

Annual Report

Engineers Australia 2018 - 2019



Contents

1	Who we are	2	10	Create tomorrow's engineers	45
2	About this Annual Report	3		<i>Events and activities</i>	
3	The year in review	4		<i>STARportal improvements</i>	
4	Engineers Australia Board and Executive Leadership Team	7		<i>New STEM strategy</i>	
	<i>Engineers Australia Board</i>			<i>Engineering Studies Teacher Program</i>	
	<i>Board in action</i>		11	Operate sustainably	49
	<i>Executive Leadership Team</i>			<i>People management framework</i>	
5	Highlights	14		<i>Staff survey</i>	
6	Celebrating our Centenary	17		<i>Organisational values</i>	
	<i>Celebration of service</i>			<i>Workplace culture</i>	
	<i>Making a difference</i>			<i>Workforce demographics</i>	
	<i>Centenary activity</i>			<i>Investing in our IT systems to better serve our members and staff</i>	
	<i>Wonders Never Cease:</i>		12	Peter Nicol Russell Memorial Medal	54
	<i>100 Australian Engineering Achievements</i>				
	<i>Upcoming events</i>		13	Diversity and inclusion	57
	<i>Ready for the future</i>			<i>Indigenous engineers group</i>	
7	Progress against strategic priorities	25		<i>Pride in diversity</i>	
	<i>Be the trusted voice of the profession</i>			<i>Women and girls in engineering</i>	
	<i>Government relations</i>			<i>White Ribbon Workplace</i>	
	<i>Media</i>		14	Environmental sustainability	62
	<i>Social media</i>			<i>Paper use</i>	
	<i>Corporate partnerships</i>			<i>GHG Emissions</i>	
8	Provide a professional home for life	33	15	Thank you to our volunteers and office bearers	64
	<i>Student and graduate outreach</i>				
	<i>Member renewals</i>		16	Engineering Education Australia	68
	<i>Member engagement</i>			<i>New courses</i>	
	<i>Member and regional volunteer net promoter scores</i>			<i>Other major developments</i>	
	<i>Connecting the engineering community</i>		17	Englinsure	70
	<i>Award-winning member resources</i>			<i>Business</i>	
9	Uphold professional standards	39		<i>Personal</i>	
	<i>Growth in Chartered numbers</i>			<i>Life</i>	
	<i>Registration and accreditation</i>		18	Overview of financial results	72
	<i>Review of Chartered process</i>				
	<i>Engineering Executive credential</i>				
	<i>Australian Engineering Conference 2018</i>				

1

Who we are

The Institution of Engineers Australia (**Engineers Australia**) is the peak body for the engineering profession.

Established in 1919, Engineers Australia is a not-for-profit organisation. Constituted by Royal Charter, our purpose is **to advance the science and practice of engineering for the benefit of the community**.

We are a member-based professional association with a community of approximately **100,000 individual members**.

Engineering plays a pivotal role in society and will help to shape the future of Australia – creating healthy, just, prosperous, secure and sustainable communities.

OUR WORK



Accredit **all Australian** university engineering programs.



Maintain the largest register for engineering, the National Engineering Register (NER), which currently includes almost **21,400 engineers**.



Credential members as Chartered in accordance with international benchmarks. There are now a record **24,595** Chartered members.



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



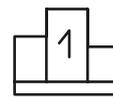
Deliver **professional development** to the engineering profession.



Serve approximately **100,000** members who live in 120 countries around the world.



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



Speak as the **number one voice** of the engineering profession in Australia.



Assess around **16,000** migrant skills applications on behalf of the Australian government.

The Annual Report is presented by the Board at the Annual General Meeting 2019, together with the audited financial statements, as per By-Law 20.2 of the 2015 Royal Charter and By-Laws.



IMAGE: First council meeting of the Institution of Engineers Australia, 1919.
Credit: Engineers Australia

2

About this Annual Report

This annual report provides comprehensive information on our achievements for the 2018-19 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 key activities of our organisation
- Inform stakeholders, partners, media and government of our key areas of focus as the peak body for the engineering profession in Australia

3

The year in review: Board Chair



It has been a great pleasure to celebrate Engineers Australia's Centenary this year, and the engineering accomplishments that have shaped our nation over the last 100 years.

Under the theme Anything is possible, our celebrations have included events for volunteers and staff, videos on engineering heroes, an app with augmented reality, information in our magazine create, and social media profiles of how our members and volunteers benefit our community as well as a large volume of mainstream media content across the nation. Our Centenary book *Wonders never cease* celebrates 100 feats of Australian engineering.

We have used our Centenary celebrations as a platform to highlight the value of engineering to the community and to focus on emerging technologies and the future of the profession. Through Leadership Forums, roundtables, conferences, seminars, panels, government and industry submissions and media engagement we have sought to advance perceptions and influence of the engineering profession.

In his inaugural Presidential Address, our first President, William Henry Warren, raised the desirability for registration of engineers.

I'm proud to record that, in 2018-19 and the years prior, we laid the groundwork for a truly historic achievement in this area. In August 2019, a law requiring engineer registration was passed in Victoria, adding to Queensland's existing scheme. Advocacy for registration in other states continues in the interests of community safety.

It has been a successful year. Our strong financial

performance has allowed an expansion of our services to members and to the profession. We have record levels of paying members, as well as a strong media presence as the voice of the profession.

In closing, I'd like to welcome our new directors, Hurol Inan and Raj Aseervatham, thank our retiring director, Greg Walters, and our wonderful volunteers and staff. Especially I want to thank our outgoing CEO, Peter McIntyre, for his leadership of the organisation, and welcome incoming CEO, Dr Bronwyn Evans.

A handwritten signature in black ink, appearing to read 'Trish White', written in a cursive style.

The Hon. Trish White

BE (Elec) BA FIEAust CPEng
EngExec APEC Engineer IntPE (Aus)
FAICD

**National President,
Board Chair**

The year in review: Chief Executive Officer



We engineers are big on data – and, on the data, Engineers Australia has enjoyed an extremely successful 2018-19.

Our member net promoter scores are rising, staff engagement is up, and the number of non-student members is at a record high.

More companies are partnering with us, over 92,000 people registered for our events and our solid financial position enables us to invest back in the profession.

New services this year include the online community EA Xchange, a collaborative and secure online forum where members can engage directly

with each other no matter where they are in the world.

Our work to increase support for graduate and early career engineers has included a successful online jobs board, new networking opportunities to welcome them to the profession and events to help them understand pathways to becoming Chartered.

We have also been vocal advocates for reforms in the building construction sector, including the registration of engineers, and in communicating with our members, the media, business and parliamentarians.

As the voice of the profession, our social media video campaign on the contributions engineers make to society has been a stand-out, reaching over five million people.

Achieving such great results requires a team effort. As such, I would like to sincerely thank the Board, our many volunteers and our staff for their contributions to this success.

In what will be my final annual report as CEO, I'm proud of the progress we've made together – particularly in the area of diversity and inclusion – and having had the privilege to serve our profession.

I have been a member of Engineers Australia for more than 40 years, and will continue to watch with great interest the evolution of the organisation as it continues to deliver its critical role for the profession and for society.

A handwritten signature in black ink, appearing to read 'Peter McIntyre', written in a cursive style.

Peter McIntyre

*BSc BE (Hons) MBA FIEAust CPEng
EngExec NER APEC Engineer
IntPE(Aus) FAICD*

Chief Executive Officer

IMAGE: Hon Trish White,
National President and Chair
of the Board, stands with
Mr Peter McIntyre,
Chief Executive Officer.



4

Engineers Australia Board and Executive Leadership Team

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

The Executive Leadership Team recognises the different needs of members across different career stages and ensures that Engineers Australia offers valuable support to each of them in achieving their goals.

IMAGE: From left to right,
Ms Lucia Cade, Mr Chris Champion,
Mr Hurol Inan, Hon Trish White,
Dr Raj Aseervatham, Ms Michelle
Kennedy, Dr Nick Fleming.



Engineers Australia Board

Ms Lucia Cade

Board Director

BE(Civil) BEc MEngSc MBA
FIEAust FAICD
Elected 2017

Lucia is a non-executive director and advisor with a professional engineering and business background. Her executive roles span the construction, utilities and engineering professional services industries, including AECOM, Evans & Peck (now Advisian), Victorian water utilities and Comdain Infrastructure.

Mr Chris Champion

Board Director

BE(Hons) MEngSc FIEAust
CPEng NER FIPWEA(Emeritus)
GAICD
Elected 2017

Chris was Chief Executive Officer of the Institute of Public Works Engineering Australasia for 15 years. Before this, he had 30 years in local government engineering. In 2015, Chris was appointed Secretary General of the International Federation of Municipal Engineering.

Mr Hurol Inan

Board Director

BSc (Ind Eng) MS
Appointed 2018

Hurol is a digital transformation consultant and currently occupies multiple roles including the chief executive of the Australasian business of a global digital agency, and a university advisory board membership on the future of the workforce.



Hon Trish White

**National President
and Chair Of The Board**
BE(Elec) BA FIEAust CPEng
EngExec APEC Engineer
IntPE(Aus) FAICD
Elected 2018

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 Executive Director of consultancy, Slingsby Taylor.

Dr Raj Aseervatham

Board Director
BEng (Aust) MEngSt (Aust) PhD
(Aust) MBA (Aust)
Elected 2018

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.

Ms Michelle Kennedy

Board Director
BE(Hons) MBA FIEAust CPEng
EngExec APEC Engineer
IntPE(Aus) GAICD
Elected 2016

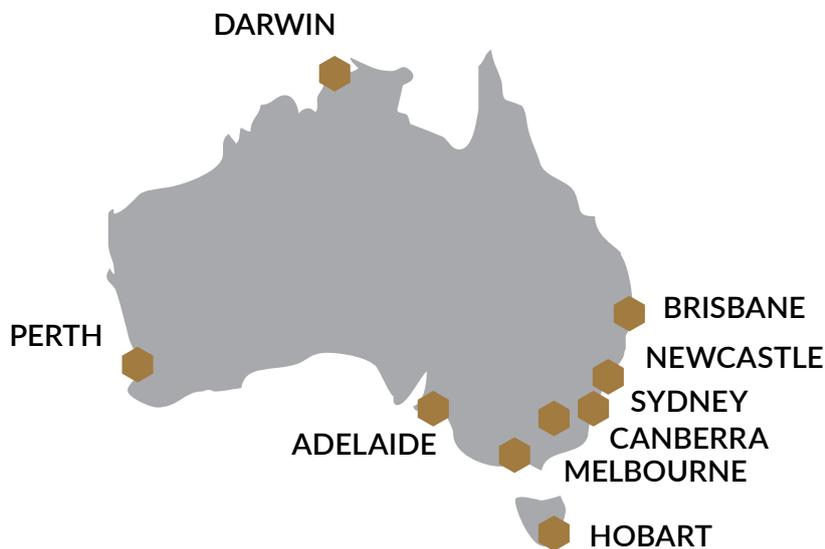
Michelle has a diverse background spanning a number of industries in the public and private sectors. She has had roles on several College Boards and National and State Committees, and currently holds a senior leadership role in local government.

Dr Nick Fleming

Board Director
BE(Hons) PhD FIEAust CPEng
EngExec NER APEC Engineer
IntPE(Aus) GAICD
Elected 2016

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.

Board Meetings and Engineers Australia Leadership Forums 2018-19



Committee and Forum participation

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

The Board made
253
Resolutions
during 2018-19



Top: Felicity Furey (STEM advocate), Mr Peter McIntyre and Dr Nick Fleming at the Melbourne International Women's Day event.



Middle left: Ms Lucia Cade speaking at the Australian Engineering Conference.



Middle right: Hon Trish White speaking at the Melbourne International Women's Day.

