skills, including people management. Subjects included:

- Leadership and Management Essentials: For current leaders (sessions for emerging leaders were postponed due to COVID-19)
- Mental Health in the Workplace: A session for managers and a session for all general staff
- Building Resilience
- Business Writing Skills
- Captivating Presentations

In addition, we offered staff access to on-the-job and induction training, technical and ICT development and the opportunity to attend external conferences, seminars and webinars.

Work health and safety

We are unconditionally committed to ensuring the highest possible standards of work health and safety (WHS) in all regards, across all our offices and worksites. We report monthly on WHS to the Executive Leadership Team and to the Board each time it meets. The Board People and Culture committee met three times in 2019-20.

Investing in technology

Engineers Australia works to improve our services by investing in technology in a considered and strategic way for maximum impact.

Achievements include:

- Streamlining member sign-up: This project halved the number of steps required to join Engineers Australia online, with a typical application form now taking less than 10 minutes to complete.
- Live chat: A new online chat box on the Engineers Australia website connects visitors to our service centre. Between late April and the end of June 2020, an average of about 165 chats per day were logged, with membership, migration and credentials the most common topics.
- COVID-19 transformation: Getting our staff set up to work from home rapidly and efficiently so we could continue to provide quality services remotely.
- Expanded digital engagement: As in-person events became impractical due to COVID-19, Engineers Australia provided technical support to enable the rapid expansion of our selection of live webinar offerings, and recordings on our new high-quality video-streaming platform EA OnDemand.

Our service improvements this year include halving the number of steps required to join Engineers Australia online.



8

DIVERSITY AND INCLUSION

Engineers Australia works to achieve an engineering profession as diverse as the community it serves. As the peak body we must lead the way.

In 2019-20 we achieved a gender target we had set in 2017, with female representation in our office bearer community growing to 30% on average – although progress is uneven across different committees and groups.

Engineers Australia is also increasingly active in our support for members of the LGBTQI+ engineering community and Indigenous engineers.



I hope for a career that contributes to society in a meaningful way. I want it all: stability, job satisfaction, ongoing learning opportunities and a chance to make a real difference. Naïve I know, but why not?

GRACE RANSLEY

StudIEAust

Student Electronics and Communications Engineer, University of Tasmania



Engineers Australia's International Women's Day events were sold out in three cities. Attendees at the Melbourne event (pictured) take the "Each for Equal" pose to reflect this year's theme.



WOMEN AND GIRLS IN ENGINEERING

Engineers Australia believes in promoting gender diversity in engineering, and the need to ensure that position is reflected in our publications, our events and our volunteer groups and committees.

Engineers Australia strives to attract, retain, support and celebrate women in engineering, as well as boost the number of girls pursuing engineering education. Some of our efforts this year include:

Volunteer leadership gender diversity 2019-20

Office bearers	% Female
EA Board	29%
Congress	20%
College boards	39%
Division committees	32%
Technical society committees	14%
Other national committees	36%
Total	30%

Gender Diversity Awards

Engineers Australia's Diversity Awards Program seeks to identify, recognise and reward companies that strive towards engineering excellence through greater gender diversity.

The winners for 2019 were:

Most Outstanding Company

Winner: Hatch
Highly Commended: Norman Disney & Young

Most Ambitious Company

Winner: Stantec Australia
Highly Commended: QinetQ

Most Encouraging Student or Not-for-Profit Group

Winner: Engineers Without Borders Australia
Highly Commended: Precious Plastic Monash

Raising awareness on gender

Engineers Australia works with the media to raise awareness about the importance of diversity and inclusion in engineering.

According to the Australian Bureau of Statistics, only 13.6% of qualified engineers in Australia are women.

