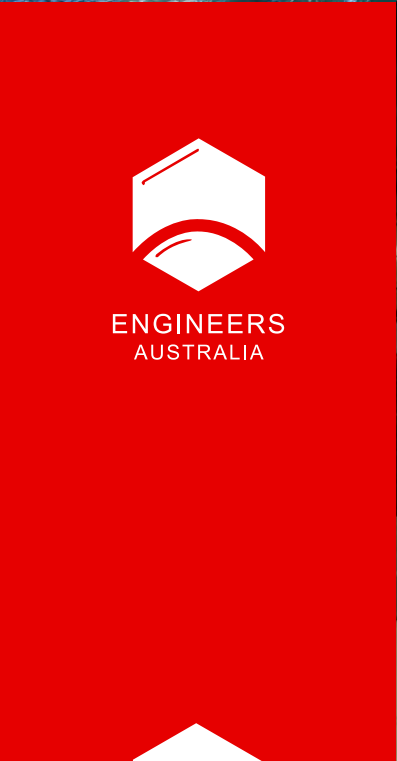




# Annual Report

## 2021-2022





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## 01

# Who we are

**With more than 115,000 individual members, Engineers Australia is the profession's peak body. We are the voice of the profession and exist to advance society through great engineering.**

Our high standards, globally recognised credentials such as EngExec and Chartered, and international agreements enable Engineers Australia members to live and work around the world, with members in more than 120 countries.

Founded in 1919 as the Institution of Engineers Australia, our work has underpinned the progress of our nation for more than a century. Engineering touches all parts of life every day, working to create healthy, prosperous, secure and sustainable communities. Engineers Australia continues to evolve to help society meet some of its greatest challenges, including addressing climate change and achieving net zero emissions. We advocate for a strong professional standards framework and greater diversity in engineering. Our advocacy and policy work increases the recognition of engineering in the community to give engineers a voice in government and industry decision-making and foster the next generation of talent into the profession.

## About this report

This annual report provides comprehensive information on our achievements for the 2021-22 financial year. It:

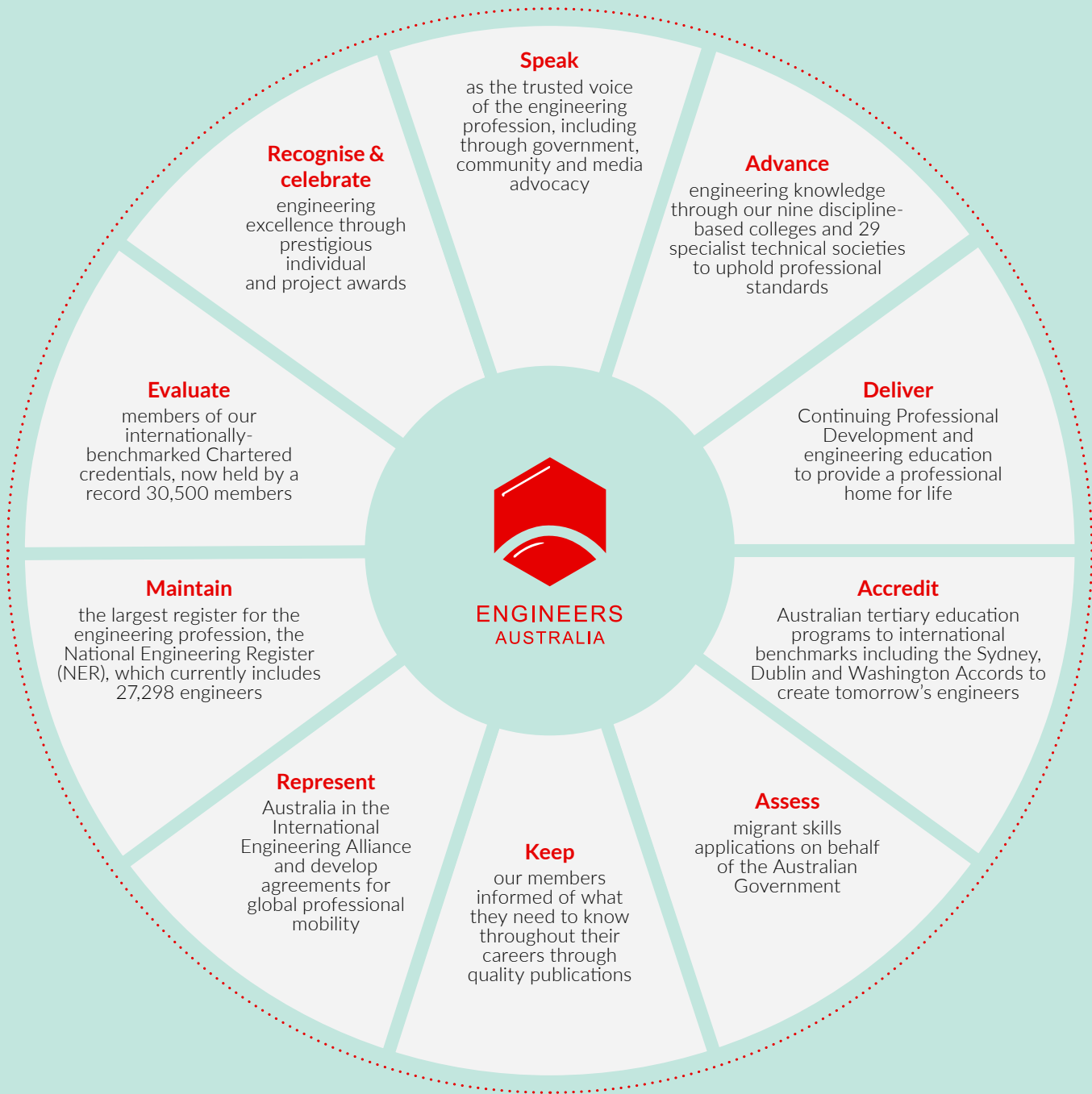
- ▶ informs members of measurable progress against our strategic priorities
- ▶ ensures transparent and responsible reporting that meets governance best practice
- ▶ provides members with information about the main activities and financial performance of our organisation
- ▶ informs stakeholders, partners,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

