

Industry leaders focus on WA's future

Leaders from industry attended a special forum, hosted by the Governor of Western Australia, His Excellency Dr Ken Michael AC, at Government House mid-year to engage in an open and broad-ranging discussion on the role, and contributions, of engineering to the future development and wellbeing of WA.

Four interconnected themes and directions emerged from the discussions, and a Communique has recently been finalised and is available on the WA Division web site. The key points are summarised below.

Education and Training: The focus on developing the analytical skills and rigorous thinking necessary for university study of engineering needs to be maintained and enhanced. Improved coordination in outreach is desirable with a non-partisan emphasis on meeting the overall need for engineers in WA. An extended and more visible range, of career opportunities is required, especially in high-added-value engineering, to attract bright school students into the profession and advance WA's excellence in engineering.

WA Areas of Expertise: The continuing success and wealth-generation of the resources industry provides the opportunity to build world-leading expertise and reputation in specific areas of engineering with a future focus. Culturally and economically, our future competitive advantage resides in the ability to create and innovate; expertise and intellectual property can come to be an export that matches the existing physical exports upon which we are now mainly reliant.

Infrastructure and Planning: WA needs to evolve from its largely ad-hoc model and mind-set of progress through discrete



Industry leaders attended a special forum hosted by the Governor of Western Australia, His Excellency Dr Ken Michael AC earlier this year

projects so as to adopt a holistic approach to development that, while meeting independent needs and exploiting competitive forces for good, also serves actively to advance the overall growth and improvement of the State. A long-term vision, embracing infrastructure integration, planning principles, community building and commerce, is required. Engineering has a fundamental role to play in the process of its development, dissemination and bi-partisan adoption by Government.

Migration and Population: Population growth continues to be essential for WA to have the critical mass and diversity of economic activity that will enable it to compete in the global market-place. Well planned skilled migration will be an important component of this growth.

At the conclusion of the Forum, participants

agreed on three overarching areas of concern for WA, these being (i) Educational needs, (ii) The acquisition of high-level technical capabilities, and (iii) Integrated future planning. The Forum recommended that:

- Future meetings of the Industry Leaders Forum expand upon the issues and directions described herein, and
- Engineers Australia facilitate the establishment of a "Committee for WA" to develop and provide input to the Government, especially with regard to infrastructure planning.

The Industry Leaders Forum is an initiative of the WA Division of Engineers Australia that seeks to be more proactive in supporting, facilitating and bringing together industries, educators and the community to work more cohesively in pursuit of the overarching goal of improving the long-term amenity, security, productivity and quality of life in WA.

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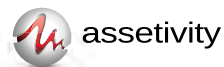
ENGINEERS AUSTRALIA
Western Australia Division

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Engineers Australia delivers sessions on membership after University

Engineers Australia delivered sessions in October to final year students at UWA and Curtin to ensure students are better informed of their membership options post-university.

The events were well attended, with the event at Curtin being held in the new Engineering Pavilion.

Students were informed about CPD and career services, technical information and resources, networking events, international mobility and the pathway to becoming a Chartered Engineer.



Final year students at Curtin in the new Engineering Pavilion

President and CELM Chair visit Goldfields

As part of the Year of Engineering Leadership, WA Division President Professor Tony Lucey and Centre for Engineering Leadership (CEL) Chair David Mofflin visited the Goldfields in late September.

David Mofflin delivered the presentation Engineering Leadership in a Rapidly Changing World, while Tony Lucey visited some key sites including the Super Pit and WA School of Mines.



WA Division President Professor Tony Lucey FIEAust visited the WA School of Mines (above) and the Super Pit (left) during his Goldfields visit



Peel members network over bowling

Wednesday 6th October gave members of the Peel region a great opportunity to network over pizza, beer and a game of ten pin bowling. Three teams of local engineers battled it out in the bowling lanes for top spot and bragging rights for what was a great night at the Mandurah Bowling Centre. Top team for the night was "It's All in the Wrist" (Alcoa Kwinana) narrowly beating "Hub Harriers" (Alcoa Pinjarra) by just 14 pins, closely following by the Alcoa Young Guns in third.