Bottom: Mr Chris Champion, Ms Michelle Kennedy and Mr John Lau at the National Congress dinner.





IMAGE: From left to right,
Dr Brent Jackson, Mr John
Lau, Mr Peter McIntyre,
Ms Jane Hanks, Mr Jeff
Hughes, Mr Ron Watts

Executive Leadership Team

Dr Brent Jackson PhD

Executive General Manager,
Strategy and Transformation

Departed April 2019

Brent has held roles across the private sector and federal government, spanning business consulting, corporate affairs, policy and governance functions.

Mr John Lau

Executive General Manager,
Governance and Support Services

BCom FCA ComplEAust

Appointed in 2018

John is a Chartered Accountant with 20 years of experience in senior leadership positions in Australia, Europe and Asia including with GHD, Turner & Townsend Thinc, and Northcott.

Mr Peter McIntyre

Chief Executive Officer

BSC BE (Hons) MBA FIEAust CPEng
EngExec NER APEC Engineer IntPE(Aus)
FAIE FAICD

Appointed 2017

Peter previously served as Managing Director of TransGrid for six years and prior to that held several executive positions there. He has also been a Board Director with TasNetworks since November 2016.



Ms Jane Hanks

**Executive General Manager,
Membership and Growth**

BEd/LLB ComplEAust GAICD FAMI
CPM MPS Cornell

Appointed in 2018

Jane 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 Services**

BBus/Acc CA ComplEAust

Appointed in 2018

Jeff has significant experience across the commercial and not-for-profit sectors. His most recent roles were at CPA Australia.

Mr Ron Watts

**Executive General Manager,
Professional Standards and Practice**

GAICD ComplEAust BBus MCom
GDipMgmt GCertHRM

Appointed in 2015

Ron has extensive experience in the running of professional membership associations and is presently a Director of the Board of Professions Australia.

5

Highlights

91%+

91%+ member retention rate
(2017/18: 90%)

8%

8% growth in Chartered members
(2017/18: 15% as a result of Defence partnership)

92,394

92,394 people registered to attend EA events

29%

29% growth in STARportal STEM database views

+28

Member net promoter score of +28 in May/June survey (2017/18: -10)

16

16 submissions to government (2017/18: 28)

3,000

Approximately 3,000 pieces of broadcast and online news coverage

5 MILLION+

'Quietly changing the world' video campaign reached more than five million people

386,543

386,543 average monthly reach of Engineers Australia's LinkedIn page (2017/18: 252,000)

100 YEARS

Launched year-long 'Anything is possible' Centenary celebration

CELEBRATING

100 YEARS

ENGINEERS
AUSTRALIA

P A S T · P R E S E N T · F U T U R E

IMAGE: supplied courtesy
of *create* magazine

6

Celebrating our Centenary

Engineers don't stop improving on what's gone before. We're not constrained by existing ideas of what's possible. We look ahead and find a way.

That attitude, that anything is possible, has resulted in innovations that have driven human progress and enriched our lives in ways that would have been impossible to predict when Engineers Australia was established 100 years ago.

With this in mind, 'Anything is possible' was selected as our Centenary theme.

Our Centenary is a milestone that offers the opportunity to look back and marvel at our accomplishments, as well as to imagine our future.

CELEBRATION OF SERVICE

Engineers Australia relies on our 2,500 volunteers for their thought leadership, strategic advice, technical expertise, and connections. Thank you to all those who have given their time in the past, those who are currently working with us, and everyone who chooses to volunteer in future years.

To pay our respects and express our thanks, Engineers Australia has held special Centenary events throughout the year for our volunteers. This would not be the organisation it is today without the volunteers. They are ambassadors for our profession.

MAKING A DIFFERENCE

Engineers Australia is proud of the work that we have done to further the profession – a profession that is integral to almost every field of human endeavour.

Throughout the past 100 years, we have sought to set and lift standards in engineering, via the creation of industry standards, university accreditation, international agreements, the National Engineering Register and our Chartered credential.

But this is not only about our organisation. This is a celebration of Australian engineers who pushed boundaries, defied the odds and shaped our world.

Our members are proud engineers who work on everything from defence to infrastructure, biomedicine to mechatronics, tunnelling to the environment. They come from across Australia and around the world and, while their work is varied, they're all working towards a united goal: providing benefit to the community.

CENTENARY ACTIVITY

We have a rich engineering heritage, and that is reflected in our Centenary celebrations. In our magazine, *create*, this year, we have reflected on some of the iconic engineering achievements that have benefited our community, as well as explored innovative solutions to current and emerging challenges.

Our social media channels are showcasing 100 posts on the past, present and future of engineering as well as a six-part video series celebrating engineering achievements.

Our Centenary website highlights member and volunteer stories, and you can see quotes from them featured in this report. The site also includes further videos on engineering heroes who personify the 'Anything is possible' theme.

We have also created a Centenary Heroes App which includes augmented reality experiences, games, articles and videos.

WONDERS NEVER CEASE: 100 AUSTRALIAN ENGINEERING ACHIEVEMENTS

To mark our Centenary, one of our groups, Engineering Heritage Australia, has produced a book of 100 significant Australian engineering achievements, from the stump-jump plough and the black box flight recorder to the Sydney Harbour Bridge and the Snowy Mountains Scheme.

A celebration of our rich engineering heritage, these stories appeal to engineers and non-engineers alike and are accompanied by an array of remarkable images. Engineers have taken often visionary ideas and turned them into practical realities, and the pages of the book highlight the combination of toil and genius which have shaped contemporary Australia.

Centenary celebrations:

Top: Brisbane Centenary Gala Dinner

Left: Queensland Division President Mr Mark Lendich slices a celebration cake at the Brisbane Centenary Gala

Right: Hon Trish White and Mr Peter McIntyre raise a toast to 100 Years of Engineers Australia at the Melbourne Centenary Celebration



IMAGES: Engineers Australia

UPCOMING EVENTS

Engineers Australia will continue to celebrate our Centenary in the second half of 2019. On the agenda are competitions, conferences, staff events, a second Centenary book and more.

WORLD ENGINEERS CONVENTION

Our Centenary will culminate with the World Engineers Convention, being held in Australia for the first time.

The event, co-hosted by Engineers Australia and the World Federation of Engineering Organizations, will allow attendees to build networks with leaders in global engineering practice, all while enjoying the natural beauty and quality of life for which Australia is world-renowned.

The convention will welcome national and international speakers under the theme **Engineering a Sustainable World: The Next 100 Years.**

LOOKING FORWARD

The engineers of today and tomorrow will play a key role in creating sustainable energy solutions, making our cities function more effectively, improving human health and more.

Engineers are well placed to lead as advances such as machine learning and automation revolutionise the way we live and work. As Australia prospers, engineers will be at the heart of our community, in our cities and in our regions, improving all aspects of our lives.

In the words of our members

From the time a person gets out of bed to the time they go back, they are touched by what we do: water, sewerage, electricity, roads, bridges, trains, buses, buildings, phones, etc. **I cannot think of another profession that has such a reach and impact on the lives of people.**

Jason Gordon

FIEAust CPEng EngExec NER

Acting Director,
Intelligent Transport Systems (ITS),
Roads and Maritime Services



A lot of my work is designing subdivisions, and what I love about that is knowing that someday the lines on my screen will be home to hundreds of people. Kids will learn to ride their bikes on the footpaths, teenagers will learn to drive on the roads, and subdivisions become home towns. **My challenge is to contribute to creating a place for families of all kinds to live happy lives.**

Michelle Erwin

MIEAust

Senior Civil Engineer,
GeoLINK



At its heart, most engineering is undertaken to benefit the community, whether it's providing infrastructure, industry, transport or any of the other services. **Fundamentally, what we do changes people's lives, and generally for the better.** It is critically important that we as a profession don't forget this when we are doing our work.

Francis Norman

AFIEAust CEngA EngExec NER IntETn(Aus)

General Manager, Innovation and Strategy
National Energy Resources Australia



Whether it is the reconstruction of an aerodrome to allow increased access for planes, or handing over new housing to remote communities, I feel **immense satisfaction that I have played my part** in that, and I feel an immense responsibility throughout the project process to always consider the end users and stakeholders in the back of my mind when I need to make decisions that will affect them — whether they know it or not.

Jacinta Kelly

CPPM MAIPM CPEng NER MIEAust

Engineer/Project Manager,
Harris Kmon Solutions





ANYTHING

IS POSSIBLE

**PAST.
PRESENT.
FUTURE.**

CELEBRATING
100 YEARS
OF ENGINEERS
AUSTRALIA

IMAGE: supplied courtesy
of create magazine



IS POSSIBLE

1934 1935 1936 1937 1938 1939 1940 1941 1942 1943 1944 1945 1946 1947 1948 1949 1950 1951 1952 1953 1954 1955 1956 1957 1958 1959 1960 1961 1962 1963 1964 1965 1966 1967 1968 1969 1970 1971 1972 1973 1974 1975 1976 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017



7

Progress against strategic priorities

Our strategic priorities as represented in Our Strategic Direction 2017/2018 – 2019/2020 are:



Be the trusted voice of the profession



Provide a professional home for life



Uphold professional standards



Create tomorrow's engineers



Operate sustainably

Be the trusted voice of the profession

Engineers Australia works in partnership with decision makers in government, industry and academia to provide evidence-based knowledge and 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 2018-19 we had a successful year, with strong media coverage, numerous government submissions, broad-reaching election campaigns and productive direct engagement with parliamentarians.

GOVERNMENT RELATIONS

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

Our government relations activities during 2018-19 included providing submissions to government inquiries and policy reviews, hosting government ministers at Engineers Australia events, and participating in stakeholder forums.

We have also been invited to brief politicians and asked to give evidence to Senate 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 level of government, we ensure the views of the engineering profession are considered.

Our policy successes include:

Mandatory registration of engineers on the agenda

Engineers Australia has been campaigning for mandatory

registration of engineers for the sake of the community, focusing initially on New South Wales and Victoria.

In Victoria, an Engineers Registration Bill was created – and our campaign coinciding with the state election succeeded in ensuring that the Labor Government did not deprioritise the Engineers Registration Bill when it was re-elected. We hosted a wide range of engagements with upper house members as part of a campaign to secure cross-bench support for the Engineers Registration Bill. The Bill passed the upper house in August 2019.

In New South Wales, both major parties went to a state election promising engineer registration – which was also the focus of our campaign, which reached 800,000 people via The Sydney Morning Herald website.

A series of major construction faults leading to evacuations of residents – most notably of Mascot Towers in Sydney in December 2018 – also prompted further dialogue with government on the need for changes including the registration of engineers.

Federal election campaign

During the 2019 Federal election campaign, Engineers Australia advocated for an evidence-based approach to policy that is informed by engineers. Our election platform urged the incoming governments to take a considered, long-term approach which would reduce volatility in engineering opportunities.

The campaign focused on energy, infrastructure, and technology and industry. It was supported by short videos and more in-depth opinion pieces. Data indicates that the campaign was very effective at raising awareness among members and the general public of Engineers Australia's participation in public policy debates.

ACT Chief Engineer success

After much campaigning by Engineers Australia, the Australian Capital Territory Government announced the creation of a new role of Chief Engineer to provide advice to Government on the territory's engineering and infrastructure projects and to collaborate with industry. In the role, the Chief



Collaboration case study: influencing AI standards

As the voice of the profession, Engineers Australia collaborates widely to ensure engineering perspectives are considered.

For example, our close cooperative relationship with Standards Australia saw us appointed as a founding member of the Australian Artificial Intelligence Working Group in 2018-19.

This means Engineers Australia has an opportunity to set the agenda in the early stages of considering how national standards are to be applied to artificial intelligence (AI) and its industrial applications, providing

an avenue for an engineering perspective to be fed into national debate.