## Connect with us

-  [linkedin.com/company/engineers-australia](https://www.linkedin.com/company/engineers-australia)
-  [instagram.com/engaustralia](https://www.instagram.com/engaustralia) | [@EngAustralia](https://www.instagram.com/EngAustralia)
-  [facebook.com/EngineersAustralia](https://www.facebook.com/EngineersAustralia)
-  [twitter.com/engaustralia](https://twitter.com/engaustralia) | [@EngAustralia](https://twitter.com/EngAustralia)

**[engineersaustralia.org.au](https://engineersaustralia.org.au)**

# Our work





## 02

# The year in review:

## National President and Board Chair

This has been a stellar year for Engineers Australia, a period of executing well-developed plans aligned with our strategy of transformation, with key metrics in positive territory.



Our advocacy has escalated this year, particularly in the lead up to the Federal election in May. Engineers Australia ran a successful campaign with investing in people, building sovereign capability and beating climate change at the core. We engaged with all sides of debate and harnessed the expertise of our members to advocate for outcomes, such as registration, that would benefit the engineering profession. We maintained a non-partisan approach, acting as trusted advisors to government in policy areas relevant to engineering and the national interest. Our approach has paid off, achieving impact and strong relationships in key areas.

Our dedicated volunteers and office bearers are continuing their great work, thriving in an environment where they can once again host in-person events. Our inaugural flagship event, the Climate Smart Engineering conference, was a great success in a virtual environment with AI Gore the keynote among a host of influential speakers.

Our national brand campaign has been in development this year in line with our strategic aim of increasing recognition of the value of engineering to society and creating and promoting a strong contemporary identity for engineering.

Membership is up 10.3 per cent on last year and uptake of Chartered is on strong ground at 30,500 up 7.3 per cent. NER is up 9.3 per cent and EngExec up 7.4 per cent. Our strongest performance is in student membership, up a healthy 15 per cent. These are heartening statistics, demonstrating our strategies of creating supportive pathways for engineering cohorts and elevating the attraction of engineering to young people are working.

I hope you find the 2021–2022 Annual Report informative. Not only is it a snapshot of our strategic intent and outcomes, but it shows the breadth of work that we do as an organisation and the co-creating with our members which is key to our success.

A handwritten signature in black ink, appearing to read 'Nick Fleming'.

**Dr Nick Fleming**

BE(Hons) PhD FIEAust CPEng EngExec NER GAICD  
National President and Board Chair

# The year in review:

## Chief Executive Officer

I am thrilled to have joined Engineers Australia as CEO.

It has been a remarkably productive introduction thanks to our members, especially our volunteers, as the National President and I travelled around the Divisions.



Engineers Australia is an organisation I've long admired and in these uncertain times, we are more relevant than ever as we look towards net zero emissions and the transition to a clean energy economy, the digital and technology transformation and the key role engineers will need to play.

COVID-19 has changed the face of global supply chains and trade relationships and our regional neighbours are facing resource security challenges with geopolitical implications. We are at a juncture in history and Engineers Australia is well-placed to act upon the momentum for change that is building.

Our volunteers and office bearers perform a crucial function as the link between the executive and industry, between industry and the wider public and between the membership and that vital talent pipeline of students and new graduates.

FY 2021-22 has been a strategically important year. We are meeting our goals in a methodical way, using data to gain further insights and to give us certainty of the relevance and efficacy of our strategies.

It's a critical time and we can't afford to stand still.

Approximately 100,000 extra engineers are needed for projects in Australia out to 2030. Right now, we aren't generating enough domestic graduates to make up for natural attrition in the profession.

We are undertaking credentialling agreements at record rates to aid the skills shortage, and registration and Chartered initiatives to carry the banner for industry standards.

We are acting on a window of opportunity through a well-timed digital transformation strategy, the development of our new website and the national brand campaign to turn the spotlight on engineers and engineering.

The Future Now program, an outcome of the Learned Society Review, is promoting collaboration across and between the colleges with member-led advocacy and flexible ways of collaborating.

Engineering Education Australia, our professional development and migrant skills programs are more relevant than ever and we are working with research-based evidence to encourage women and girls into STEM to address the skills shortage and unlock the latent talent of half the population.

True diversity in engineering will reinforce the profession and ensure it is properly equipped with the knowledge and the lived experience to reflect the society it serves now and for generations to come.

This is what we can achieve together and I am excited to be on this journey with you.

A handwritten signature in black ink that reads "Romilly Madew".

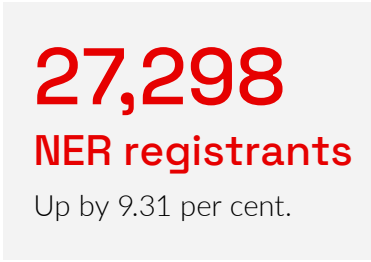
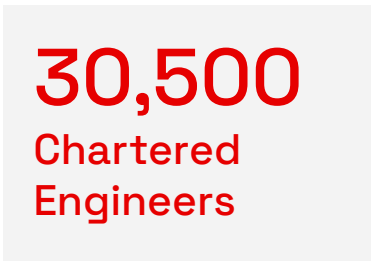
**Romilly Madew AO**

FTSE HonFIEAust  
Chief Executive Officer



# 03

## Engineers Australia 2021-22 highlights



**Micro-credentials  
launched**

Credible, relevant, flexible and fast pathways to recognition of engineering skills in eight modules.