Special thanks to Reading Cinemas Mandurah, Coles Centro Mandurah, Kmart Centro Mandurah, Dan Murphy's Mandurah, and LotteryWest for supplying prizes for the event.



Top team for the night was "It's All in the Wrist" (pictured above)

From the President

The Value of Chartered Status

Professor Tony Lucey FIEAust

Chartered status is probably the most evident signal of an engineer's competence and standing; its award is a career landmark to be celebrated. And yet only a minority of eligible engineers take up this important form of qualification that is recognised worldwide. This paradox is often explained away by the absence of a mandatory registration system in Australia. While Engineers Australia continues to lobby for nationally consistent regulation in each state, it should be remembered that engineering credentials have an intrinsic purpose that goes far beyond that of simply providing a means for lawmaking. A new thrust sees Engineers Australia advancing chartered status in a more complete way, within a framework that emphasises, and combines, individual development, career structure, mentorship and leadership, and cross-generational teamwork that enables both individuals and organisations to practise and enjoy engineering with enhanced effectiveness.

In our new Strategic Plan 2010-2015, we commit to pursuing the vision that "Engineers Australia will ensure that the standards of engineering practice are world-class". Such a target requires that the benchmark 'world-class' be understood and that we have the means to measure against it. The quality and competitiveness of the outputs of Industry – in both private and public sectors - provide an aggregated measurement of the prevailing standards of engineering in Australia, and one that is continuously tested by the market.

In parallel, the standards and competencies of the engineering personnel whose combined efforts produce these outputs are amenable to measurement. Highly competent engineers generate outputs of the highest engineering standards. At the individual level we already have an internationally recognised measure that evidences world-class standards and that is chartered status. As a member-based organisation Engineers Australia's greatest contribution to excellence in Australian engineering can be made by providing processes that allow and encourage its members to develop their knowledge and skills throughout their careers.

The success that follows excellence brings increased understanding and respect both for the role of engineers as individuals and the importance of Engineering to Society. Thus, a 'virtuous circle' is established whereby Engineering in Australia flourishes, increasing its economic benefits to the

state and nation, attracting more and brighter young people to the profession, and deepening the satisfaction experienced by practising engineers.

The single most recognisable mark of competency for a practising engineer is that of holding chartered-engineer status. In 2011 Engineers Australia will take special initiatives to boost the uptake of chartered status by its members given that this credential already has national and international 'brand recognition'. The approach will be multi-faceted with three main, but interlinked, lines of exposition that can broadly be summarised as

- Promotion of the manifold benefits to Industry;
- A risk-management strategy for organisations; and
- Advancing career development of the individual.

Organisations are increasingly realising that their employees are their greatest asset in the pursuit of enduring success. This embraces the attraction of high-quality staff and, more importantly, the means to realise fully the potential of such staff and ensure their retention by providing the opportunities and challenges for staff to develop. Without the latter, engineers sink into stagnation, low-productivity and loss of creativity; in numbers, a damaging culture of negativity sets in that corrodes the engineering team.

Staff development requires milestones so that an individual can see and pace their developmental journey – how far they have come and to where they are going. Chartered status is a significant milestone on this journey, setting an achievable target and, once reached, its maintenance signals competency, currency and authority. While these may be individual goals, when summed across all employees they yield the advanced currency and capabilities of the organisation that is essential for its competitiveness and which advertise its quality. The obverse of this coin is that the corpus of competence provides strong evidence of the organisation having taken all reasonable precautions in avoiding engineering accidents.

For the individual engineer, the achievement of chartered status also marks the beginning of the next phase of the developmental journey towards senior-engineer status with its strong focus on leadership. Arrival at this next career stage is signalled by the accord of Fellow status and the more exacting Engineering Executive credential.

Through its newly developed Engineering Capability Development Model,

Engineers Australia, with its subsidiary Engineering Education Australia, has mapped out the foregoing career stages, their interactions in terms of mentorship and leadership, the programs of activities that enable the career journey and the credentials that serve as its milestones. This is a powerful piece of work because not only does it guide career development of the individual but it also outlines how cross-generational links can effectively be used within an engineering organisation to plan for the optimisation of the demographic profile of its engineering personnel.