Other participants in the Working Group included Boston Consulting Group, EY, Google, Microsoft, the Royal Australian and New Zealand College of Radiologists, the University of New South Wales and the University of Technology Sydney.

We have also been invited to participate in Standards Australia's upcoming Grid Cyber Security National Forum, building on our existing body of work supporting energy as a public policy priority area.

Engineers Australia is providing strategic advice on such projects as Stage Two of Canberra's citywide light rail network, upgrades at the Canberra Hospital precinct and the capital works program in ACT schools.

World Engineering Day

Engineers Australia supported a UNESCO Programme and External Relations Commission proposal to declare 4 March as World Engineering Day. The UNESCO Executive Board has recommended that the proposal is approved by the UNESCO General Conference in November 2019.

We regularly develop responses and submissions in consultation with members through Engineers Australia's Colleges, Technical Societies and other groups.

During the 2018-19 financial year, we made 16 submissions with the goal of influencing policy and legislative outcomes on topics including:

- The National Energy Guarantee final design
 - The inquiry into building quality in the Australian Capital Territory
 - Queensland Regional Transport Plans
 - The Commonwealth's National Hydrogen Strategy
 - The Department of Defence's discussion paper on the naval shipbuilding workforce
 - The Commonwealth's Liquid Fuel Security Review
 - Our report *Engineering Construction on Infrastructure: 10 Years of Trends*, which found that over the past 10 years, Australia's public sector engineering construction on infrastructure has displayed a downward trend in real terms
- Other examples of our engagement and influence with government include:
- We attended the Council of Australian Governments (COAG) meetings on energy and building, where we advised on the adoption of the National Energy Guarantee and regulation in the construction sector
 - The Energy Security Board invited us to participate in a series of workshops to advise it on transmission planning, regulation and investment
 - We met with Guy Barnett, Tasmania's Minister for Energy and Primary Industries, to review the Tasmanian government's approach to the Battery of the Nation and Marinus projects
 - We discussed nominations for engineers for honours awards and appointments on boards with Western Australian Shadow Minister Bill Marmion, agreeing to meet twice yearly
 - We were nominated for membership of the new Space Industry Leaders Forum, an advisory body for the Australian Space Agency

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 2018-19, we maintained a strong media presence to help build the profile of the engineering profession.

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 Sydney Morning Herald*, *The Age*, *Brisbane Times*, *The Australian Financial Review*, *WAtoday.com.au* and *The Canberra Times*. Engineers Australia also appeared on Channels 7, 9, 10, ABC, SBS and *Sky News*.

We featured in media stories across the country, including:

- Coverage by outlets including *SBS*, *The Sydney Morning Herald* and *ABC Radio* of structural cracks in Mascot Towers, Sydney. We argued for urgent implementation of recommendations from the Shergold and Weir report, *Building Confidence*, including engineer registration.
- An opinion piece published across Fairfax titles argued that Australia cannot afford further energy policy stagnation and that the nation must establish a modern, technically sophisticated power system, focus on increasing our renewable generation capacity

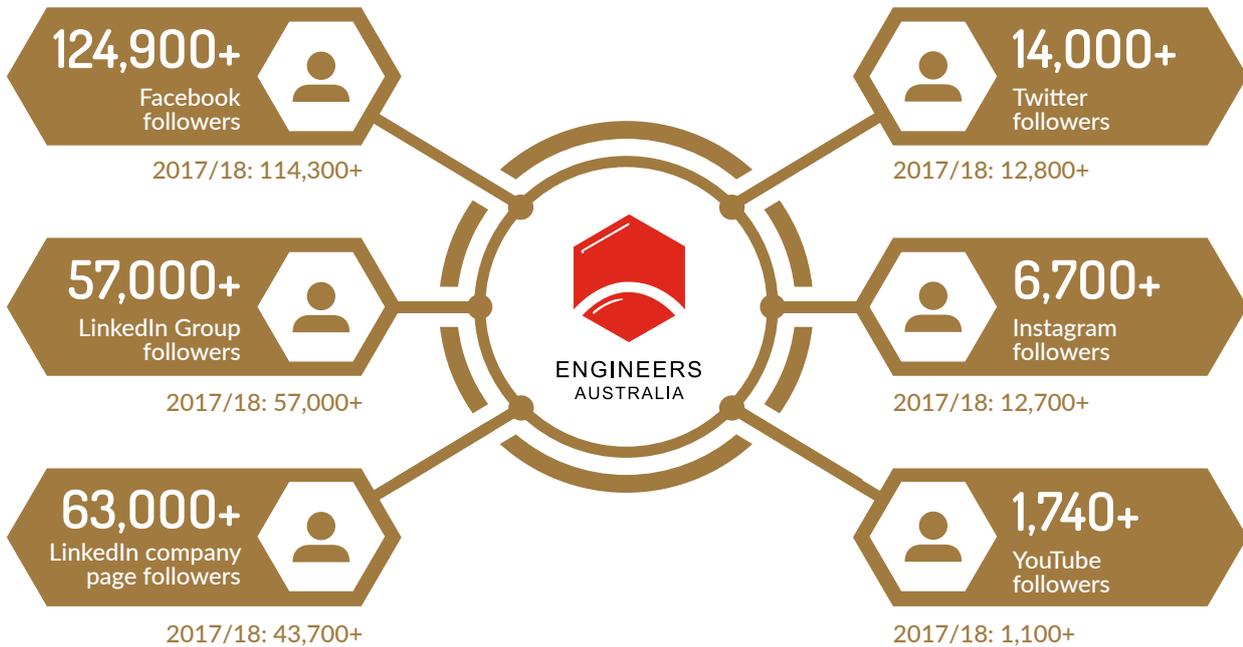
and that politics should be removed from the then upcoming vote on the National Energy Guarantee.

- A story in the *Canberra Times* covering reaction to the Territory Budget; the appointment of a Chief Engineer; registration and building safety.
- An *Australian Financial Review* story on our call for a mandatory register of engineers. The story was part of the National Infrastructure Summit run by the *Australian Financial Review*.
- A story in the *Australian Financial Review* on job and wage trends for engineers, in which we argued that infrastructure demand should be planned and smoothed over time and that Governments, as significant customers and suppliers of infrastructure services, needed to ensure that they are not rushing to deliver the same sort of projects in the same place at the same time.
- An hour-long interview on *National ABC Radio* program *Nightlife* with Philip Clark. Topics covered included encouraging more girls to study STEM and more women to stay in the engineering profession; infrastructure challenges; the rise of mechatronics and technology-based engineering work and the space agency announcement.
- Interviews with *ABC TV News*, *ABC online* and across state *ABC Radio* news bulletins about the costings and timelines for both major parties' ambitious infrastructure announcements. This was followed by an opinion article in

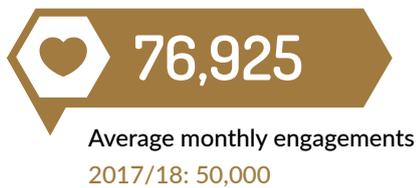
The Age and across online Fairfax mastheads that called for proper planning around infrastructure and the need for registration of engineers in Victoria.

- An interview on Sydney's *2GB radio* to discuss the issue of combustible building cladding. Engineers Australia representatives also discussed the issue in the Fairfax network of newspapers, again providing commentary in the context of the Shergold and Weir report, *Building Confidence*, with the story being syndicated nationally.
- A live TV interview for *SBS TV's* news-panel show *The Feed*, which focused on falling numbers of young people studying mining engineering and perception problems plaguing the industry.

Current social community numbers



Facebook



Twitter



LinkedIn

Engineers Australia company page



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

EA featured in **almost 3,000 media stories** including *The Guardian*, *Sydney Morning Herald* (syndicated nationally), *The Australian*, *Australian Financial Review*, *news.com.au*, *Channel 7*, *Channel 9*, *SBS* and the *ABC*.

BOARD CANDIDATE REGISTER

Engineers Australia advocates for engineers as leaders, and for our profession to get a seat at the board table and have a say when important decisions are being made. With new technologies transforming industries across our economy, government and industry increasingly request us to nominate suitably qualified engineers for board leadership positions.

Engineers Australia maintains a register of potential board candidates that enables us to refer suitably qualified engineers. Senior engineers have experience in issues vital to boards and can contribute to richer board discussions, leading to better results. Almost 1,000 Engineers Australia members have indicated willingness to serve on industry, government and community boards by joining our register.

CORPORATE PARTNERSHIPS

To support our strategy of engaging with industry, this year saw Engineers Australia's corporate partnership portfolio continue to grow rapidly. In the 2018-19 financial year 10 new industry partnerships were achieved, with ACO, Cadgroup, Eclix, Geofabrics, KPMG, Metro Trains, PCA, University of Melbourne, Victoria University and Watermark.

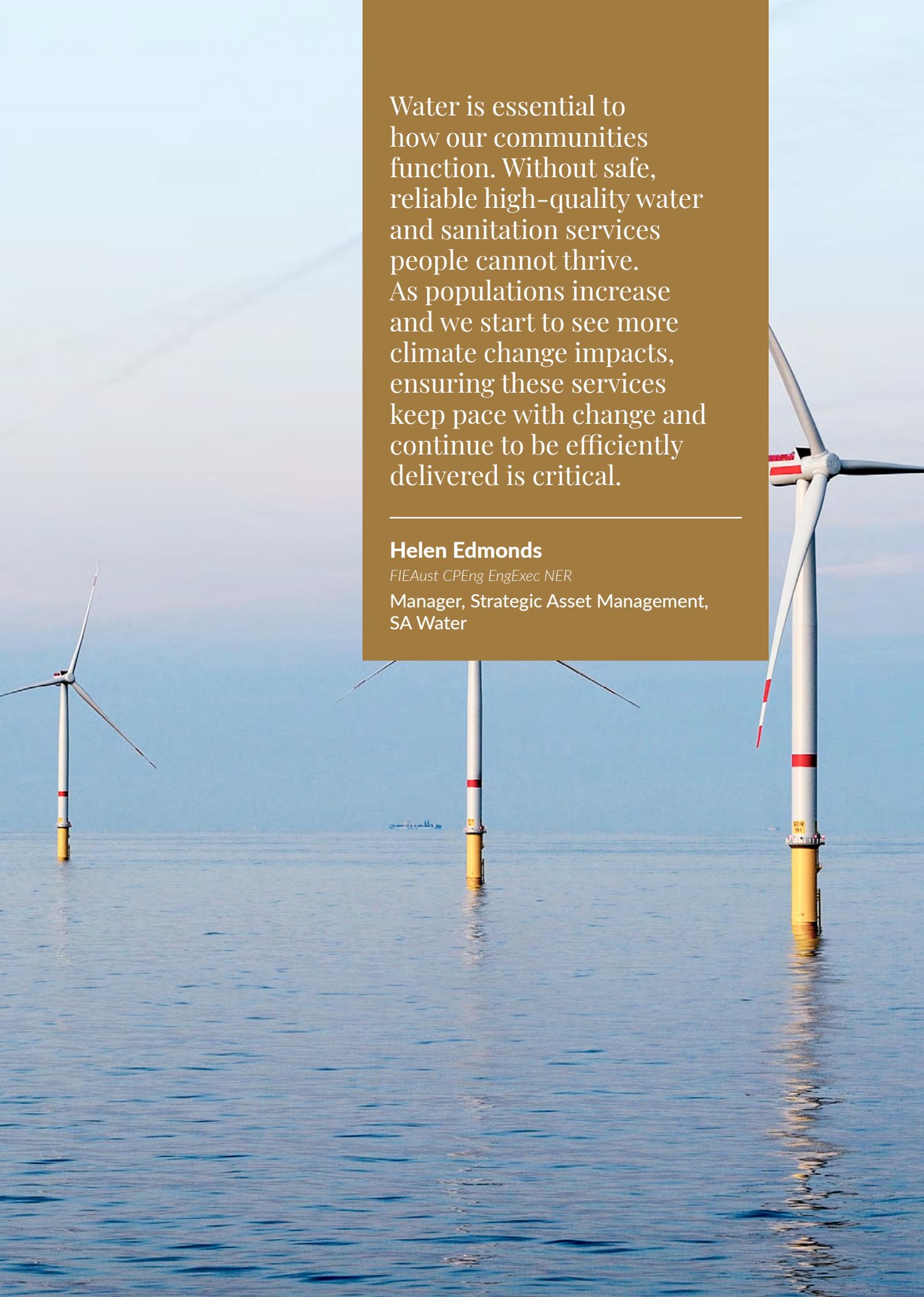
Renewed arrangements were agreed with Austral Brickworks, Cardno, Deakin University, Dixon Advisory, Dulux, ExxonMobil, McConnell Dowell, RMIT, and Swinburne University. As a result, we grew our portfolio of partners from 14 at 30 June 2018 to 19 at 30 June 2019.