**540 hours**  
of training delivered for  
EEA Digital Skills Framework.

**Future  
Now  
Program**

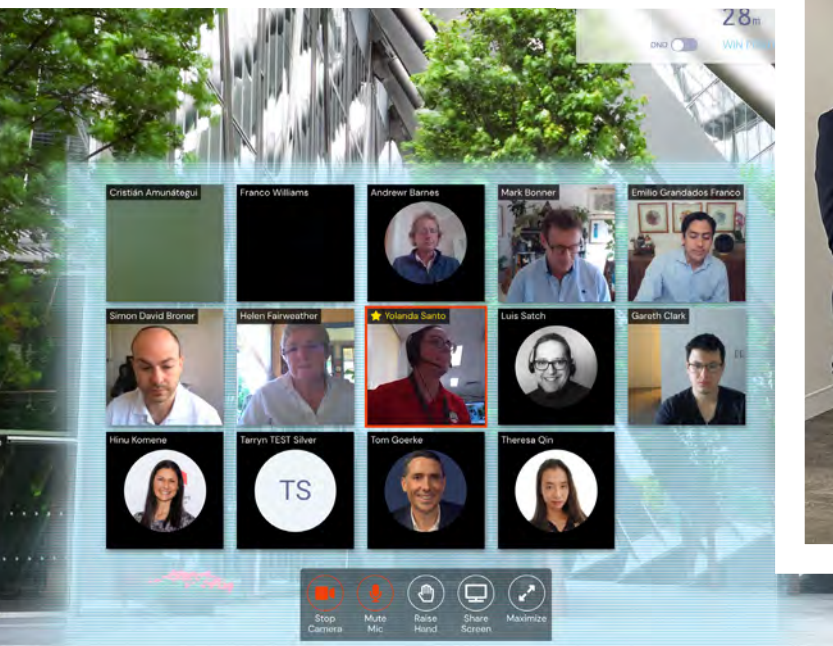
Building a more impactful network of professional communities in collaboration with our Learned Society.

Successful pre-budget federal campaign plus 27 government submissions.

**Statutory  
registration**

Came into effect in  
NSW and Victoria,  
as of 1 July 2021.

# Engineers Australia in action





# 3.1

## Retrospective

In recent years, Engineers Australia has met each milestone we have set. From membership acquisition targets to cutting carbon emissions, our organisation has set clear strategies to achieve our goals and we continue to make steady and sustainable progress against objectives.

Engineers Australia's Strategy on a Page, developed and launched this year, will see the organisation continue to strive to fulfill our mission of advancing society through great engineering via outcome-focused metrics and set KPIs.

All key membership metrics are in positive territory.

### Membership metrics:

<b>+10.33%</b> Members	<b>+15%</b> Students
<b>+12%</b> Graduates	<b>+7%</b> Fellows
<b>+20%</b> Affiliates & Companions	<b>+2%</b> Honorary Fellows

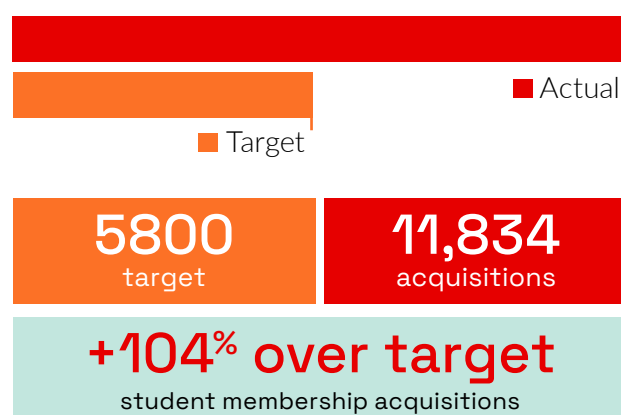
### NER registration metrics:

<b>24,971</b> NER registrations 2020-21	<b>27,298</b> NER registrations 2021-22
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**+9.32% increase**  
NER registrations in the financial year

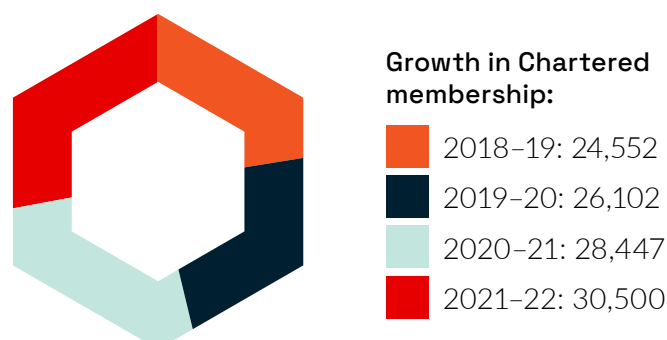
Student membership stands at 31,534 up from 28,162 two years ago.

### Student membership acquisition metrics:

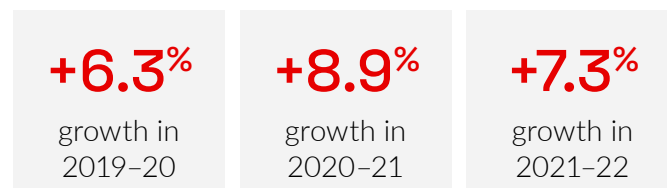


On a student to graduate transition, there were 2699 achieved on a target of 2200.