Our media coverage on this subject includes:

- An extended profile with CEO Dr Bronwyn Evans in *The Australian* in November in which she discussed efforts to influence not only girls deciding on their careers, but the people influencing their choices

- Coverage in August 2019 in *The Guardian*, *The Australian*, ABC Online and *The Canberra Times* quoting Engineers Australia on engineering careers for women in response to a decision by UTS to change entry requirements for women

As an employer

- Remuneration review: Engineers Australia has completed a comprehensive review of remuneration as part of our efforts to ensure staff are paid fairly and in line with the market.
- Policies: We have implemented a new policy on responses to domestic and family violence and updated other policies to reflect current best practice.
- Training: Engineers Australia partnered with external providers to deliver training to increase awareness of violence against women and capability to respond.
- Workshops: In collaboration with our partner Male Champions of Change, we held workshops in Sydney, Melbourne and Canberra with men at different levels of Engineers Australia.
- Workforce demographics: Engineers Australia currently has 303 employees. Our overall workforce is predominantly female (61%). Of 36 Executive Leadership Team/business unit leaders, 58% are female.

International Women's Day

Engineers Australia's four International Women's Day events in Brisbane, Melbourne, Sydney and Perth attracted 2,200 attendees, with three of the events sold out.

The keynote speaker was Nadine Champion, a World Cup-winning kickboxer, author and entrepreneur. Her engaging presentation on resilience and facing change inspired the events' attendees to take "10 seconds of courage".

Audience feedback has been overwhelming positive, with a survey finding that 98% would recommend an Engineers Australia International Women's Day event to a colleague.

These events continue to position Engineers Australia as a thought leader in gender diversity, as well as a facilitator of valuable networking.

Dr Bronwyn Evans and keynote speaker, kickboxer Nadine Champion.



DIVERSITY INITIATIVES EXPAND

Indigenous Engineers Group

The Indigenous Engineers Group (IEG) is a working group within Engineers Australia's College of Leadership and Management.

Focused on connecting inspired and educated professional Aboriginal and Torres Strait Islander people from an engineering background, the group is committed to expressing Indigenous culture as a form of awareness within the industry to bring together shared knowledge, perspectives, support and inspiration.

- The Engineers Australia IEG held its inaugural event at WSP's office in Brisbane during NAIDOC Week 2019; it centred around Indigenous engagement and development in the engineering profession.
- During Reconciliation Week in May 2020, Engineers Australia's IEG ran a webinar featuring a panel of Indigenous engineers exploring what inclusion looks like in the engineering profession.

University agreement

A new memorandum of understanding with James Cook University's Indigenous Education and Research Centre will see us work together to: develop new STEM teaching materials for disadvantaged regional and remote people; facilitate Indigenous cadetships and scholarships with industry partners; and form an Indigenous advocacy group to address the big issues facing Indigenous education.

LGBTQI+ engagement grows

In 2020, Engineers Australia, Aurecon and Pride in Diversity became founding partners of InterEngineer, an independent industry group for lesbian, gay, bisexual, transgender, queer and intersex (LGBTQI+) engineers and their allies. It is designed to promote LGBTQI+ inclusion through networking and advocacy activities.

InterEngineer aims to ensure the engineering profession is inclusive for LGBTQI+ individuals so they can confidently bring their authentic selves to work and thrive in their careers.

- InterEngineer was launched at an Aurecon Mardi Gras morning tea in Sydney in February 2020. Engineers Australia CEO Dr Bronwyn Evans and Board Director Hurol Inan participated in an event panel alongside speakers from Aurecon and Pride in Diversity.
- Engineers Australia is managing the InterEngineer working group, which has articulated and agreed their aim, purpose and governance structure ahead of further activities planned for 2020-21. We are also providing database management support.
- Engineers do not have to be members of Engineers Australia to join InterEngineer.

The InterEngineer initiative expands on Engineers Australia's membership of Pride in Diversity, a not-for-profit LGBTQI+ inclusion program for employers.

PETER NICOL RUSSELL MEMORIAL MEDAL WINNER

PROF HARRY POULOS AM

HonFIEAust CPEng NER

With a distinguished academic and consulting career spanning almost six decades, Professor Harry Poulos AM is a world expert in pile foundation design whose work has underpinned many of the world's tallest buildings.

He has transformed the geotechnical understanding of how structures interact with the ground and developed more reliable design approaches that have superseded previous procedures based on empirical experience.