Chartered status is therefore more than a point of arrival in a career – it is not a laurel upon which to rest. Rather, it signals an ongoing currency and capability while also serving as the platform from which to embark upon the next stages of a complete engineering career. The uptake of chartered status benefits both individual and organisation, and the time taken or allowed for such professional development is an investment that in the long-term pays off handsomely for both.

However, its value and recognition lies in the hands of each individual engineer. By attaining the award, the proportion of eligible practitioners holding chartered status is increased so that a tipping point is reached at which it becomes the norm. Thereafter, the pressure falls upon those without this credential to lift themselves. Chartered status effectively becomes the required qualification for project-leading responsibilities. The introduction of legislation that formalises this position by mandating registration then follows readily because laws principally exist to censor those who depart from accepted norms. They are far less effective for driving deep-seated virtuous behaviours. As a community of engineers, it is incumbent upon us to establish chartered status as the norm and this requires actions and support from each of the individuals who make up our community. By doing so, we will all reap the rewards of increased recognition, enhanced standing in Society, and greater effectiveness – towards 'world-leading' - in the practice of Engineering.



Pressures grow on the adequacy of WA's infrastructure

The release on 11 October 2010 of the Engineers Australia 2010 Western Australia Infrastructure Report Card found that the condition of WA's infrastructure is generally adequate (but needing major changes) to good (needing minor changes), and growing pressures remain on keeping up with demand and fixing many inadequacies.

The Report Card was released to a media conference in the morning and then presented at an industry lunch later in the day.

Spokesperson for the WA Report Card, Past President Chris Fitzhardinge said in his presentation:

"Since Engineers Australia produced the first Infrastructure Report Card for Western Australia in 2005, our state has become iconic for its big projects, strong exports and rapid growth.

Western Australia, however, needs to be more than a series of billion dollar projects to capture long term benefits from this massive investment.

The big projects need to be within the context of a long term infrastructure strategy to grow amenity, to build capability and to sustain economic growth, as well as attract a population with the skills to drive the economy.

With the release of the 2010 report, we now have a comprehensive overview of what has happened over the past five years, and the gaps that have emerged."

The ratings are based on an assessment of asset condition; asset availability and reliability; asset management; and sustainability.

The Report Card uses an easy to understand rating for Infrastructure.

An "A" means Very Good – that is, the infrastructure is fit for current and anticipated future purposes.

"B" – is Good – with Minor Changes needed to meet current and future needs.

"C" – is Adequate – but with Major Changes required

"D" – is Poor – with Critical Changes required; and

"F" – is Inadequate

To further define the ratings, a plus or minus has been included.

Of the 14 categories reviewed in the 2010 report – six fall within the good "B" rating range (needing minor changes) and eight are within the adequate "C" ratings (but needing major changes).

The "B" ratings were given to:

- National Roads
- State Roads
- Ports
- Potable Water
- Wastewater; and
- Electricity

The "C" ratings were for:

- Roads Overall
- Local Roads
- Rail
- Airports
- Stormwater
- Irrigation
- Gas; and
- Telecommunications

Since 2005, marginal improvements have been made in the area of Wastewater, and the ratings have remained the same for National Roads, State Roads, Rail, Ports, Potable Water, Irrigation and Electricity. However, the ratings for Local Roads, Stormwater and Gas have all slipped.

The 2010 report card includes the three categories of Roads Overall, Airports and Telecommunications that were not rated in 2005.

The overall assessment indicates that Western Australia's infrastructure is generally adequate to good, but growing pressures remain to keep up with demand and to fix many inadequacies.

The Report Card for Western Australia includes the following recommendations, to assist in providing infrastructure to meet the needs of business and the community:

1. The Western Australian Government produces an overarching infrastructure plan for the next forty years, that includes the interactions between land-use, water, energy, transport and telecommunications.
2. Long-term regional infrastructure plans need to be included for each of the nine



Past President of Engineers Australia WA Division Chris Fitzhardinge FIEAust CPEng delivers the Report Card's findings

rural regions, as well as sector plans, such as those proposed for metropolitan freight, state transport and metropolitan transport.