Throughout the year we delivered around 70 seminars in conjunction with our corporate partners, many of which were supported by national webinars and involved international speakers.

Our partnerships enable engineers to stay up-to-date on the latest technology developments through professional development delivered at no cost to them. Members and non-members continue to embrace the model, with around 8,500 engineers attending this year's partnership events.

Flagship campaigns such as International Women's Day and the upcoming World Engineers Convention have drawn strong support from industry.

A major highlight for the year was the signing of partnering agreements with KPMG and AGL that will see their entire engineering workforces become Engineers Australia members. In addition, those with applicable experience will be awarded the credentials of NER, Chartered or EngExec.

A photograph of an offshore wind farm with several white wind turbines on yellow foundations in the ocean. The sky is clear and blue. A dark brown rectangular box is overlaid on the right side of the image, containing white text.

Water is essential to how our communities function. Without safe, reliable high-quality water and sanitation services people cannot thrive. As populations increase and we start to see more climate change impacts, ensuring these services keep pace with change and continue to be efficiently delivered is critical.

Helen Edmonds

FIEAust CPEng EngExec NER

Manager, Strategic Asset Management,
SA Water



8

Provide a professional home for life

Engineers Australia has approximately **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: from supporting students and graduates entering the workplace to improving attraction and retention of women in engineering, and delivering customer-focused, high-quality learning outcomes for engineers across different disciplines, sectors and regions.

The number of non-student members reached an all-time high, and member renewals were at a four-year high at 91%.

During 2018-19, our fee-paying membership grew to 62,247, a 4.5% increase on the previous year. This represents an all-time record.

Overall membership remained static. This was due to our shift in focus over the past six years, moving away from free student membership as a key pillar of our growth strategy.

In the past, we aimed to attract 100% of engineering students as members of Engineers Australia.

However, we were not always retaining them as graduate members. This growth in fee-paying membership shows our new strategy to retain students into graduate membership continues to gain momentum.

Table 1: Number of new members between 1 July 2018 and 30 June 2019

Grade	Total
Affiliate	72
Companion	20
Fellow	89
Graduate	2,148
Member	3,886
Student	7,165
Total	13,380

Chart 1: Growth in our fee-paying membership

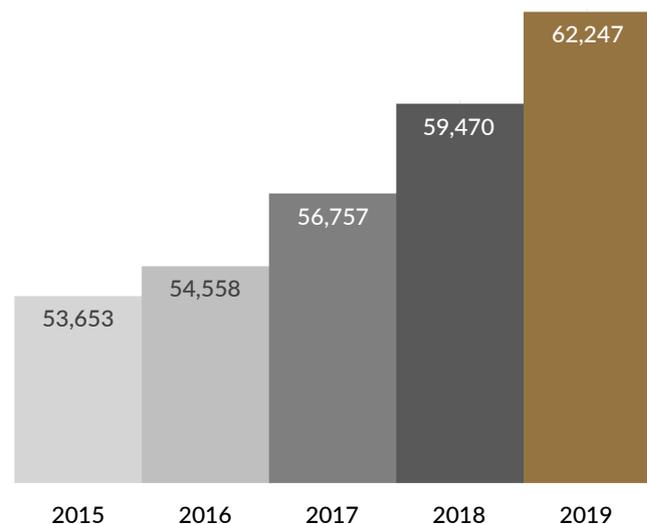


Table 2: Total membership numbers

Grade	30 June 15	30 June 16	30 June 17	30 June 18	30 June 19
Member	41,859	42,407	43,806	46,616	48,527
Student	44,149	39,698	35,162	31,138	27,813
Graduate	12,307	12,644	13,400	12,740	12,908
Fellow	5,728	6,035	6,323	6,739	7,233
Hon. Fellow	156	164	170	178	179
Affiliates & Companions	182	196	220	254	299
<i>Total Fee-paying</i>	53,653	54,558	56,757	59,470	62,247
Total	104,381	100,144	99,081	97,665	96,959

STUDENT AND GRADUATE OUTREACH GROWS

Our focus on creating more value for members and boosting our efforts to reach students and graduates continues.

Key initiatives that support this strategy include:

- **Jobs board:** A new graduate jobs and careers board, developed in partnership with GradAustralia, is helping members find work and enabling engineering employers to post vacancies free of charge. The jobs board is available exclusively to members and has attracted more than 44,000 views. A linked careers hub includes career advice and job seeking resources. This partnership gives us the ability to customise our communications with graduates and graduate employers, and to build Engineers Australia's brand recognition with universities, members and the wider industry.
- **Graduate Welcome events:** For the first time, Engineers Australia held Graduate Welcome events around the country to celebrate their entry into the profession and engage them with the Engineers Australia community. The events were a casual meet-and-greet with the local division committees, Young Engineers Australia representatives and fellow engineering graduates. These events were extremely well received, and more than 800 graduates attended. Members introduced non-members, and following the events, 86 non-members became paying graduate members.
- **O-week events:** Relationship managers and student ambassadors attended 37 universities across Australia, Malaysia and Singapore during universities' O-weeks. These events were a huge success this year, with fun and interactive activities leading to high engagement and culminating in well over 3,000 memberships.
- **Frontier:** Our Facebook group and associated app for emerging engineers, Frontier, is growing. We currently have more than 1,200 student and graduate members in the group, with around five to 10 new people joining each day. We have had more than 1,300 app downloads. The app gives us a direct line of communication to our student and graduate members, which is a great alternative to email communications and allows our message to cut through.
- **'Quietly changing the world' video series:** A Frontier-branded video series included early career engineers who are 'quietly changing the world' — and paid homage to popular superhero movies. The goal was to make young engineers feel proud to be an engineer and inspired to be part of Engineers Australia's Frontier community. The campaign reached more than five million people with the videos viewed nearly eight million times.

Over two million people engaged with the campaign on social media. The first video featured mechanical engineer Darren Lomman, who founded GreenBatch, an organisation that turns plastic waste into

3D-printing filament for schools in Western Australia. This video was viewed almost 500,000 times on Facebook in less than two weeks.

- **Awards and recognition:** Each year, the Association of Graduate Employers (AGE) recognises outstanding examples of excellence in Australian graduate recruitment and development through its annual AGE Graduate Recruitment Industry Awards (the AGRIs). Engineers Australia took home the award for Most Popular Professional Association in 2018.

MEMBER ENGAGEMENT RISES

The overall trend in member engagement data is positive: key metrics of benefit, impression, perception and pride have increased among members, office bearers and volunteers.

In particular, attention paid to regional office bearers and volunteers has had a notable effect: perception of Engineers Australia's momentum has nearly quadrupled, pride has lifted and likelihood to recommend has increased.

In June 2019, net promoter scores for regional volunteers stood at +41 and for the general membership rose to +28.

CONNECTING THE ENGINEERING COMMUNITY

In May 2019, Engineers Australia launched its online community platform, EA Xchange.

EA Xchange is a collaborative and secure online forum where members can engage directly with each other no matter where they are in the world. Engineers can ask questions, discuss important issues and network, as well as share advice, ideas, resources, documents and best practice – all driven by members.

The first EA Xchange group, the Volunteer Community, was launched in late May 2019 and is exclusively for Engineers Australia's volunteers. A wider all-member community will be launched in 2019-20, and will be expanded in the future to provide more functionality.

In its first three months since its launch in May 2019, EA Xchange has:

- 211 volunteers – 10% of the total number of Engineers Australia volunteers
- 22 individual discussion threads with 61 responses on topics including:
 - Value of being a volunteer
 - Delivering better outcomes for members
- 90% of volunteers receive daily EA Xchange updates
- 3 private communities have been created:
 - National Congress
 - Young Engineers National Committee
 - Victoria Division Committee

AWARD-WINNING MEMBER RESOURCES

Engineers Australia's multi-channel content brand, *create*, won several international awards in 2018-19.

It was awarded Silver in the Best Membership category at the prestigious 2018 International Content Marketing Awards, produced by the Content Marketing Association.

The *create* brand also won Silver and Bronze at the Pearl Awards from The Content Council in the US. The Pearl Awards are the longest-running and most prestigious content marketing awards in the US. *create* won Silver for Most Effective: Non-profit/Association/Government, and Bronze for Best Overall Content Program.

The *create* content brand was recognised for its success in reimagining Engineers Australia's content strategy and developing an effective, dynamic, multi-channel strategy to connect with a digital-first audience.



IMAGES: EA Xchange logo, EA Xchange homescreen as seen on desktop and smartphone, and *create* magazine front cover; Centenary August edition.



I work in IoT [Internet of Things], where we are aiming to bring billions of things to life by connecting them to the internet so they can talk to each other, and work together. This opens up opportunities to achieve business efficiencies and improve lives. An example is IoT which is currently being used to track endangered rhinos in Africa, helping conservationists protect rhinos.

Christine Chen

ME CPENG PMP

Global Solutions and Delivery Manager,
ThinXtra



9

Uphold professional standards

Engineers Australia is committed to a high standard of professionalism among members and the entire industry. 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 government 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 2018-19, as did the number on the National Engineering Register.

CHARTERED RECORD

In the 2018-19 financial year, 2,450 members became Chartered. The overall number of Chartered members grew 8% compared to the previous year, reaching 24,595.

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



The high level of standards and competencies needed to achieve Chartered status is the hallmark of the credential.

Chartered engineering professionals exhibit internationally benchmarked standards of expertise, professionalism and safety. In turn, they enjoy challenging and creative career opportunities within their industries.

REGISTRATION

Aside from the Chartered credential, our strategy to uphold professional standards can be seen in our commitment to the registration of engineering practitioners in Australia.

The number of National Engineering Register (NER) registrants at 30 June 2019 stood at 21,383.



**National
Engineering
Register™**

ACCREDITATION OF ENGINEERING PROGRAMS

We assessed and accredited 211 engineering programs and made 18 accreditation visits, upholding the standards of professional engineering qualifications.

PLAUDITS FOR CHARTERED CHANGE

In 2017, we introduced a new application process for our Chartered engineer program to make it more contemporary, user-friendly and convenient for applicants while maintaining the same competencies and high standards.

The revamped process has now been used to assess more than 2,000 candidates. It has received overwhelmingly positive feedback from surveyed candidates, and candidates will continue to be surveyed to monitor satisfaction levels and identify opportunities for improvement.

A survey of candidates found that:

100%

of candidates said they would recommend Chartered status and the Chartered process to colleagues

90.9%

said their interaction with a Chartered assessor at the professional interview was "extremely positive"

94.8%

agreed the online system was "intuitive, convenient to use and the information required was easily available"

ENGEXEC

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



EngExec

Our EngExecs are powerful advocates who promote engineering across Australia.

EngExecs introduce others to Engineers Australia, for example our corporate partnerships with Defence and KPMG both had their early roots in our conversations with EngExecs.