Professor Poulos has applied his research to a wide range of projects internationally, including buildings such as the Burj Khalifa, the world's tallest building, as well as freeways, bridges, tunnels, mines and more.

A Member of the Order of Australia, Professor Poulos has published four books and over 400 technical papers, and contributed heavily to the international geotechnical community. He has been recognised with the geotechnical engineering profession's highest prizes, honorary positions, memberships and awards. These include the Rankine Lecture (UK), Terzaghi Lecture (USA) and the Kevin Nash Gold Medal of the International Society for Soil Mechanics and Geotechnical Engineering.

Professor Poulos is a most deserving recipient of Engineers Australia's highest honour, the Peter Nicol Russell Memorial Medal, which is awarded annually to an Honorary Fellow who has made a notable contribution to the science or practice of engineering in Australia. Recipients of the Medal represent the highest technical, professional and community service standards of the profession.

The award perpetuates the memory of Sir Peter Nicol Russell (1816–1905), a 19th century Sydney industrialist who made major donations to the cause of engineering in Australia.



I am greatly honoured to receive this award from Engineers Australia. It represents the highlight of my career, and I feel remarkably privileged to be in the company of so many eminent people who have preceded me, including two of my early mentors, Professor J.W. Roderick and Mr Ray Priddle. I am also most grateful to EA for underpinning my career progress from a student in the 1950s to the current latter stages of maturity.

PROF HARRY POULOS AM
HonFIEAust CPEng NER



10

ENVIRONMENTAL SUSTAINABILITY

Engineers Australia is committed to promoting sustainability amongst members, the engineering profession, governments and other stakeholders.

Climate change presents a very real and increasingly urgent challenge that impacts the past, present and future work of engineers.

Engineers will play a vital role, not only in developing resilience in facing a new climate but in cutting emissions to reduce the extent of change – and associated destructive weather events.

Our profession must be at the centre of change, and Engineers Australia is committed to leading the way.



I encourage engineers to always ask and engage with the hard questions. The energy transition is not only a technical transition, it is a transition of communities from one industry to the next with wide ranging social, economic and environmental impacts and it is our role to address them all.

SARAH HANNAH

MIEAust CPEng NER
Head of Asset Performance, AGL

Engineers Australia's work towards sustainability includes advocacy, business engagement, professional development for engineers and actions to reduce our organisation's carbon dioxide emissions. Our Code of Ethics requires members to promote sustainability by fostering the health, safety and wellbeing of the community and the environment.

With the assistance of our Environmental College and Sustainable Engineering Society, we are currently producing a detailed video training course on sustainability designed to empower engineers as individuals to answer the question: "How can I help?"

As an environmentally conscious employer we continue to implement our 2015 Sustainability Action Plan.

We actively participate in sustainability initiatives, and all employees are educated on our waste management practices as part of their induction.

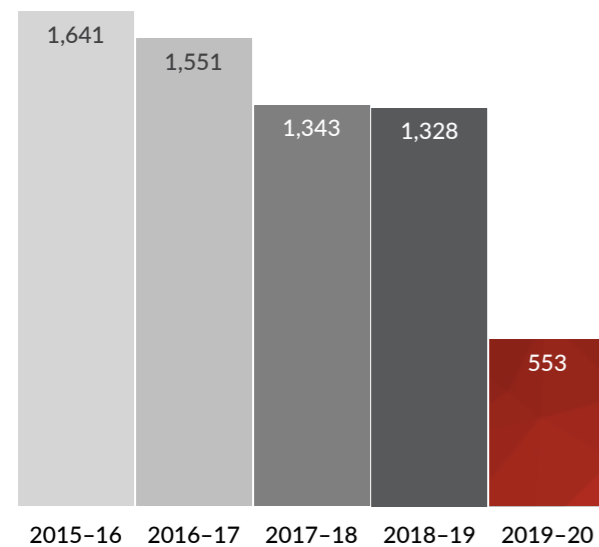
Engineers Australia's office in Canberra was re-accredited with the ACT Government Actsmart business recycling program, which has seen our waste to landfill from that office fall 72% since 2011 and waste sent to recycling rise 112%.