### Chartered membership metrics:



### Growth in Chartered membership:



# 3.2

## Farewell Dr Bronwyn Evans

After a successful tenure as CEO, Engineers Australia farewelled Dr Bronwyn Evans AM FTSE HonFIEAust CPEng when she retired in May.



Dr Evans was appointed CEO with Engineers Australia in 2019. During her time at the helm, Dr Evans worked tirelessly to promote equal representation of women in engineering. She successfully advocated for the compulsory registration of engineers, as well as promoting and introducing climate change initiatives such as the Climate Smart Engineering conference.

In April, Dr Evans received the prestigious Women in Industry Excellence in Engineering Award and was named Woman of the Year, in recognition of her outstanding career and championing of workplace gender equality.





# 3.3

## Welcome to our new CEO, Romilly Madew

Romilly Madew AO FTSE HonFIEAust was appointed to the role of CEO, following a comprehensive international search.



Upon Romilly's appointment, Nick Fleming FIEAust CPEng, Engineers Australia's National President, said, "Romilly is a globally recognised CEO and advocate for change in the property and construction sector. Her visionary leadership style will enhance and build on our strong legacy of advancing society through great engineering, sound strategy and investment."

Romilly came to Engineers Australia from her position as CEO of Infrastructure Australia. Previously, she was CEO of Green Building Council of Australia for 13 years. She has served on the advisory panel for the CSIRO's *Report on Climate and Disaster Resilience* and has held board positions with Sydney Olympic Park Authority and the Australian Sustainable Built Environment Council.

Romilly is known for her advocacy on a range of issues, including Indigenous engagement, diversity and workplace flexibility.

"Over the last two decades I have worked closely with Engineers Australia and have always recognised the engineering profession as the nation's problem-solvers," Romilly said.

"Engineers Australia's vision and focus align with the values I've pursued throughout my career: to listen to a wide range of voices, to engage with members to gain consensus, to build strong teams and partnerships and to achieve on-the-ground real-world impact."

Romilly took up her appointment in August.

# 04

## Our Board

### Dr Nick Fleming

#### Board Chair and National President

*BE(Hons) PhD FIEAust CPEng EngExec NER GAICD*

#### Since 2017 (elected)

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

He is chair of the board's Governance Committee, previously chaired the board's Engineering Futures Committee and remains a director of the Australian Engineering Foundation and Engineers Australia Pty Ltd.

### Dr Raj Aseervatham

#### Director

*BE(Hons, Civil) MBA PhD(Eng) FIEAust GAICD CPEng*

#### Since 2019 (elected)

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

He has been a member and chair of various Board committees at EA during his tenures. He has been a member of EA since 1986—intermittently while based in Australia—and was admitted as a Fellow in 2012.

### Ms Lucia Cade

#### Director

*BE(Civil) BEc MEngSc MBA FIEAust FAICD*

#### Since 2018 (elected)

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

### Dr Kourosh Kayvani

#### Director

*BSc MEngSc PhD FIEAust CPEng NER FTSE MIABSE MAE*

#### Since 2021 (elected)

Kourosh has built a career spanning 30 years as a practising engineer, executive leader, Adjunct Professor and in governance roles in professional associations and academia. He has played leading roles in the design and delivery of many innovative, complex and award-winning projects across Australia and internationally. He is a member of the board's Governance Committee.

### Ms Liza Maimone

#### Director

*BEng(Chem)(Hons) GD-ENRAW FIEAust CPEng EngExec NER APEC Engineer Int(PE)Aus MAICD*

#### Since 2021 (elected)

A chemical engineer and business leader with a passion for sustainability, Liza Maimone has more than 28 years' professional experience providing risk, governance, sustainability and climate change advice and assurance services across a range of industry sectors. Liza is PwC Australia's Chief Operating Officer, executive of its Environment, Social and Governance (ESG) services and director of PwC ASEANZ Consulting Pty Ltd. Liza is a member of the Audit and Risk Committee and a director of Engineering Education Australia.

### Dr Marcus Thompson

#### Director

*AM BE(Hons, Elec) BBus MDefStud MA(Strat Stud) PhD MAICD FIEAust CPEng EngExec*

#### Since 2020 (elected)

Dr Marcus Thompson is a retired Major General who served 34 years in the Australian Army. His final appointment was as the inaugural Head of Information Warfare for the Australian Defence Force. Marcus holds a PhD in Cyber Security from the University of New South Wales and was appointed a Member of the Order of Australia in the 2014 Queen's Birthday Honours List. He is the chair of the Board of Penten, the chair of the Board of ParaFlare and chair of Engineers Australia Audit and Risk Committee.

### Ms Lisa Vitaris

#### Director

*BA(PubComm)/BA(IntlStud) MBus MBA GAICD*

#### Since 2021 (appointed)

Lisa Vitaris was appointed to the Engineers Australia board in October 2021. Her experience spans high growth companies in financial services, technology, telecommunications, automotive and travel both in marketing and advertising including brands such as amaysim, Tyro, Aussie Home Loans, CMC Markets, Hyundai, Tourism Tasmania, Bankwest, Volvo and LG. Lisa is on the Audit and Risk Committee and People and Culture Committee.





# The Board in action

In 2021–22, the Board considered a wide range of issues, particularly the crucial process to identify and select our new CEO, Romilly Madew.