A new EngExec website – www.engexec.org – features testimonials from existing EngExecs as well as an outline of the units of competency required and a new EngExec promotional video.

Companies our EngExecs come from include:

- Acciona
- AECOM
- Airbus
- Aurecon
- Beca
- Bechtel Mining
- BHP
- Boeing
- CSR
- ExxonMobil
- Fulton Hogan
- GHD
- Infrastructure Australia
- Jacobs
- KPMG
- Norman Disney & Young
- Nova Systems
- PWC
- Royal Australian Airforce
- Seven Group
- Thiess
- Wesfarmers
- WSP

In the words of EngExecs:

“EngExec is an ability for us to come together as stewards of the profession and promote engineering across Australia – the ability to influence policy, influence technology and ensure that Australian industry can compete favourably on a global stage.”

Air Commodore James Hood AM

FIEAust CPEng EngExec NER APEC Engineer IntPE(Aus)

“Securing the EngExec credential allows greater access to key information and relationships which will assist me as Chief Executive Officer in the delivery of Cross River Rail.”

Graeme Newton

ComplEAust EngExec
Chief Executive Officer,
Cross River Rail

“EngExec is recognition that I am able to not just manage projects, but am competent developing and implementing business strategies to effectively lead people and teams which I love doing.”

Helen Forster

FIEAust CPEng EngExec NER APEC Engineer IntPEC(Aus)
Director of Operations –
Infrastructure WA, Jacobs



AUSTRALIAN ENGINEERING CONFERENCE 2018

The Australian Engineering Conference (AEC) was successfully run from 17 to 19 September 2018.

The high-quality program attracted 1,015 attendees who represented more than 400 organisations and comprised delegates, sponsors, exhibitors and students.

The supporting events to the main conference, including a Women in Engineering Breakfast, the Young Engineers Debate, University Student Career Connection and STEMCell, were deemed highly successful and reached a further 1,000 attendees, from school students to practising engineers.



Number of attendees



Number of exhibitors



Number of speakers

According to a survey of attendees:

88%

rated their overall experience as positive or extremely positive

86%

thought the conference represented value for money

92%

welcomed the introduction of the University Zone



AEC | 2018

IMAGE: Hon Trish White speaking at the Australian Engineering Conference.



10

Create tomorrow's engineers

More than 70% of the fastest-growing occupations in Australia require STEM skills, which means 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.

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

Highlights from 2018-19 included:

EVENTS AND ACTIVITIES

- Engineering Link Group partnership: Engineers Australia worked with The Engineering Link Group to deliver a series of hands-on, problem-solving activities designed to get students interested in engineering. About 200 students attended events in Brisbane, Cairns, Rockhampton and Townsville.
- Discover Engineering: Engineers Australia hosted a series of events in New South Wales featuring engineers and representatives from local TAFEs and universities. This year's events attracted more than 450 students.
- SciScouts: As part of National Science Week, Engineers Australia partnered with Scouts ACT for a one-day design and construction competition, supported by the Australian National University and industry in Canberra. Almost 1,000 ACT Scouts, their parents and team leaders attended an Engineering Expo to be inspired by the many career opportunities in engineering.
- Science and Engineering Challenge: Over two days, 400 students in the Northern Territory participated in activities that included building a mechanical hand out of straws, controlling energy grids, and devising methods of communication to send messages along fibre optic rods using only pulses of coloured light.
- Honeywell Engineering Summer School: Now in its 20th year, this residential engineering camp brought together 100 Year 11 school students from across New South Wales and the Australian Capital Territory for a week of hands-on workshops and engineering experiences. A new initiative this year was the introduction of Study Clubs, which paired school students with university students and young graduate engineers for coaching.
- Engineering Games: More than 100 Year 4 students from Newcastle competed to produce a straw tower with the highest load to weight ratio, while being no taller than 50 cm and weighing no more than 60 g. A prize was also awarded for most innovative design.
- Cochlear Autumn School of Engineering: 80 Year 11 and Year 12 students visited four engineering organisations and four universities in four days. At the end of the program, more than 80% of participants said they would "absolutely" apply to study engineering at university. This year's event also attracted its highest ever proportion of girls – 37.5%.

ADVOCACY

- Submission to the NSW curriculum review: In November 2018, Engineers Australia had the once-in-a-generation opportunity to make a submission to the New South Wales curriculum review. Engineers Australia made nine recommendations as part of the review to emphasise that a robust engineering pipeline starts with school-aged children. Recommendations focused on ensuring engineering and STEM-related content was delivered in a way that engages young minds and showcases the many contributions of engineers to solving real-world problems.

STEM ENGAGEMENT

- SySTEMic Collaboration: This successful 2018 pilot project linked Year 10 students from Taminmin College in the Northern Territory with engineering companies, industry mentors and consultancies to develop STEM projects. The students also visited two work sites and a university. Following the pilot, enrolments for Year 11 Physics and Advanced Maths more than doubled in 2019.
- Avalon Airshow and the Melbourne Grand Prix: Engineers Australia co-hosted exhibition booths with the Office of Projects Victoria at both events as part of our work to promote engineering to students and the general public.
- Science with Giants program: As part of National Science Week, Engineers Australia ran a program with the Greater Western Sydney Giants AFL club targeting early primary school students. The program engaged kids in a fun demonstration that sparked their curiosity.
- STEM Education Curriculum Hack: Engineers Australia Victoria Division representatives spoke at the STEM Education Curriculum Hack, hosted by Melbourne Girls Grammar. This forum allowed Engineers Australia to engage directly with STEM teachers to promote engineering as a viable career option for girls.

WARMAN DESIGN AND BUILD COMPETITION

Engineers Australia's annual Warman Design and Build Competition has been running since 1988. In that time, almost 50,000 first and second-year mechanical engineering students from across the Asia-Pacific region have participated.

The competition asks students to save the fictional planet of Gondwana, whose people this year faced a food and water crisis. For help, they called on some of engineering's top young minds for innovative solutions to save their water pumps.

Gondwana might be fictional, but the issues that are being addressed through the students' projects – and the vital lessons in teamwork and problem-solving – are very real. In 2018:

- **2,000** students took part from **19** universities

Since the competition started:

- **32 years** saving the planet of Gondwana
- **52,000** participating students

STARPORTAL IMPROVEMENTS

STARportal – Australia's largest searchable database of STEM activities – has recently been upgraded so users can receive automatic updates when relevant events arise. Launched in 2017, STARportal is owned and managed by Engineers Australia on behalf of the Office of the Chief Scientist. The most-searched term on STARportal is currently "engineering".

STARPORTAL STATS



NEW STEM STRATEGY

After broad consultation with industry, Engineers Australia launched a new National STEM strategy 2019-2023. The strategy aims to sharpen the focus, scale and effectiveness of 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 our STEM strategy, Engineers Australia will in 2019-20 undertake a full review of STEM activities to consolidate our efforts nationally, as well as seek feedback on the strategy from members and industry.

ENGINEERING STUDIES TEACHER PROGRAM

In an effort to support STEM educators, Engineers Australia created a series of presentations and resources aimed at helping teachers contextualise engineering theories and practice, better explain the Engineering Studies syllabus, and integrate science and mathematics disciplines.

Over the past few years, Engineers Australia has worked with teachers in the Newcastle area to better understand what they need to effectively deliver the Engineering Studies curriculum.

As a result, Engineers Australia developed an eight-module education series to help develop and improve teachers' understanding and appreciation of the field of engineering.

Year 11 modules include Engineering Fundamentals, Engineered Products and Biomedical Engineering, while Year 12 modules include Civil Structures, Personal and Public Transport, Telecommunications Engineering and Aeronautical Engineering.

In the three years since the Engineering Studies Program began, the content has been continuously updated and improved, and the number of schools engaged with the program has grown from six to 70. Now that the course has been endorsed by the New South Wales Education Standards Authority, we will start to deliver the program across the state.



11

Operate sustainably

It is vital that Engineers Australia can deliver services to our stakeholders 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 operate efficiently and effectively and manage our costs.

Work to diversify our income streams continues.

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.

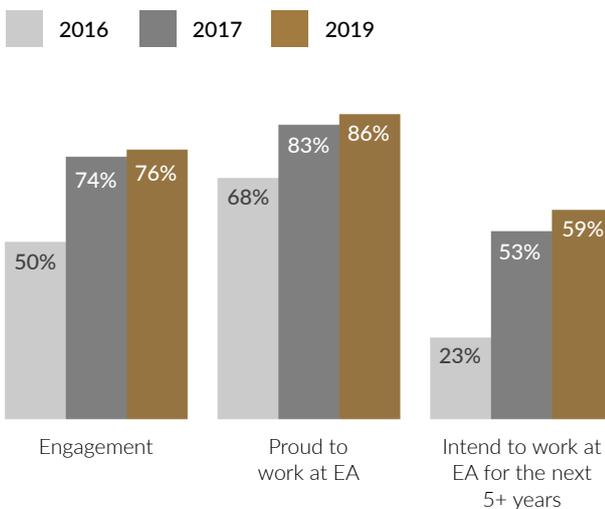
Our staff management life cycle begins with a new hire's induction. We continually work with all staff to ensure they can access the best-available support and resources to not only help us and our members, but to also ensure high levels of career satisfaction.

The benefits of our framework can be seen in the positive results in our recent staff survey below.

STAFF SURVEY

Based on an independent survey in March 2019 by an external specialist, there has been an increase in staff engagement, helping Engineers Australia deliver improved results to members and stakeholders.

Chart 2: Staff engagement rises



The 2019 survey showed an increase across almost all practices, which indicates that the way Engineers Australia is run has improved since the previous survey in 2017.

Overall, the results show that 89% of Engineers Australia and Engineering Education Australia staff feel positively aligned to our mission and values, with 91% saying they believe in the overall purpose of Engineers Australia.

HIGHER-PERFORMING PRACTICES

- Role clarity (91%)
- Mission and values (89%)
- Supervision (87%)
- Co-workers (86%)

LOWER-PERFORMING PRACTICES

- Cross-unit cooperation (34%)
- Technology (38%)
- Career opportunities (41%)
- Change and innovation (45%)

MOST IMPROVED PRACTICES

- Organisation direction (+13%)
- Processes (+11%)
- Leadership (+10%)
- Learning development (+10%)

ORGANISATIONAL VALUES

We recognise the need to be clear on what we stand for as an organisation and what we expect and encourage in staff and volunteers.

In 2018-19, Engineers Australia implemented a range of activities to further embed the four values we selected the previous year, including:

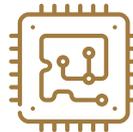
- Addition of organisational values into employee performance appraisals
- Workshops co-facilitated by an Executive General Manager and a member of the senior management team
- Desktop 'values cubes' provided to all staff to keep the values physically front-of-mind
- Workshops communicating Engineers Australia's values for new employees
- Notebooks for staff with cover imagery demonstrating the values
- Signage for meeting rooms and office corridors
- A screensaver displaying Engineers Australia values for staff computers
- Recognition of employees demonstrating our values in our STAR and Spotlight Awards programs



FOCUS ON CUSTOMERS



ACHIEVE TOGETHER



EMBRACE PROGRESS



ACT WITH INTEGRITY

WORKPLACE CULTURE

In 2018-19, a quarterly staff newsletter was introduced to increase internal engagement and cross-unit communication.

We also made a range of improvements to IT, which addressed staff concerns raised in the 2017 survey, and instituted a working group to improve onboarding.

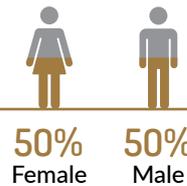
The Board People and Culture committee met four times in 2018-19.

WORK HEALTH AND SAFETY

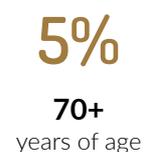
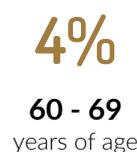
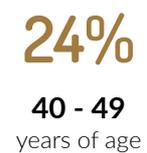
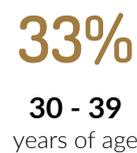
We are unconditionally committed to ensuring the highest possible standards of work health and safety (WHS) in all regards, across all our offices and worksites.