COVID-19 impacts contributed to a drop in our carbon dioxide emissions from office energy use and travel.

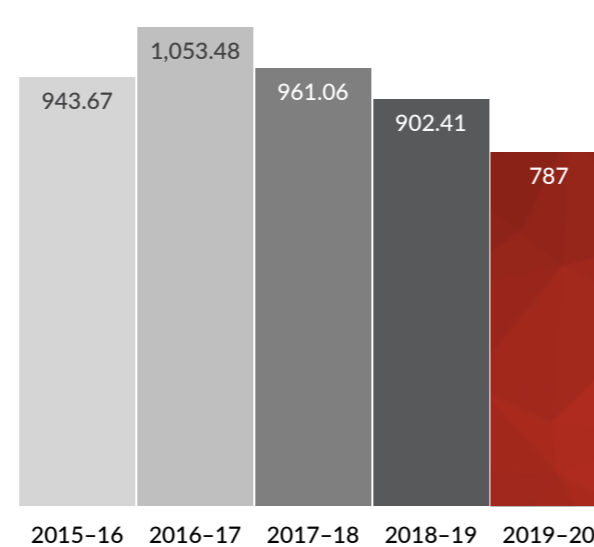
In 2019-20 we diverted 975 kg of organic waste from landfill in Canberra and approximately 180 kg in Melbourne.

COVID-19 saw our number of flights taken drop 29%, from 1,959 in 2018-19 to 1,398 this year, with no flights in April, May or June 2020.

Office paper use – number of reams (100% recycled):



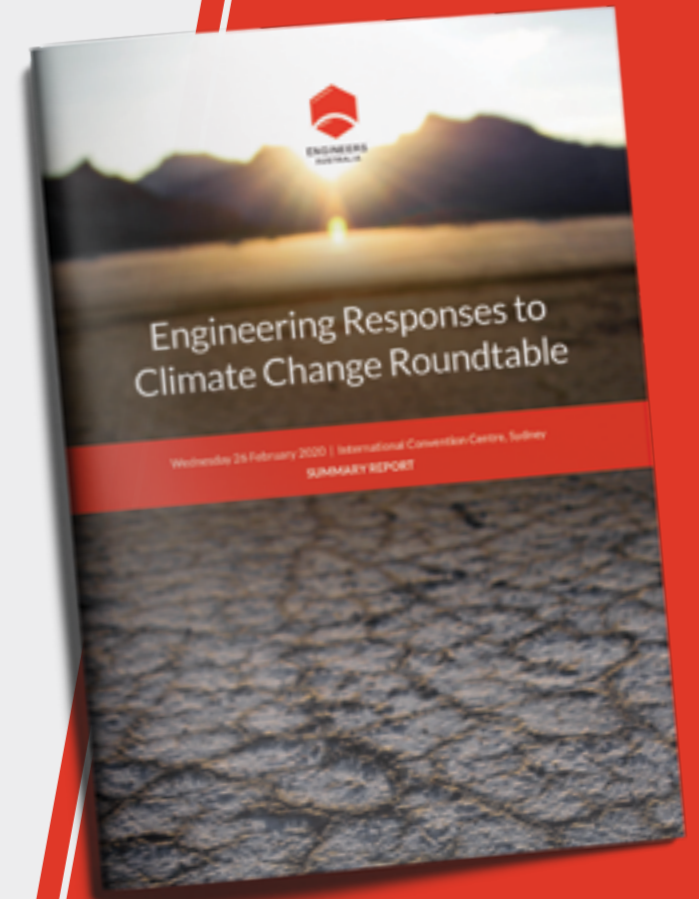
Emissions from our direct energy consumption (gas and electricity – tonnes of CO2):



ENGINEERING RESPONSES TO CLIMATE CHANGE ROUNDTABLE

In February 2020, Engineers Australia held a roundtable in Sydney on engineering responses to climate change. The event drew together leaders from the CSIRO, engineering consultancies and other groups. Participants concluded engineering will play a vital role in developing resilience in a new climate and reducing the number and regularity of destructive weather events. A report from the event was published on the Engineers Australia website, with findings including:

- Recent disasters and community expectations show action is urgent.
- Climate science must lead the way, and climate considerations must be integrated from the start of infrastructure projects. Change will centre around increasing resilience to new environmental threats.
- Engineers must become trusted advisors and leaders around decisions on infrastructure planning and operation to minimise carbon emissions. The profession requires strong leadership on climate change, and that leadership must come from Engineers Australia.