3. Infrastructure planning should lead rather than follow, where new urban areas are being developed, or where there is redevelopment of existing areas. As well, infrastructure must match the urban housing in-fill targets.

4. Implementing the priorities established in the State, regional and sector plans will lead to increasing expenditure and this needs to be achieved through a partnership between all spheres of government and private sector.

5. To help contain costs, greater effort must be put to managing and reducing demand for infrastructure services.

6. The income derived from the shift to real cost pricing of water, electricity and other infrastructure services needs to be directly linked to investments to improve reliability and quality of those services.

7. The WA Infrastructure Coordinating Committee needs to improve its engagement with industry and the community, and the WA Government needs to be more effective, notably through Infrastructure Australia, in attracting funds to increase the State's share of national investment.

The WA Division expresses its thanks and appreciation to Chris Fitzhardinge, John Ruprecht, members of the Public Policy Subcommittee and the reviewers who contributed to the Report Card.

Clough welcomes new Chairman

Oil and gas industry expert Keith Spence has been appointed Chairman of the Clough Board and formally took the position at the Company's Annual General Meeting on 26 October 2010.

Keith will replace outgoing Chairman Mike Harding who has been the Independent Non-Executive Chairman since October 2006.

Keith joined the Clough Limited Board in August 2008 following his retirement from Woodside where he held many roles including Chief Operating Officer, Acting Chief Executive Officer, Director - Oil Business Unit, Director - Northern Business Unit, and Exploration Manager - North West Shelf. Most recently he was Executive Vice President Enterprise Capability.

He has more than 30 years experience in oil and gas including 14 years with Woodside and 18 years with Shell.

Despite his retirement Keith has maintained an active role in corporate governance and currently holds the positions of Non-Executive Director of Geodynamics Ltd and Verve Energy, as well as Chairman of the WA State Training Board, the Australian Institute of Management (WA) and the Advisory Board of the Australian Centre for Energy and Process Training (ACEPT). He is a Board member of Skills Australia and a Curtin University Councillor. He also chairs the Independent Assessment Panel for the Federal Government's Carbon Capture and Storage Flagships program.

AECOM appoints Tim Wilkinson to Mining team

Global technical and professional services consultancy AECOM has appointed Tim Wilkinson to lead its mining business in Western Australia and the Northern Territory. Based in Perth, Tim will focus on pursuing strategic and major projects.

Tim has over 27 years experience in the mining, refining and chemicals industries. He joins AECOM after 11 years with SNC-Lavalin as Senior Vice President of Mining and Metallurgy working on the strategic development of SNC-Lavalin in Indonesia, and base metal and iron ore projects.

AECOM Managing Director of Mining Laurie Barlow said Tim's experience would further strengthen AECOM's mining capability and help the team capitalise on a number of important opportunities in the region.

"We are delighted to have someone of Tim's calibre join us. His extensive experience and industry knowledge will be valuable in helping us maximise opportunities in the mining sector," Laurie said.

Tim said his focus in the role would be on maintaining good people and systems to meet clients' requirements.

"The issues facing the mining industry in the execution of projects are in developing and maintaining good people and systems, and being cost effective in the execution of projects. This goes hand in hand with the right strategy of project packaging to meet the requirements of the clients.

"In addition, partitioning of the work through low cost engineering and procurement centres that are supplied through project funding arrangements, or modularisation construction methods, requires experienced project personnel and systems for defining, quality controlling and co-ordinating the work to avoid downstream cost impacts in supply and construction. The development of people, and providing training and mentoring is critical to this process," Tim said.

Congratulations to our Hospitality Partner, Watershed Premium Wines, for their excellent results at the 2010 Rutherglen Wine Show.