The process was comprehensive to ensure we chose the best person for the role following the retirement of outgoing CEO, Dr Brownyn Evans.

The Board also deliberated on decisions that supported and shaped Engineers Australia's on-going response to climate change, addressing the engineering skills shortage and COVID-19.

Considerable attention was given to governance improvements and our cyber security and digital capabilities.

Member and Office Bearer engagement is very important to the Board, so considering our major investment in digital capabilities to enhance their experiences was a focus, along with reinforcing our frameworks for upholding professional standards and complaints management.

The Board was also active in the ongoing development of our corporate strategy and its execution and the evolution of the Future Now program to its prototype stage.

## Board meetings:

- ▶ Sydney
- ▶ Brisbane
- ▶ Canberra
- ▶ two meetings via Teams – States

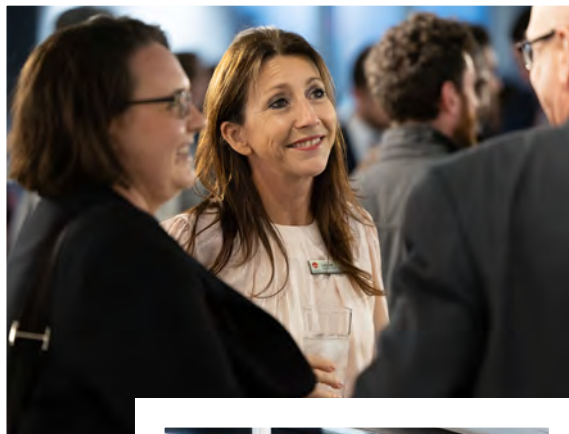
## Engineers Australia leadership forums in:

- ▶ all States via Teams
- ▶ Adelaide
- ▶ Perth
- ▶ Melbourne
- ▶ Canberra
- ▶ Hobart
- ▶ Brisbane
- ▶ Sydney
- ▶ Darwin

## Committees and forums:

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

# The Board in action





# 05

## Thank you to our volunteers and office bearers

Engineers Australia has more than 2500 volunteers. Our volunteers drive and support the breadth of our work to advance society through great engineering.

We value the immense contribution and shared leadership of our volunteers. The strength of our groups and committees comes from the members who bring their skills, expertise and enthusiasm through working in partnership with employees. They devote many hours to our profession and provide critical input to the body of engineering knowledge.

Volunteers provide guidance on our policy and advocacy, represent us on external groups, deliver technical professional development, help to accredit universities and much more. We would like to express our appreciation for their contributions including their continued support and flexibility when it comes to COVID-19-related changes and restrictions.

Our volunteers are our ambassadors. Their ability to talk knowledgeably and passionately about the benefits of being an engineer and being part of Engineers Australia contributes enormously to our success.

### Our groups:

Number of:	Total
Technical societies	30
Centres and special interest groups	2
National committees	11
National Congress	1
Division committees	9
College boards	9
Overseas chapters	6

# What our volunteers say



**Norm Himsley**  
FIEAust CPEng  
Consultant Engineer

“We’re not getting enough people into engineering and this has been an issue for a long time. So we’ve been dealing with students, teachers and the system to help engage more kids in engineering.”

**Sonja Bertotto**  
FIEAust CPEng

Technical Services Manager, Central Land Council

“My driver for volunteering is to build a sense of community and a support network for people in the profession and to share what engineers do with a broader audience.”



**Lord Thabet**  
StudIEAust

“By volunteering, I feel as if I’m making a difference. If you help manage networking events, for example, you help others to be the best engineer they can be. In that way, you’re helping others to change the world.”

**Robert Hoffmann**  
MIEAust CPEng NER  
Manager, BDO

“I’m passionate about volunteering because I like connecting dots. That’s what gets me up in the morning. If I think two people should chat because it could result in a good outcome, then I like to bring those people together.”







**Susan Pearce**

EngExec

Chief Operating Officer, Medical HQ

“I value the thought processes of professional engineers. They have a different way of thinking and a different perspective. So I volunteer partly to ensure my diversity of experience.”

**Nick Smith**

CPEng

Associate Engineer, ADG Construction Data Solutions

“My volunteering helps develop clarity for young people considering engineering as a career. At the same time, it helps me appreciate the work I do.”



**Tara Andrews**

GradIEAust

Area Manager, ARTC

“Support is important because when you start in the workforce it’s overwhelming. It’s even more difficult if you don’t know others, or if you’ve moved from elsewhere for university or work. Young Engineers Newcastle is about bringing engineers together and introducing them to different people and different companies.”



**Tuong Ho**

StudIEAust

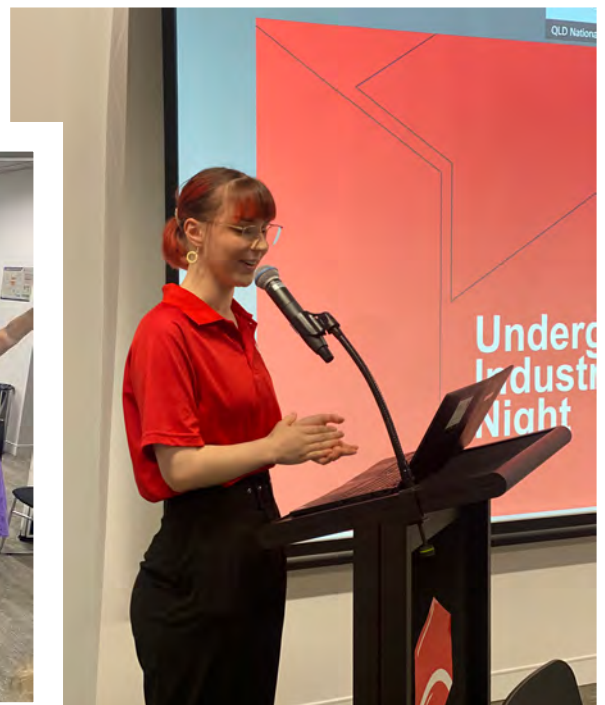
Studying Civil and Structural Engineering with Honours,  
Charles Darwin University

“Sometimes, to recognise all of the choices you have in life and to choose your own path, you have to meet someone who’s walking that path. Volunteering allows me to be that person who helps people choose a path.”