We report monthly on WHS to the Executive Team and to the Board each time it meets.

WORKFORCE DEMOGRAPHIC



WORKFORCE AGE PROFILE*



*Excludes casual staff



Investing in our people

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

In 2018-19, we offered a National Training Calendar of learning and development opportunities for all staff.

During the year, staff accessed a range of learning and development programs including:

- On-the-job training
- Induction training for new staff
- Workplace health and safety training
- Unconscious bias training
- Leadership development
- Technical training for specific roles
- Training on our technologies and systems
- Attending external conferences, seminars and webinars

INVESTING IN IT SYSTEMS

Engineers Australia continues to invest in its IT infrastructure to support the achievement of our goals.

Achievements include:

- Bulk billing system for organisations making payments and processing simpler for employers who financially support membership for multiple employees
- Successfully migrating our Oracle system to the cloud, addressing what had previously been a major risk associated with physical on-site data storage
- Moving additional computer systems (email, Salesforce, Cvent) to the cloud, eliminating the need for systems maintenance and updates
- New staff portal
- Commencing a project to streamline the member sign-up process; we anticipate being able to halve the number of steps required to join Engineers Australia



To better serve members, volunteers and the profession, in 2019-20 Engineers Australia will relocate parts of our operations in Sydney and Brisbane to contemporary, centrally located facilities.

12

Peter Nicol Russell Memorial Medal Winner

Professor Brian Anderson AC is globally recognised as a legend of control engineering and has strongly influenced the practice of engineering in a broad range of industries, inspiring generations of engineers and addressing an array of applied problems.

His remarkable intellect coupled with his lively spirit has seen him provide advice to government and Prime Ministers, serve on the board of Cochlear Limited, lead the International Federation of Automatic Control as President and establish National ICT Australia as inaugural CEO and Chief Scientist.

Professor Anderson's many honours include a Companion of the Order of Australia for "eminent service to information and communications technology, to engineering and to higher education, as an academic, researcher and author, to professional scientific associations, and as a mentor of young scientists".

He is a most deserving recipient of the Peter Nicol Russell Memorial Medal, Engineers Australia's highest honour, awarded annually to an Honorary Fellow who has made a notable contribution to the science or practice of engineering in Australia.

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

Recipients of the Medal represent to both the engineering profession and the community the highest technical, professional and community service standards of the profession of engineering.





IMAGE: Professor Brian Anderson AC, Peter Nicol Russell Memorial Medal Winner 2019.



13

Diversity and inclusion

Engineers Australia aspires to an engineering profession that is as diverse as the community it serves.

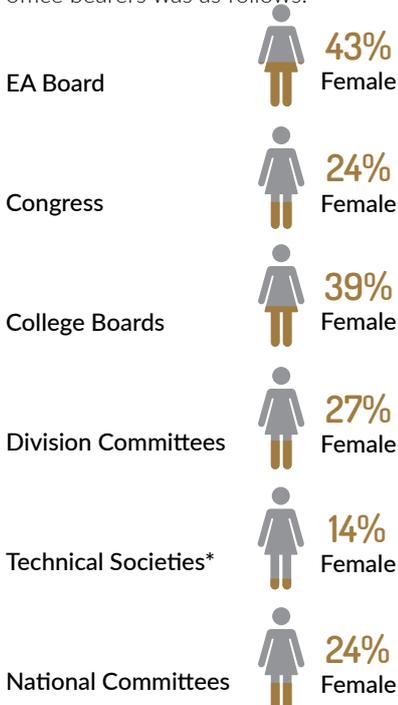
As the peak body for Australian engineering, we must lead the way. Engineers Australia is committed to achieving at least 30% women on the Board of Directors, College Boards and all other committees by 2020.

We are well on our way to achieving this goal, but there is still work to do.

Engineers Australia's progress towards gender diversity includes more generous primary and secondary carers' leave, the ability to purchase additional annual leave, family and domestic violence leave, a diversity action plan, targets for women on our national boards and committees, a culture that values work-life balance, training on unconscious bias and more.

FEMALE REPRESENTATION 2018-19

As at 30 June 2019 Engineers Australia's gender diversity among office bearers was as follows:



*based on available data

INTERNATIONAL WOMEN'S DAY

In celebration of International Women's Day on 8 March, Engineers Australia held four events in Brisbane, Melbourne, Sydney and, for the first time, Perth.

All four events sold out, totalling approximately 2,400 attendees.



International Women's Day

Engineer, athlete and motivational speaker Turia Pitt gave an inspiring keynote presentation, in which she spoke about the importance of self-belief and determination, as well as how her engineering background helped her overcome adversity.

These events positioned Engineers Australia as a thought leader in the gender diversity space, as well as a facilitator of valuable networking.

INDIGENOUS ENGINEERS GROUP

A new Indigenous Engineers Group within Engineers Australia held its first event during NAIDOC week celebrations in Brisbane under the theme 'Voice. Treaty. Truth – Let's work together'.

Keynote speaker Neil Scales, Director General – Department of Transport and Main Roads, spoke about the impact of the engineering profession on Indigenous people, including lessons learned, current progress and plans to further develop the relationship between the engineering and construction community and First Peoples.

The event also included a panel discussion, featuring: Julia Carpenter, Director Indigenous Specialist Services, Major Projects, WSP; Rob Monaci, CEO, Georgiou Group; and Dennis Jose, Founder, Jabin Project Management, a 100% Indigenous-owned and managed consultancy.

MALE CHAMPION OF CHANGE

Our Chief Executive Officer Peter McIntyre is a Male Champion of Change in STEM. Through this group, leaders in the STEM field individually and collectively champion gender equality as an issue of national importance. Engineers Australia's leadership in this area signals to the profession our commitment to improving diversity in the engineering sector.

WORLD HERITAGE LISTING

In June 2019, the Budj Bim Indigenous cultural landscape – a sophisticated network of industrial-scale stone eel traps in Victoria built 6,600 years ago – was listed as a UNESCO World Heritage Site.

Our group Engineering Heritage Australia has long supported the traditional owners, the Gunditjmara people, in their quest for recognition of a feat of ancient engineering that's older than the Great Pyramid.

In 2011, we placed Budj Bim on our Engineering Heritage Register and installed an interpretive panel.

This year, we included Budj Bim in our Centenary book *Wonders never cease*, which celebrates 100 Australian engineering achievements.

Representatives of Engineers Australia visited the site in November 2018, and it is also on the program for the World Engineers Convention as a site tour.

PRIDE IN DIVERSITY

Engineers Australia has become a member of Pride in Diversity, Australia's only not-for-profit workplace program designed specifically to assist Australian employers with the inclusion of lesbian, gay, bisexual, transgender and intersex (LGBTI) employees.

Key elements of our partnership with Pride in Diversity include:

- Structured engagement on LGBTI issues, including training, policy review, strategy and network facilitation
- Pride in Diversity content produced throughout the year for

distribution to staff, volunteers and members, as appropriate

- Recognition of our commitment in Pride in Diversity's Inclusive Employers website, as well as acknowledgement through its social media presence
- Participation in the Pride in Diversity conference, the LGBTI Executive Allies Forum and state-based quarterly roundtables

WHITE RIBBON WORKPLACE

Workplaces have a pivotal role in addressing the underlying causes of men's violence against women by promoting gender equality.

As an employer, it's part of Engineers Australia's role to educate our workforce about respectful relationships between men and women at work and to have zero tolerance for violence against women.

Engineers Australia was working towards accreditation as a White Ribbon Workplace, and we are playing our part to drive national cultural change to prevent and respond to violence against women.

In 2018-19:

- Staff participated in a baseline survey against which to measure progress.
- Policies were reviewed by independent experts.
- A draft Domestic and Family Violence Procedure was created.
- Engineers Australia held White Ribbon events for staff in all locations, including a video message from the CEO.

- Training was held on 'Building an Inclusive Workplace: Challenging Unconscious Bias'.

RAISING AWARENESS ON GENDER

Engineers Australia works with the media to raise awareness about the importance of diversity and inclusion within the engineering profession, with only 13.6% of engineers being female. Our media successes on this subject include:

- Engineers Australia representatives were interviewed and our research was covered in a Fairfax story to mark International Women in Engineering Day. The article was published online in the *Canberra Times*, *The Age* and *The Sydney Morning Herald*, and in print in *The Saturday Age*.
- Our comments were represented in a print and online article in *The Canberra Times* marking International Women in Engineering Day which highlighted that "at the current rate it will take 100 years before we get gender parity in the profession".
- Engineers Australia appeared on ABC Drive Sydney in reaction to new Bureau of Statistics data showing female engineering graduates out-earn men. Discussions included the experiences of women in engineering, and the need to change perceptions among girls and parents about how creative a career in engineering can be. The Bureau of Statistics data were also discussed on online news website Yahoo 7.

WOMEN AND GIRLS IN ENGINEERING

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:

- **Robogals' Science and Engineering Day:** This annual event saw girls from across Melbourne gather to participate in a day filled with exciting STEM activities. These included programming of LEGO Mindstorms robots, designing and constructing bridges, and exposure to innovative technologies such as Microsoft's HoloLens smart glasses.
- ***Dream Big: Engineering our world* screening:** To celebrate International Women in Engineering Day, we partnered with Bechtel and Queensland University of Technology to host a viewing of *Dream Big: Engineering our world*, a documentary that celebrates the human ingenuity behind engineering marvels big and small.
- **Role model event:** Female high school students were invited to attend the 'I want to be her when I grow up' event in the Australian Capital Territory. This event provided opportunities for students to hear about the careers of inspiring women who study and work in STEM.
- **Driving Diversity scholarships:** This year we launched four Driving Diversity scholarships for first year engineering students in Tasmania. The scholarships are worth \$5,000 each and are sponsored by industry partners.

- **Submissions to government:** We recently made two submissions to government strategies aimed at increasing the number of women and girls in STEM. The first submission was to the Women in STEM Strategy in August 2018 and the second was to the Women in STEM Decadal Plan in October 2018.

PARENTAL LEAVE INCREASED

We have increased our paid parental leave to better match engineering sector practice.

Primary carers can now take 14 weeks of paid parental leave – up from 10 weeks of paid parental leave. We have also broadened access to leave for secondary carers

“This is a significant change that properly reflects the importance of parental leave.”

Mr Peter McIntyre, CEO

ENGINEERS AUSTRALIA DIVERSITY AWARDS PROGRAM

Every two years, we acknowledge companies who are doing their part to improve gender diversity within the profession.

The winners in 2018 were:

- **Most Outstanding Company in Gender Diversity:** The Department of Transport and Main Roads. High Commendation went to GHD.
- **Most Ambitious Company in Gender Diversity:** Axicom. High Commendation went to HFM Asset Management.
- **Most Encouraging Student or Non-Profit Group in Gender Diversity:** Subsea Energy Australia/Women in Subsea Engineering (WISE).

Hall of Fame Milestone

This past year saw a prominent woman in engineering inducted into the Associations Forum Hall of Fame: Air Vice Marshal Julie Hammer AM CSC, who, in 2008, became Engineers Australia's first female National President.

Engineers Australia nominated her in recognition of her outstanding contributions to Engineers Australia and the engineering profession over many years.



IMAGE: Julie Hammer, Engineers Australia's first female National President, featured in 2013 Top 100 list of Australia's most influential engineers in *create* magazine.

14

Environmental sustainability

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

Our Climate Change Policy acknowledges the consequences of climate change for the community and highlights the role of engineers in providing both mitigation and adaptation solutions.

In addition, our sustainability policy provides members with principles and guidance to help them deliver sustainable outcomes through their practice as engineers.