WORLD ENGINEERING DAY FOR SUSTAINABLE DEVELOPMENT

On 4 March 2020, the global engineering community marked the first ever World Day of Engineering for Sustainable Development. The creation of the World Day had been announced the previous November in Melbourne at the World Engineers Convention and has been adopted by the United Nations. Engineers Australia marked the occasion with:

- An Ask An Expert session on the EA Xchange online platform with ACT Chief Engineer Adrian Piani (right)
- A series of social media posts and articles based around the United Nations' 17 Sustainable Development Goals
- Morning teas for staff to celebrate the importance of the profession



Mr John Lau

**Executive General Manager
Governance and Support Services**
BCom FCA ComplEAust

John is a Chartered Accountant with 20 years' experience in senior leadership positions. His broad experience helps to ensure that Engineers Australia's support and governance functions will continue to capably support the delivery of the group's strategic objectives.

Ms Heather Foss

**Acting Executive General Manager
Professional Standards and Practice**
ComplEAust

Heather has 20 years' experience in senior management and executive roles, in which she has led and grown businesses in the private sector, including her own. She has been responsible for leading multidisciplinary teams across sales, finance, administration, insurance, customer service and human resources.

Dr Bronwyn Evans

Chief Executive Officer
BE (Elec) PhD HonFIEAust CPEng
EngExec FTSE

Appointed as Engineers Australia CEO in October 2019, Bronwyn has over 35 years' experience. She was previously CEO of Standards Australia, and has also held senior executive roles at Cochlear and GE Healthcare. Her board experience encompasses the construction, medical technology, innovation and digital business sectors.

Ms Jane Hanks

**Executive General Manager
Membership and Growth**
BEc/LLB ComplEAust GAICD FAMI CPM

Jane was appointed Executive General Manager Membership and Growth in 2018. She has significant experience in the services sector with senior roles in Novotel Brisbane (Accor), Griffith University, Mallesons Stephen Jaques and Dentons Australia.

Mr Jeff Hughes

**Executive General Manager
Member Engagement**
BBus/Acc CA ComplEAust

Jeff has 17 years of experience in professional membership bodies, having previously worked at CPA Australia. Prior to his career in membership, he held senior finance roles within professional services firm PwC and the Rio Tinto group.

EXECUTIVE LEADERSHIP TEAM



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THANK YOU TO OUR VOLUNTEERS AND OFFICE BEARERS

Engineers Australia has more than 2,000 volunteers occupying about 2,500 volunteer roles. Our volunteers both drive and support the breadth of our work to advance the science and practice of engineering for the benefit of the community.

We value the immense contribution and shared leadership of our volunteers. The strength of our groups and committees comes from the members who bring their skills, expertise and enthusiasm to advancing the profession through working in partnership with employees. They devote many hours to our profession, and add to the body of engineering knowledge. Volunteers provide guidance on our advocacy and policy, represent us on external groups, deliver technical professional development, help to accredit universities ... and much more. We would like to express our appreciation for their voluntary contributions including, this year, their support and flexibility when it comes to COVID-19-related changes and restrictions.

Our volunteers are our ambassadors – their ability to talk knowledgeably and passionately about the benefits of being part of Engineers Australia contributes enormously to our future success.

We are privileged to have so many members who want to make a difference to the profession and community as Engineers Australia volunteers. Without our volunteers, much of what we do would not be possible.

Our groups:

Number of:	Total
Technical societies	29
Centres and special interest groups	2
National committees and joint boards	11
Congress	1
Division committees	9
College boards	9
Overseas chapters	6
Other groups and committees	200+



Ms Trang Pham,
Engineers Australia volunteer.

