



**ENGINEERS
AUSTRALIA**

CAREER BREAKS POLICY

10 September 2008

1. INTRODUCTION

- 1.1 This policy acknowledges the diversity of career paths and circumstances of Chartered members and registrants. There is an increasing acceptance of the Chartered title and registration on the National Engineering Registers as the benchmarks for independent practice in Australia, based on recognised standards for practice and continuing professional development (CPD).
- 1.2 Chartered members and registrants may leave the full-time workforce at some point in the course of, or as they approach the end of their careers, because of a range of personal and external circumstances. Removing the Chartered title and/or a Registrant's name from the National Engineering Registers during a career break might disadvantage that person when he or she chooses to return to the workforce.
- 1.3 This policy aims to provide flexible guidelines for those whose circumstances require them to take a career break but who wish to maintain the Chartered title and/or registration. The policy is intended to ensure that practice standards are not compromised and that Engineers Australia and the profession meet their obligations to the community.
- 1.4 This policy is to be read in conjunction with the *Continuing Professional Development (CPD) Compliance Policy*.

2. APPLICATION

- 2.1 This policy applies to
 - Chartered Members
 - Registrants on the National Engineering Registers, including non-members.

3. CIRCUMSTANCES

- 3.1 A "career break" is defined as a period of leave from the workforce of at least 6 months and less than 5 years.
- 3.2 The following circumstances may constitute a career break:
 - Serious illness
 - Parental leave
 - Care for family members
 - Unemployment
 - Elite sporting or cultural pursuits

- Travel
- Any other sufficient cause.

3.3. The following circumstances do not constitute a career break:

- Permanent part-time engineering work
- Voluntary engineering work
- Work-related study
- Semi-retirement.

3.4 Evidence of the circumstances of a career break may be required by Engineers Australia during an audit of compliance with the CPD Compliance Policy.

4. POLICY

4.1 A person may retain the Chartered title and/or registration on the National Engineering Registers during career breaks of less than 5 years by meeting the provisions of the CPD Compliance Policy, with the required minimum of 150 hours of structured CPD able to be undertaken over the last five years rather than the last three years.

4.2 A person who is on a career break at the time of a CPD audit request, or who has had a career break in the 3 years prior to an audit, may rely on the CPD requirements described in Clause 4.1.

4.3 A person whose CPD is audited on return to the workforce after a career break or whose CPD is audited during a career break and who is non-compliant with the provisions of Clause 4.1 may apply for an extension of time to become compliant.

4.4 Where the career break involves a complete absence from the workforce of 5 years or more, a person wishing to retain the Chartered title and/or registration must meet the requirements of a Stage 2 competency-based assessment.

Authorised by Engineers Australia Council: 10 September 2008