Engineers Australia is also committed to incorporating principles of sustainability into its day-to-day operations. We actively participate in sustainability initiatives and have implemented green procurement throughout the organisation.

Each year, Engineers Australia makes submissions to government on policy issues related to emissions reduction and the role of engineers in meeting associated challenges.

EA's Energy Position Statement emphasises the significant role that the electricity generation sector can play in emissions reduction and our Climate Change Policy is being updated to guide governments and the profession in managing the effects of climate change.

As well as our advocacy work, we deliver an ongoing program of continuing professional development for engineers on all aspects of climate change and sustainability. Following on from the publication of *Implementing Sustainability: Principles and Practice* we are now developing a sustainability training package for members and the wider profession.

As an environmentally conscious employer we continue to implement our 2015 Sustainability Action Plan including further drops in carbon emissions and paper usage.

EA's Canberra office was re-accredited with the ACT Government Actsmart business recycling program, which has seen our waste to landfill fall 64% since 2011 and waste sent to recycling rise 44%.

In 2018-19 we diverted 1,125 kg of organic waste from landfill in Canberra and approximately 216 kg in Melbourne. We also continued our 'green procurement', including the use of 100% Australian-made recycled paper.

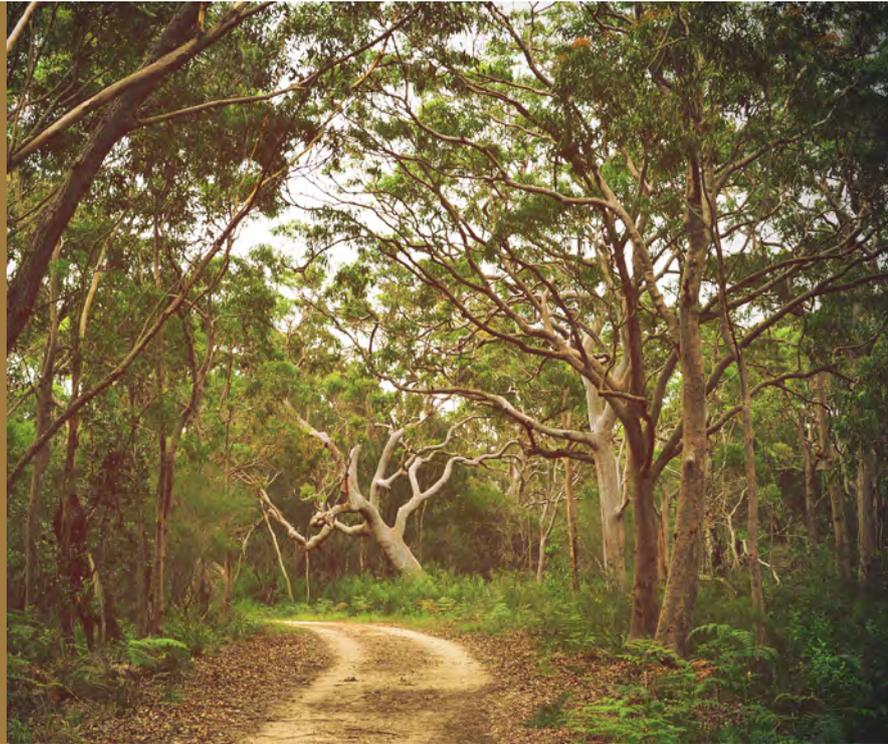


Chart 3: Paper use - number of reams

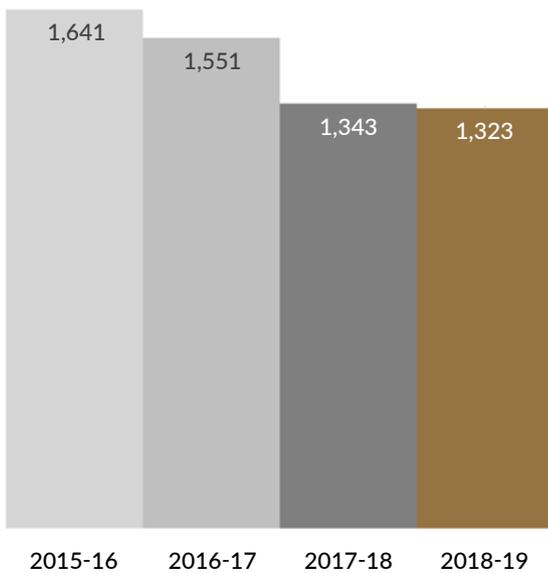
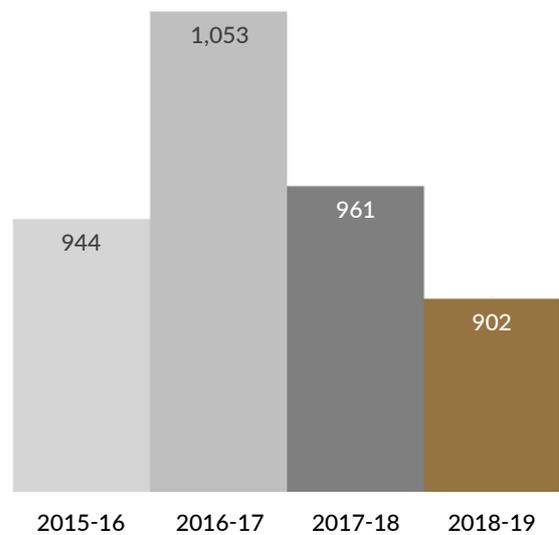


Chart 4: Greenhouse gas emissions tonnes CO2-E



15

Thank you to our volunteers and office bearers

Engineers Australia has almost 2,000 volunteers occupying about 2,500 volunteer roles, supporting the breadth of our work to advance the science and practice of engineering for the benefit of the community.

Table 3: Division statistics

Number of:	Total
Technical Societies	29
Special Interest Groups (SIG)	1
Centres (Engineering Heritage)	1
National Committees	11
Engineers Australia Board Directors	7
Congress Members	29
Division Committees	9
College Boards	9
Overseas Chapters	6
Other Groups and Committees	200+

We are proud of what our volunteers – working in partnership with our staff – have achieved and will continue to achieve through shared vision and leadership.

The strength of our groups and committees comes from the members who bring their skills, expertise, depth of knowledge and enthusiasm to advancing the profession through working in partnership with employees and we would like to express our appreciation for their voluntary contributions.

Our volunteers are also our ambassadors – their ability to talk knowledgeably and passionately about the benefits of being part of Engineers Australia makes a huge difference to our future success.

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

DIVISION PRESIDENTS



WESTERN AUSTRALIA

Mr Paul Young

FIEAust CPEng EngExec NER
APEC Engineer IntPE(Aus)



SOUTH AUSTRALIA

Mr Lachlan Kinnear

MIEAust



TASMANIA

Mr David Finnigan

FIEAust CPEng NER APEC
Engineer IntPE(Aus)



NORTHERN

Mr Chris Lugg

FIEAust CPEng EngExec NER
APEC Engineer IntPE(Aus)



NEWCASTLE

Mr Joe Townsend

MIEAust



SYDNEY

Mr Bruce Howard

FIEAust CPEng NER APEC Engineer
IntPE(Aus)



VICTORIA

Mr Grant Scott

FIEAust CPEng EngExec NER APEC
Engineer IntPE(Aus)



QUEENSLAND

Mr Mark Lendich

FIEAust CPEng EngExecNER APEC
Engineer IntPE(Aus)



CANBERRA

Mr Kevin Earle

FIEAust CPEng EngExec NER APEC
Engineer IntPE(Aus)

COLLEGE BOARD CHAIRS



ELECTRICAL

Dr Peter Sokolowski

FIEAust CPEng NER APEC
Engineer IntPE(Aus)



CIVIL

Mr Paul Collier

FIEAust CPEng EngExec NER
APEC Engineer IntPE(Aus)



STRUCTURAL

Ms Karlie Collis

FIEAust CPEng NER



BIOMEDICAL

Mr Mike Flood

FIEAust CPEng NER APEC
Engineer IntPE(Aus)



CHEMICAL

Mr Daniel Edge

FIEAust CPEng NER APEC
Engineer IntPE(Aus)



ENVIRONMENTAL

Ms Lara Harland

FIEAust CPEng NER
APEC Engineer IntPE(Aus)



ITEE

Dr Walter Green

FIEAust CPEng
APEC Engineer IntPE(Aus)



LEADERSHIP AND MANAGEMENT

Dr Anne Hellstedt

FIEAust CPEng EngExec NER APEC
Engineer IntPE(Aus)



MECHANICAL

Mr Michael West

FIEAust CPEng NER

CHAPTER PRESIDENTS



HONG KONG

Mr Simon Tong

FIEAust CPEng(Ret)



MALAYSIA

Mr Tan Kian Hwa

*FIEAust CPEng NER
APEC Engineer IntPE(Aus)*



SINGAPORE

Mr Philip Kok Leong Chan

MIEAust



QATAR

Eng Mustafa El Cherkawi

MIEAust CPEng



UNITED ARAB EMIRATES

Mr Hazem Hassan Aly

*FIEAust CPEng
APEC Engineer IntPE(Aus)*



UNITED KINGDOM

Mr Benjamin Ting

MIEAust CPEng

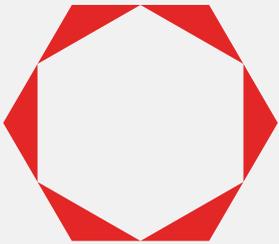
JOINT BOARDS AND TECHNICAL SOCIETIES

Joint Board for Aerospace Engineering	Prof Murray Scott
Joint Board for Naval Architecture	Mr Bruce Howard
Engineering Heritage Australia	Mr Neil Hogg
Women in Engineering National Committee	Ms Hayley Rohrlach
Young Engineers Australia National Committee	Ms Isabel Duffy
National Committee for Engineering Associates and Technologists	Mr Rob Williamson
Working Group on Nano Engineering	Prof John Bell
National Committee on Applied Mechanics	Dr Raj Das
National Committee on Mechatronics	Dr Francis Valentinis
National Committee on Engineering Design	Mr Tim Riley
National Committee on Rehabilitation Engineering	Dr Iain Brown
National Panel on Chemical Engineering	Mr Adrian Richards
National Committee on Space Engineering	Mr Stephen Bornstein
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

Australasian Association of Engineering Education	AAEE	Mr Mark Symes
Australasian Particle Technology Society	APTS	Prof Cordelia Selomulya
Electric Energy Society of Australia	EESA	Mr Jeff Allen
Electromagnetic Compatibility Society of Australia	EMCSA	Mr Mark Mifsud
Society for Building Services Engineering	SBSE	Mr Alan Coote
Society for Engineering in Agriculture	SEAg	Mr Glen Riethmuller
Australian Society for Bulk Solids Handling	ASBSH	Prof Mark Jones
Australian Cost Engineering Society	ACES	Mr Nolan Bear
Australian Composite Structures Society	ACSS	Dr Adrian Orifici
Australian Earthquake Engineering Society	AEES	Mr Peter McBean
Australian Geomechanics Society	AGS	Prof Stephen Fityus
Australian Society for Defence Engineering	ASDE	Mr Denton Bocking
Australasian Tunnelling Society	ATS	Mr Ed Taylor
Australian Shotcrete Society	ASS	Dr Stefan Bernard
Mining Electrical and Mining Mechanical Engineering Society	MEMMES	Mr Peter Whipp
Mine Subsidence Technological Society	MTS	Mr Richard Walsh
Sustainable Engineering Society	SENG	Mr Steve Posselt
System Engineering Society of Australia	SESA	Mr William (Bill) Parkins
Society of Fire Safety	SFS	Dr Jonathan Barnett
Risk Engineering Society	RES	Mr Geoff Hurst
Railway Technical Society of Australasia	RTS	Mr Maneesh Gupta
Transport Australia Society	Tas	Mr Shalendra Ram
Asset Management Council	AMC	Dr Anne Gibbs
Institute of Industrial Engineers Australia	IIEA	Mr Sam Ghaith
Institute of Public Works Engineering Australasia	IPWEA	Mr Mat Greskie
Institute Of Materials Engineering Australia	IMEA	Mr Paul Plater
RedR Australia Ltd	RedR	Dr Robert Care
Australian Fluid and Thermal Society	AFTS	Prof Tilak Tissa Chandratilleke

16

Engineering Education Australia



ENGINEERING
EDUCATION
AUSTRALIA

RELEVANT / FLEXIBLE / TRUSTED

Engineering Education Australia (EEA) continues to develop and deliver high-quality training in collaboration with its parent organisation.