Engineers Australia is grateful to our volunteers, who contribute to our work in a wide range of areas



Expand engineering knowledge



Develop Australian standards



Mentor others



Inform policy development



Recognise outstanding achievements



Facilitate professional development



Act as ambassadors



Provide access to networks



Inform our media and government advocacy



Celebrate engineering heritage



Accredit university courses



Create tomorrow's engineers



Share expertise



Share business insights



Represent us in external groups

DIVISION PRESIDENTS



WESTERN AUSTRALIA

Ms Jillian Formentin
FIEAust CPEng EngExec NER



SOUTH AUSTRALIA

Mr Michael Scott
MIEAust CPEng NER



TASMANIA

Mr David Finnigan
FIEAust CPEng NER



NORTHERN

Ms Sinead Redmond
TMIEAust



NEWCASTLE

Mr Joe Townsend
MIEAust



SYDNEY

Ms Jessica Qiu
FIEAust CPEng NER



VICTORIA

Mr Grant Scott
FIEAust CPEng EngExec NER



QUEENSLAND

Mr Colin Mitchell
FIEAust CPEng EngExec NER



CANBERRA

Mr Kevin Earle
FIEAust CPEng EngExec NER

COLLEGE CHAIRS



ELECTRICAL

Dr Peter Sokolowski
FIEAust CPEng NER



CIVIL

Mr Paul Collier
FIEAust CPEng EngExec NER



CIVIL

Ms Lydia Gentle
FIEAust CPEng EngExec NER



STRUCTURAL

Mr Peter Statton
FIEAust CPEng NER



BIOMEDICAL

Mr Mike Flood
FIEAust CPEng NER



CHEMICAL

Mr Grant Scott
FIEAust CPEng EngExec NER



ENVIRONMENTAL

Ms Lara Harland
FIEAust CPEng NER



ITEE

Dr Walter Green
FIEAust CPEng



LEADERSHIP AND MANAGEMENT

Dr Anne Hellstedt
FIEAust CPEng EngExec NER



MECHANICAL

Mr Roderick McDonald
FIEAust CPEng EngExec NER

CHAPTER PRESIDENTS



HONG KONG

Mr Simon Tong

FIEAust CPEng(Ret)



MALAYSIA

Mr Tan Kian Hwa

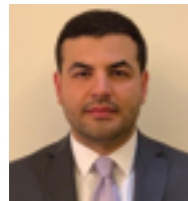
FIEAust CPEng NER



SINGAPORE

Mr Philip Kok Leong Chan

MIEAust



QATAR

Eng Mustafa El Cherkawi

MIEAust CPEng



UNITED ARAB EMIRATES

Mr Hazem Hanafy Aly

FIEAust CPEng



UNITED KINGDOM

Ms Nicola Telcik

FIEAust CPEng NER

COMMITTEES

Joint Board for Aerospace Engineering	Prof Murray Scott
Joint Board for Naval Architecture	Mr Bruce Howard
Engineering Heritage Australia	Mr Merv Lindsay
Women in Engineering National Committee	Ms Hayley Rohrlach
Young Engineers Australia National Committee	Mr Jordan Butler
National Committee for Engineering Associates and Technologists	Mr Marcelo Botelho
National Committee on Applied Mechanics	Dr Raj Das
National Committee on Mechatronics	Dr Dzung Dao
National Committee on Rehabilitation Engineering	Dr Iain Brown
National Panel on Clinical Engineering	Mr Melvin Mazid
National Committee on Space Engineering	Mr Roger Franzen
National Committee on Automation Control & Instrumentation	Prof Victor Sreeram
National Committee on Water Engineering	Mr Robin Connolly
National Committee on Coastal and Ocean Engineering	Mr Edward Couriel
Indigenous Engineers Committee	Mr Grant Maher