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

- ▶ Expand engineering knowledge
- ▶ Facilitate professional development
- ▶ Accredit university courses
- ▶ Develop Australian standards
- ▶ Act as ambassadors
- ▶ Create tomorrow's engineers
- ▶ Mentor others
- ▶ Provide access to networks
- ▶ Share expertise
- ▶ Inform policy development
- ▶ Inform our media and government advocacy
- ▶ Share business insights
- ▶ Recognise outstanding achievements
- ▶ Celebrate engineering heritage
- ▶ Represent us in external groups





# 06

## Progress against strategic priorities

Our long-term strategic priorities are to:



Be the trusted voice of the profession



Provide a professional home for life



Uphold professional standards



Create tomorrow's engineers



Operate sustainably

# 6.1

## Be the trusted voice of the profession

Engineers Australia works in partnership with decision-makers in government, industry and academia to provide evidence-based guidance on matters relevant to the engineering profession. This includes addressing climate change, solving the skills shortage, attracting more students into STEM subjects and upholding professional standards. Through this collaboration we have established ourselves as subject matter experts for media while increasing recognition of engineering's value to the community.



Surgeons use state-of-the-art equipment designed by biomedical engineers to perform life-changing surgery.

Right: Chief Engineer, Jane MacMaster speaks at the Imagine the Future Dinner in Darwin as part of NT's 2022 International Women in Engineering Day.



# Policy and advocacy

Engineers Australia engages with government ministers and other decision-makers to promote engineering interests and ensure the profession sits at the heart of decision-making about our country's future. This year, our advocacy has contributed to many examples of direct action by government, such as allocating \$100 million to boost the domestic battery manufacturing sector and amendments to the *NSW Heritage Act*. Further, the Australian Bureau of Statistics has changed targeted updates to ANZSCO for software engineers and a Senate enquiry will investigate establishing a National Energy Transition Authority.

## Submissions

Engineers Australia regularly develops government submissions and responses, drawing on the expertise of our colleges, technical societies and other groups on subjects such as infrastructure, energy, climate change, industry, skills and technology. We consult with members, industry, policy makers and peak bodies.

As trusted advisors to government, we engage with all sides of politics to work towards practical, fact-based policies that advance the science, practice and impact of engineering. In 2021–22 we made submissions at both state and Commonwealth level.

Our successful pre-budget federal campaign addressed three core areas:

- ▶ **Invest in people.** Recommendations included increasing investment in training to combat the skills deficit, refining Australia's migration program objectives, reviewing regional sponsorship and addressing teacher capabilities in STEM subjects.
- ▶ **Build sovereign capability.** Recommendations included support for Australian SMEs by requiring transnational corporates who have successfully bid for government contracts to partner with smaller domestic firms to increase Australian businesses' capability to grow and compete internationally. Further funding to create additional innovation hubs including in regional Australia, centred around start-ups and the commercialisation of Australian innovation.

- ▶ **Beat climate change.** Recommendations included an increased focus on electric vehicle uptake and the use of stationary batteries. We also recommended tax incentives for Australian owned and operated manufacturers of batteries and solar panels to promote the industry's development and export capability.

Submissions to the Federal Government included:

- ▶ [National data security action plan](#)
- ▶ [Education services for overseas students review](#)
- ▶ [Low Emissions Technology Statement 2022](#)
- ▶ [Draft 2022 Integrated Systems Plan consultation](#)
- ▶ [Planning Australia's 2022–23 skilled migration program](#)
- ▶ [Foreign interference through social media](#)
- ▶ [2021 targeted update of ANZSCO proposed changes](#)
- ▶ [Road safety inquiry: Reducing trauma on Australian roads](#)
- ▶ [Inquiry into procurement practices for government-funded infrastructure](#)



# Statutory registration

As of 1 July 2021, [statutory registration](#) came into effect in NSW and Victoria, joining Queensland as the three states that require registration of professional engineers. Registration will be a requirement within the ACT and WA in the future, where it is being implemented in a staged approach and we continue to engage with members on the matter.

Registration ensures that engineering work is conducted by appropriately qualified, experienced and competent professionals who demonstrate a commitment to continuing professional development and ethical practice. This is important for health and public safety and strengthening the engineering industry's integrity.

**Engineers Australia's advocacy over two decades has been crucial in shaping the legislation for mandatory registration.**

**To that end, we continue to advocate for a more cohesive national registration scheme and mutual recognition so that engineers registered in one state can practise in another with ease.**

## Industry roundtables

A series of roundtables were held throughout the year to discuss governance arrangements and planning needed in Australia to facilitate the scale and complexity of the energy transition and ways engineers can have a more prominent voice in the market.

Following requests by government departments, Engineers Australia hosted several roundtables addressing the challenges of skills supply and demand.