- Class 231: 08 Awakening Cabernet Sauvignon: Top GOLD + 2 TROPHIES (wine still to be released)
- TROPHY - Seguin Moreau and Winetitles - Special Award for Best Australian Dry Red Table Wine of Show
- TROPHY - Rutherglen IGA Liquor Perpetual - Best Australian Dry Red Wine, Cabernet Sauvignon

EA members receive a discount on Watershed Wine. For more information on how to order please see our website www.engineersaustralia.org.au/wa

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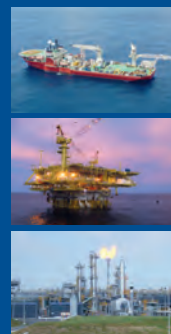
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- Kitan Field Development
- CWLH Subsea Redevelopment
- Wheatstone Platform
- Gorgon Upstream
- NKW Hydrogen Plant

Special Feature

A willingness to learn – and lead



Jim Giumelli could have been a dairy farmer like his father instead of starting his own engineering construction firm.

Except the family farm wasn't quite big enough to support Jim and his two brothers. Or as he puts it: "The first lesson I learned in life was arithmetic – three boys into 150 acres don't go!"

After passing his engineering exams at UWA and stints in London, Alice Springs and Perth, Giumelli started Ertech – short for 'earth technology'.

In 1981, the company basically consisted of Jim, a phone and a desk. It now has more than 600 employees and a turnover of some \$350 million a year. The steady growth in revenue and profit of 25% per year led to Giumelli winning an Ernst & Young Entrepreneur of the Year award in 2007.

"We started off doing housing subdivisions, later Main Roads work and then we went into the resources area – probably about 60-70% of our work is in the resources area these days," he says.

Giumelli has a down-to-earth approach to business and leadership:

"People are the main assets of any business," he says.

"People can sometimes be a challenge, but they are very much the driver of business success."

He says creating leadership in others is a matter of encouraging people to have a go.

"We have a motto here and we say to all the new people joining us: 'We like to think you have a willingness to learn – and a willingness to have a go,'" he explains.

"A willingness to meet the challenges, that's the key. Sometimes people succeed, sometimes they don't, but as long as they make a fair crack at it you're happy."

Giumelli says leadership – and communication – in engineering has changed.

"Thirty years ago, you'd say: 'Get down in the trench and shovel that dirt away!'," he recalls.

"Today, you'd say: 'Look, as part of getting this sewer put in, we need to clean up behind the excavator, would you mind going down there and giving the bloke a hand to clean it up?'"

Although he founded Ertech and is executive chairman, Giumelli's not the only owner. The company has a unique business structure – modelled on the Kiewit Corporation, a giant US construction/mining firm – where employees can buy into the firm. As a result, Ertech says it's now the largest wholly employee-owned construction company in Australia with more than 70 employee shareholders.

But the company is not just interested in the bottom line.

Giumelli says the company has started its own privately-funded training organisation to help indigenous youths get jobs in the civil construction area.

Called the Ertech Construction Academy, it works with the Clontarf Foundation and local high schools to train indigenous youths attending high school to operate earth-moving equipment and gain a nationally recognised qualification.

"The mines don't want to see them until they're 18 years old, so there's a gap there that needs to be filled," says Giumelli.

"We train them while still at high school then move them on to our Perth sites, and then later they are able to move onto the mine sites.

"A little bit over 5% of our field workforce is now indigenous."

Giumelli's advice to people contemplating an engineering career is to focus on their engineering skills first, even if they want to combine engineering with, say, law or commerce.

"I think you should be an engineer first and when you show some aptitude – but more particularly, attitude – your employer, who will by then really value you, may say 'well if you really want to do commerce, we'll help to put you through a second qualification'," he says.

"The three most important things with any employee are 'attitude, attitude, attitude'.

"It doesn't matter if they don't have the skills or the experience, if they've got the attitude, they'll certainly acquire the other two."

By Tony Malkovic



As part of the Year of Engineering Leadership, the Centre for Engineering Leadership and Management (CELM) is profiling prominent engineers for their thoughts on the profession and leadership.

Engineers Australia Christmas Dinner

Incorporating the AGM, O. F. Blakey Presentations and Teachers Award

Thursday 2nd December 2010

6:30 PM - 10:00 PM

University Club of Western Australia, Hackett Drive, Crawley

Engineers Australia WA Division invites you to join us for our Annual Christmas Dinner on Thursday 2nd December 2010.