TECHNICAL SOCIETIES

Australasian Association of Engineering Education	Mr Mark Symes
Australasian Particle Technology Society	A/Prof Yansong Shen
Electric Energy Society of Australia	Mr Jeff Allen
Electromagnetic Compatibility Society of Australia	Mr Mark Mifsud
Society for Building Services Engineering	Mr Alan Coote
Society for Engineering in Agriculture	Mr Glen Riethmuller
Australian Society for Bulk Solids Handling	Prof Mark Jones
Australian Cost Engineering Society	Mr Leonardo Ferro
Australian Composite Structures Society	Dr Rodney Thomson
Australian Earthquake Engineering Society	Mr Trevor Allen
Australian Geomechanics Society	Dr Nina Levy
Australian Society for Defence Engineering	Mr Denton Bocking
Australian Tunnelling Society	Dr Harry Asche
Australian Shotcrete Society	Dr Stefan Bernard
Mining Electrical and Mining Mechanical Engineering Society	Mr Dominic Posavec & Mr Murray Timpson
Mine Subsidence Technological Society	Mr Richard Walsh
Sustainable Engineering Society	Mr Steve Posselt
Systems Engineering Society of Australia	Mr John Nasr
Society of Fire Safety	Dr Jonathan Barnett
Risk Engineering Society	Mr Geoff Hurst
Railway Technical Society of Australasia	Mr Maneesh Gupta
Transport Australia society	Mr Shalendra Ram
Asset Management Council	Dr Anne Gibbs
Institute of Industrial Engineers Australia	Mr David Karr
Institute of Public Works Engineering Australasia	Mr David Jenkins
Institute of Materials Engineering Australia	Dr Roger Lumley
Australasian Fluid and Thermal Society	Prof Tilak Tissa Chandratilleke

AFFILIATED GROUP

RedR Australia Ltd	Dr Robert Care
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OVERVIEW OF FINANCIAL RESULTS

In the 2019-20 financial year, the Engineers Australia consolidated group delivered a broad range of services, while continuing to be prudently managed to ensure ongoing financial strength. This resulted in a \$6.8 million operating surplus for the year.

The group is financially strong with members' funds increasing to \$59.6 million. Excellent group liquidity was evident in operating cash flows that generated \$13.5 million during the year, contributing to a strong cash balance of \$46.4 million. Engineers Australia invested \$12.0 million in medium- and long-term investments that are managed by global investment manager, Morgan Stanley, which grew to \$12.5 million by 30 June, despite the year's turbulent investment market.

Total income grew by \$6.7 million, underpinned by \$27.7 million of membership subscriptions, and the continued growth in education courses offered by Engineering Education Australia (EEA). EEA revenues grew by \$2.4 million to \$21.9 million, due largely to the success of the Professional Year Program. An important aspect of the group's financial sustainability is that its income is derived from diversified sources. These also include migration skills assessment, Chartered membership assessment, conferences and events, and advertising in the *create* magazine. It is pleasing to note that the World Engineers Convention in 2019 was a financial success.

During the past financial year, Engineers Australia has continued to focus on improving its cost structures to operate more efficiently and invest in new offerings to members.

New member facilities were opened in Sydney and Brisbane. EA Xchange, our digital community platform, had its first full year of operation. When face-to-face activity was suspended because of COVID-19, we were quickly able to transition to full online delivery of member events. Our new video streaming library EA OnDemand was launched to enable anytime access to professional development content.

We are keenly aware of the impact of COVID-19 on our members. Membership fees were not raised on 1 July 2020. Fee concessions were made available to members who required assistance.

We have realigned parts of the business to ensure that members remain well supported, and this has included further investment in the group's online learning platforms.

The group will continue to explore ways to innovate and improve the support and services it offers to members.

Overall, the group is in a very strong financial position and is well placed to continue to deliver its services in a financially sustainable manner, both during the COVID-19 pandemic and beyond.