- ▶ **CEO roundtable.** Engineers Australia CEO Bronwyn Evans hosted this discussion with leaders from companies including AECOM, Aurecon, BAE Systems and McConnell Dowell. The discussion focused on immigration, bolstering domestic engineer numbers and creative problem-solving within the profession.
- ▶ **Government roundtable.** Led by Engineers Australia Chief Engineer Jane MacMaster, the roundtable was attended by the Department of Home Affairs, Department of Education, Skills and Employment, Department of Infrastructure, National Skills Commission and Infrastructure Australia.
- ▶ **People and culture roundtable.** Ricky Peña, Executive General Manager, People and Transformation, held discussions with executive leaders from industries reliant on engineering skills to hear the challenges faced by people and culture teams in their search for and retention of engineers.
- ▶ **Office bearer and member roundtable.** This Australia-wide roundtable enabled members and office bearers to present findings and discuss their thoughts on the issues facing the profession. This was a highly informative session which focused on encouraging the next generation to pursue engineering and build the brand of engineering.

These roundtables provided key insights, which informed the initiatives and recommendations presented in Engineers Australia's report *Strengthening the Engineering Workforce*.

## Building sector reform

Engineers Australia has provided members with direct access to a [central repository](#) of building sector reform resources and policy submissions. We have been very active in this space in 2021–22, with joint submissions to the National Construction Code 2022 revision and supporting a new joint initiative to develop safety guidelines for electric vehicles and battery storage infrastructure.

The team has made representations to government and industry bodies in Queensland, NSW, Victoria and WA and has been active in the development of the Engineering Practice Standard development led by the Office of the Building Commissioner (OBC).

## Professional indemnity insurance

Risk mitigation and management has been a key theme of member updates on the latest in Professional Indemnity Insurance (PII) market trends this year. We have conducted webinars with Consult Australia (CA) and the Insurance Council of Australia (ICA). In May we hosted a roundtable with insurers from AXA XL, QBE and others. We were also invited to attend the May Business Advisory Council meeting.

## EnglInsure: insurance and risk services

EnglInsure supports engineering businesses through effective management of insurance and risk.



2021–22 has been EnglInsure's most successful year to date, with growth in client numbers and a high proportion of long-term policies renewing.

EnglInsure, which is jointly run by Engineers Australia and Whitbread Insurance Brokers, is committed to being a trusted source for engineering in risk and insurance.

The EnglInsure communications channels keep engineers informed on issues such as professional indemnity insurance requirements, including run-off cover, cyber-insurance and contract risks.

## Complaints process

Our [General Regulations](#) set out the criteria for complaints we can investigate along with details of the investigation process.

To increase member accountability and in the spirit of continuous improvement, in 2021–22 we started to report on a quarterly basis the numbers of complaints we receive about members and the sanctions imposed. We are also working on process improvements to support resolution and improve communication with parties to a complaint.

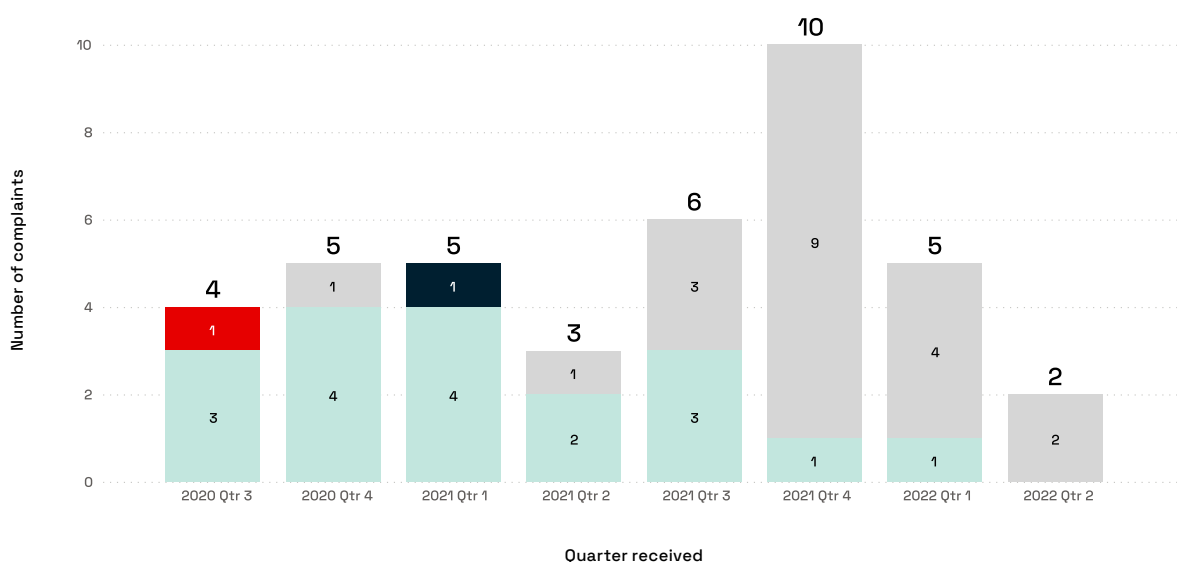
## PCC member complaints received

Total number of PCC member complaints per financial year:

20–21  
**17**

21–22  
**23**

Status: ■ Complaint dismissed ■ Complaint upheld ■ Complaint upheld in part ■ Pending outcome





# Engineering: making life happen

The Brand, Marketing and Communications team delivered Engineers Australia’s first national brand campaign in July 2022, with significant planning and development taking place in FY2021–22.

The brand campaign aims to raise the profile of engineering in homes, workplaces and universities around Australia on television screens, podcasts and out of home advertising spaces.