The evening will incorporate the Annual General Meeting, announcing office bearers for 2011.

The O. F. Blakey Public Presentation Competition will feature on the night, with three young engineers each presenting on a topic in the field of engineering, with the winner to be decided on the night by the judging panel. The winner will receive a \$2,000 cash prize and the O. F. Blakey Medal.

The Engineers Australia Award for Excellence in teaching will also be announced, recognising and celebrating an individual secondary school teacher who has demonstrated excellence in applying the principles of engineering in the class room, enhancing the learning experiences of their students and increasing the community awareness of the value of engineering to society.

Outgoing WA Division President Professor Tony Lucey FIEAust will also be making his closing address.

Tickets: Members and non-members \$50 | Students and retired members \$30 (Includes 3 course meal and drinks)

For more information and tickets to this event please contact:

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16th Engineering Heritage Australia Conference

Wrest Point Conference Centre
13-16 November 2011, Hobart,
Tasmania

FIRST ANNOUNCEMENT

Hosted by Engineers Australia, this conference is the next in the series of biennial Australia and New Zealand engineering heritage conferences, the last being in Dunedin in New Zealand in November 2009.

The Conference Organising Committee is now inviting preliminary expressions of interest to participate, as registrants, as keynote speakers, as authors of papers or poster presentations, or to join the pre-conference tour.

The aim of the conference is to highlight the importance of our engineering heritage and to encourage actions which will help to conserve it for coming generations to understand, enjoy and appreciate.

The conference dates are Sunday 13 - Wednesday 16 November 2011.

Refer to the conference website www.cdesign.com.au/ehac2011 for additional information.

Conference Secretariat

Conference Design P/L
Tel: 03 6231 2999
Email: info@cdesign.com.au

Important Dates

Call for Abstracts – 30 November 2010
Receipt of Abstracts - 28 February 2011
Early Bird Registration closes - 31 August 2011

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It's a beer, not a fish!

Dates for your Diary

ENGINEERS AUSTRALIA
WA DIVISION NEWSLETTER

Date/Time	Host	Event & Venue	For more information
Wed 17 Nov 5:30 PM	International Engineers Special Interest Group - Engineers Australia	Business Communication: Develop an understanding of how to communicate effectively in the workplace using a wide variety of communication processes Auditorium, Engineers Australia WA Division	Register Online: www.engineersaustralia.org.au/wa
Fri 26 Nov	Australasian Tunneling Society	Fremantle Prison Tunnel Tour Cost: ATS Members \$20 per person Non-ATS members \$59 per person	Visit our website: www.engineersaustralia.org.au/wa
Fri 26 - Sun 28 Nov	The Australian Earthquake Engineering Society	AEES 2010 - Australian Earthquake Engineering Society's National Conference	Contact Winthrop Professor Hong Hao Tel: +61 8 6488 1825
Thu 2 Dec 6:00 PM	Engineers Australia WA Division	Engineers Australia Christmas Dinner including the AGM, O. F. Blakey Public Presentation Competition, Teachers Award and Outgoing President's Address	Contact: Fiona Thorniley fthorniley@engineersaustralia.org.au
Wed 8 Dec	Young Engineers WA	The Journey to Becoming an Expert Gregory Bayne – Leadership Capability Consultant	Website: www.engineersaustralia.org.au/wa
Fri 10 Dec 7:30 AM	International Engineers Special Interest Group - Engineers Australia	OHS and Equal Opportunity Auditorium, Engineers Australia WA Division	Register Online: www.engineersaustralia.org.au/wa
12 - 16 Dec	Engineers Australia's National Committee on Applied Mechanics	The 6th Australasian Congress on Applied Mechanics Perth Convention and Exhibition Centre	Visit the congress website at: www.acam6.org or email acam6@acam6.org
Wed 15 Dec 5:30 PM	Engineers Australia	Chartered Status Workshop Auditorium, Engineers Australia WA Division	Register Online: www.engineersaustralia.org.au/wa

Some event dates and times are subject to change. Please check our website www.engineersaustralia.org.au/wa/events for up-to-date information

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