FIVE YEARS 2015-16 TO 2019-20

	2015-16	2016-17	2017-18	2018-19	2019-20
	\$m	\$m	\$m	\$m	\$m
Income					
Net membership subscriptions	22.476	23.254	24.116	25.402	27.737
Courses, conferences/meetings and CPD	10.734	11.600	12.160	22.526	26.416
Assessment and registration fees	11.801	19.684	19.960	20.575	20.035
Sponsorships, grants and commissions	3.179	3.751	3.207	2.456	3.250
Publishing	0.970	1.207	1.019	0.841	0.807
Other revenue	1.213	1.685	1.651	1.566	1.777
	50.373	61.181	62.113	73.366	80.022
Expense					
Employee and consultancy expenses	26.885	27.467	29.198	32.015	32.463
Administration, travel, publication and IT expenses	9.743	10.673	11.555	13.358	12.532
Premises expenses (excluding depreciation)	3.275	3.410	3.418	3.529	2.126
Depreciation and amortisation	2.205	2.485	3.801	3.390	5.392
Courses and conference/meeting expenses	7.997	9.447	8.554	15.897	17.459
Other	0.187	0.429	1.368	0.635	3.233
	50.292	53.911	57.894	68.824	73.205
Operating surplus/(deficit)	0.081	7.270	4.219	4.542	6.817
Asset revaluation	0.037	3.982	0.361	0.445	(0.147)
Transfers & net profit from joint ventures	-	-	-	-	0.062
Increase/(decrease) in members' funds	0.118	11.252	4.580	4.987	6.732
Total members' funds	32.048	43.300	47.880	52.867	59.599

*The consolidated entity comprises the Institution of Engineers Australia and its subsidiaries, Engineers Australia Pty Ltd, Australian Engineering Foundation Ltd, EngInsure Pty Ltd and Engineering Education Australia Pty Ltd and its subsidiary (The Moreland Group Pty Ltd). Audited full financial statements for the year ended 30 June 2020 will be presented at the Annual General Meeting on 2 December 2020. They are available in PDF at www.engineersaustralia.org.au/annualreport.

Board remuneration

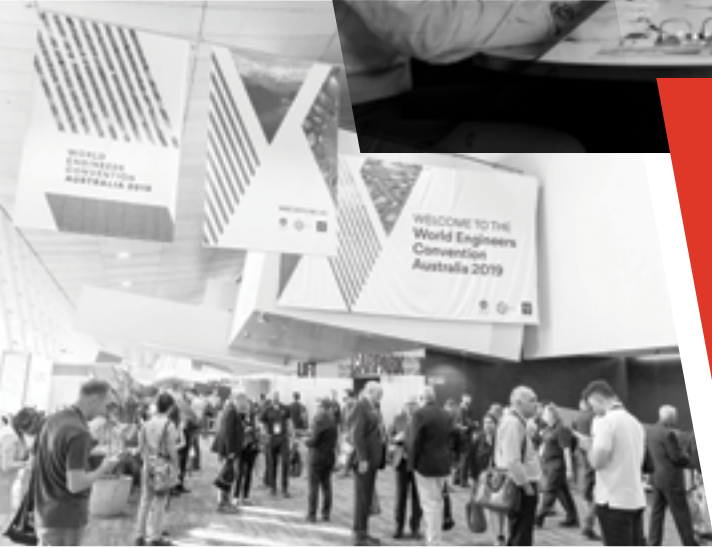
The Board of Engineers Australia consists of up to eight directors. Total director remuneration is capped annually at \$290,000 (last approved by National Congress in November 2017), indexed to the Wage Price Index each year. Please refer to Note 20 of the Annual Consolidated Financial Report for the financial year ended 30 June 2020, which can be found on the Engineers Australia website.



Some of the most challenging projects in recent times are investigations into electric shock incidences in mines which have occurred on equipment that is otherwise in perfect working order. This has led to ongoing research into understanding the methods by which an electric shock can occur and developing methods to avoid them into the future, making for a safer working environment.

PETER STEPIEN

PhD FIEAust SMIEEE CPEng NER RPEQ
Principal Engineer, ResTech



OUR PURPOSE IS TO
ADVANCE THE SCIENCE
AND PRACTICE OF
ENGINEERING FOR
THE BENEFIT OF
THE COMMUNITY



ENGINEERS
AUSTRALIA