With a rich history of engineering education in Australia stretching back nearly 30 years, EEA is well-attuned to the needs of today's engineer: training that is relevant, flexible and trusted.

All courses contribute to Engineers Australia's Professional Development (PD) hours and align with the competency standards for Chartered status.

NEW COURSES

In 2018-19, we worked with subject matter experts and industry to produce and curate 10 new courses. Based on industry market demand, we have included two new online courses delivered on the OpenLearning Massive Online Open Courses (MOOC) social learning platform, extending the accessibility of our most popular courses.

We are continuing to produce effective training to support engineers in their career journey and refreshing business systems infrastructure to support business into the future. We also piloted new bespoke programs for corporate clients, curating content from existing and new courses.

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



Our new courses are:

- Advanced Contract Management
- Business Writing to Achieve Results
- Contract Foundations online (OpenLearning)
- Developing High Performing Teams
- Dispute Resolution and Negotiation
- Introduction to Systems Engineering for Public Transport
- PSP40616 Certificate IV in Procurement and Contracting – delivered through our wholly owned subsidiary, The Moreland Group (RTO #6332)
- Safety in Design online (OpenLearning)
- Temporary Works: Risk and Awareness
- The Art of Influence for Engineering Leaders

OTHER MAJOR DEVELOPMENTS

This year marks the first cohort to complete our 18-month graduate program, which started in July 2017 and focuses on practicing engineers early in their careers. We continue to work with industry to increase the effectiveness of this program. 360 engineers have now participated in the graduate program.

The 2018-19 year saw the introduction of a Product Manager role to analyse market trends and demands, working with subject matter experts and industry to produce and curate new courses, focusing on professional development solutions for practicing engineers.

THIS YEAR'S HIGHLIGHTS

246,000+

Hours of continuing professional development
(2017/18: 125,000+ hours)

53%

Sales from repeat business
(2017/18: 40%)

5,100+

Engineers trained from more than **150 organisations**
(2017/18: 3,500)

17

EngInsure



EngInsure is dedicated to creating certainty for the future of engineering 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 activity together with business development activities over the past year has 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 past year also saw the release of the Professional Indemnity Insurance instant online quoting tool on the EngInsure website. This tool enables engineering business decision makers to compare their insurance costs and inclusions in a simple way.

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

EngInsure is committed to developing and providing products for every stage of an engineer's professional life.



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

BUSINESS

- Professional indemnity
- Public/products liability
- Business insurance pack
- Commercial property
- Management liability
- Cyber insurance
- Corporate travel
- Workers compensation
- Commercial motor

LIFE

- Group and personal life insurance
- Critical illness
- Life insurance
- Total and permanent disability
- Shareholder protection

PERSONAL

- Home
- Motor
- Life
- Landlord
- Travel
- Pleasure craft (boat)

18

Engineers Australia - overview of financial results*

In the 2018-19 financial year, the Engineers Australia consolidated group delivered a broad range of services. To preserve the ongoing financial strength of the organisation, operations were prudently managed, resulting in a \$4.5 million surplus for the year.

The group is financially strong with members' funds increasing to \$52.9 million. Excellent group liquidity was evident in operating cash flows that generated \$10.4 million during the year, contributing to strong cash reserves of \$49.1 million.

Total income grew by almost \$11.3 million, underpinned by \$25.4 million of membership subscriptions and the growth in revenue from education courses by \$9.0 million, due largely to the success of the Professional Year Program offered by Engineering Education Australia. Importantly, the group derived its income from diversified member services including education programs, migration skills assessment, Chartered assessment, conferences and events, and advertising in *create* magazine. For a third consecutive year, we enjoyed high external demand for assessment services.

It was particularly pleasing to see the growth in the education business as educating members and the community is an important core purpose enshrined in Engineers Australia's Royal Charter.

During the past financial year, Engineers Australia has continued to focus on improving its operating cost structures to deliver more agile, more efficient and more effective services. Some costs were rationalised, incurring one-off charges in the year, to ensure that the organisation operates more efficiently into the future. Costs, such as employee expenses, increased to support the growth in education services. Employee expenses included costs associated with the rationalisation of various teams, and having a full executive team for the year. There was also investment in our IT systems infrastructure, and a cost to celebrate Engineers Australia's Centenary.

Careful financial management of Engineers Australia has continued to grow the financial foundations of the group. This has included the development of a long-term investment strategy and the appointment of Morgan Stanley as Engineers Australia's investment advisor and manager. \$12.0 million was invested through Morgan Stanley in July 2019 with medium and long-term investment horizons. The strong net assets and liquidity of the group provides the organisation with the financial capability to navigate through future challenges that may arise. Significantly, Engineers Australia has a financially robust base as it moves through its Centenary year and prepares to meet the organisation's objectives for the years ahead.

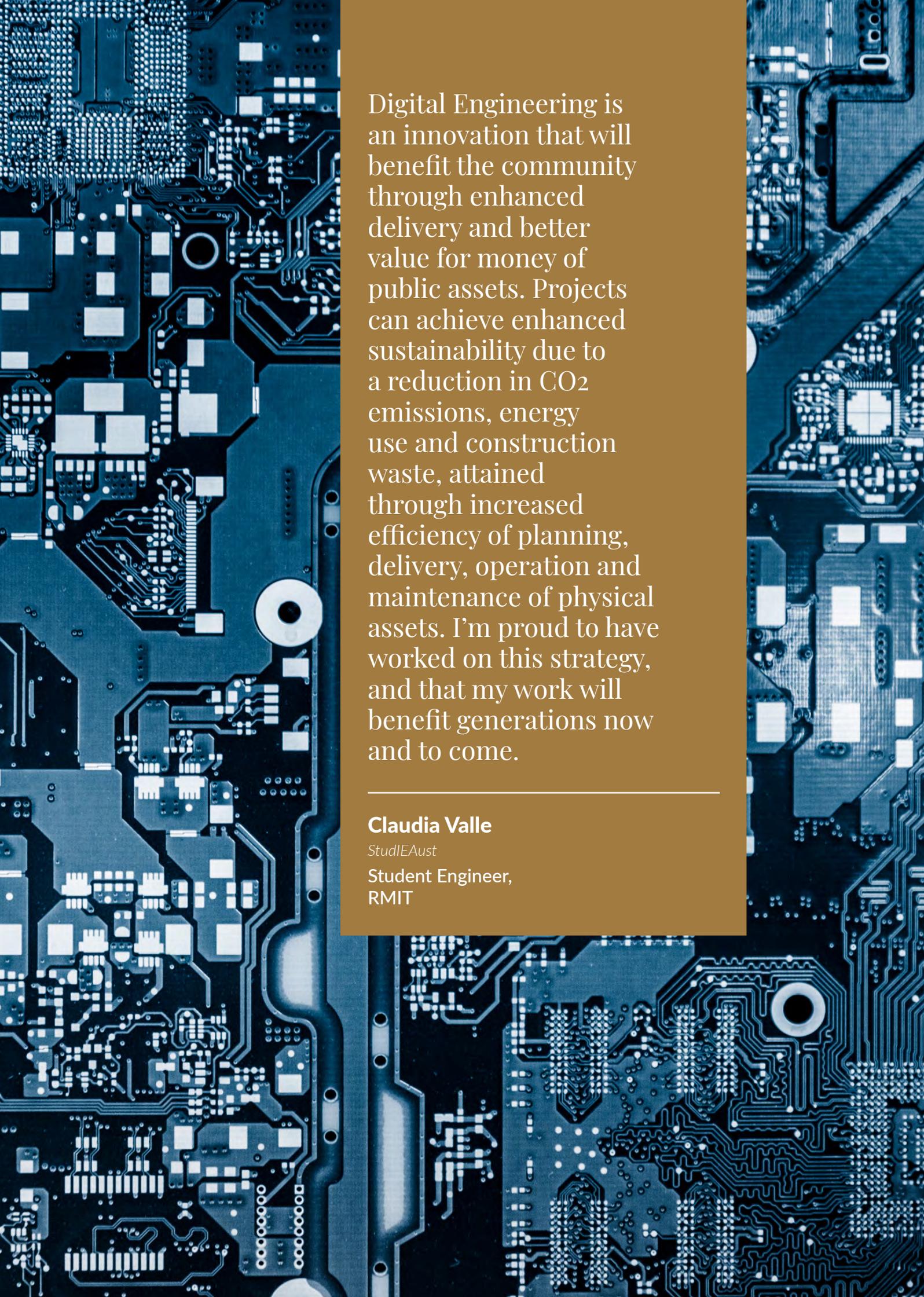
FIVE YEARS 2014-15 TO 2018-19

	2014-15	2015-16	2016-17	2017-18	2018-19
	\$m	\$m	\$m	\$m	\$m
Income					
Net membership subscriptions	22.319	22.476	23.254	24.116	25.402
Courses, conferences/meetings and CPD	11.048	10.734	11.600	12.160	22.526
Assessment and registration fees	8.783	11.801	19.684	19.960	20.147
Sponsorships, grants and commissions	3.373	3.179	3.751	3.207	2.456
Publishing	2.101	0.970	1.207	1.019	0.841
Other revenue	7.417	1.213	1.685	1.651	1.994
	55.041	50.373	61.181	62.113	73.366
Expense					
Employee and consultancy expenses	28.941	26.885	27.467	29.198	32.015
Administration, travel, publication and IT expenses	10.565	9.743	10.673	11.555	13.358
Premises expenses (excluding depreciation)	2.077	3.275	3.410	3.418	3.529
Depreciation and amortisation	2.188	2.205	2.485	3.801	3.390
Courses and conferences/meetings	13.657	7.997	9.447	8.554	15.897
Other	1.582	0.187	0.429	1.368	0.635
	59.010	50.292	53.911	57.894	68.824
Operating surplus/(deficit)	(3.969)	0.081	7.270	4.219	4.542
Asset revaluation	0.108	0.037	3.982	0.361	0.445
Increase/(decrease) in members' funds	(3.861)	0.118	11.252	4.580	4.987
Total Members' Funds	31.930	32.048	43.300	47.880	52.867

* The consolidated entity comprises the Institution of Engineers Australia and its subsidiaries, Engineers Australia Pty Ltd, EngInsure Pty Ltd, Australian Engineering Foundation Ltd and Engineering Education Australia Pty Limited and its subsidiary (The Moreland Group Pty Ltd). Audited full financial statements for the year ended 30 June 2019 will be presented at the AGM on 5 December 2019. 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 13 of the Annual Consolidated Financial Report for the Financial Year ended 30 June 2019.



Digital Engineering is an innovation that will benefit the community through enhanced delivery and better value for money of public assets. Projects can achieve enhanced sustainability due to a reduction in CO₂ emissions, energy use and construction waste, attained through increased efficiency of planning, delivery, operation and maintenance of physical assets. I'm proud to have worked on this strategy, and that my work will benefit generations now and to come.

Claudia Valle

StudIEAust

Student Engineer,
RMIT



**Our purpose is to advance
the science and practice of
engineering for the benefit
of the community.**