The campaign theme is *Engineering: making life happen*. It’s a succinct phrase that captures the nature of the profession and sums up our purpose of advancing society through great engineering.

The campaign was developed in response to member feedback, which established that members want to raise awareness of engineering and its critical role in society. It has been designed to support Engineers Australia’s strategic priorities of increasing the recognition of engineering value to the community and creating and promoting a strong contemporary identity for the profession.

The brand campaign features real-life innovations, such as robotics in surgery and soaring structural feats.

A successful organic social media campaign ran alongside the brand campaign, encouraging engineers to get involved and share their stories of what it means to be an engineer by posting with the hashtag #IAmAnEngineer on LinkedIn, Instagram, Facebook or Twitter.



▶ Watch Engineers Australia’s first national brand campaign videos here.

**Engineers walk the walk.**  
**In mid-air if they have to.**

Discover more:  
[engineersaustralia.org.au/makinglifehappen](http://engineersaustralia.org.au/makinglifehappen)

**Engineering.  
Making  
life happen.**

**The patient’s life is in good hands.**  
**The hands of engineers.**

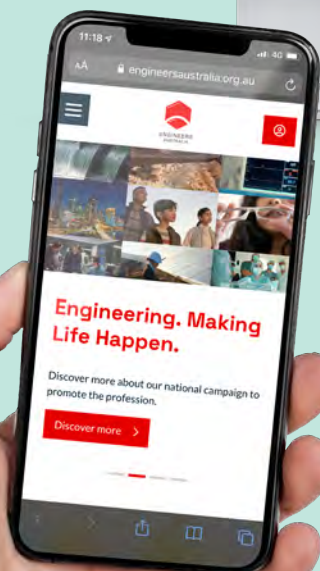
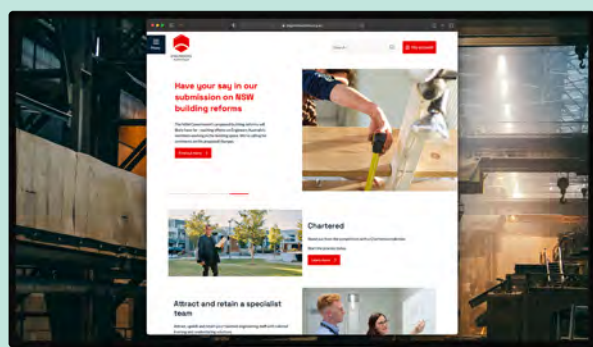
Discover more:  
[engineersaustralia.org.au/makinglifehappen](http://engineersaustralia.org.au/makinglifehappen)

**Engineering.  
Making  
life happen.**

## Our new website

Engineers Australia's new website was launched in July 2022 following a concentrated period of content creation and development of our web technology platform.

Research undertaken in 2020 revealed the need for enhanced website functionality with a focus on user experience and mobile responsiveness to better serve our members. As a result, it has been built to the international [WCAG 2.0](#) accessibility standards and features improved navigation, a central resource library plus step-by-step guides and videos to help users apply for assessment for membership, migration, Chartered and registration.



## Our create portfolio

We tell the stories about how engineers shape the world around us and engineer ideas into reality, through our *create* portfolio. This includes a magazine for members and a free enewsletter and website for anyone who is curious about the latest engineering trends, innovations, challenges, people and projects.





## Engineering News turns one!

Last year, Engineers Australia sent out the first edition of *Engineering News*. We are proud to be celebrating the newsletter's first birthday.

The newsletter is emailed every Tuesday and gives members the latest key Engineers Australia updates in a single platform. It combines news, advocacy, professional development opportunities, events and resources, tailored by location.

In October 2021 we launched the graduate edition of *Engineering News*, featuring content specific to our younger members.

*Engineering News* has been embraced by members, with email open rates exceeding industry benchmarks and even increasing in the reporting year.

Some of the standout stories we've brought members include:

- ▶ five common tax deductions for engineers to consider
- ▶ new micro-credentials to boost your engineering career
- ▶ engineers recognised in the Australia Day Honours list.

EA ID: 5252274



# Engineering News

Your essential weekly update



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Latest news



**Find out your Excellence Award winners including the 2022 Engineer of the Year**

From young engineers bright with enthusiasm to those innovating from semi-retirement, ambition of Australia's engineering community was on full display at our awards night in Sydney.



**Have your say in our submission on NSW building reforms**

The NSW Government's proposed building reforms will likely have far-reaching effects on Engineers Australia's members working in the building space. We're calling for comments on the proposed changes.



**Pioneering wave energy project named year's best**

With the world's oceans calculated to contain enough potential energy to surpass the entire globe's current needs, it's no surprise there is a long history of projects aimed at harnessing the power of waves and tides.



Australian International Aerospace Congress



ROYAL AERONAUTICAL SOCIETY  
AUSTRALIAN DIVISION

Leading technologies and research for the future of Aerospace  
27 Feb - 1 Mar 2023  
**Early Bird Registrations Open**

---

Working for the profession

Read Engineers Australia's submission to the *2022 List of Critical Technologies in the National Interest* consultation. We call for a more detailed expansion of the purpose of the list and decisions behind the action plan for critical technologies to allow organisations more opportunity to engage with the plan. [READ OUR SUBMISSION →](#)

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Events



**Australasian Structural Engineering Conference 2022**

**Date:** Wednesday 9 - Thursday 10 November, 9:00 am - 6:00 pm AEDT

**Delivery:** In-person and online, Melbourne office

[REGISTER NOW →](#)



# Social media in 2021-22

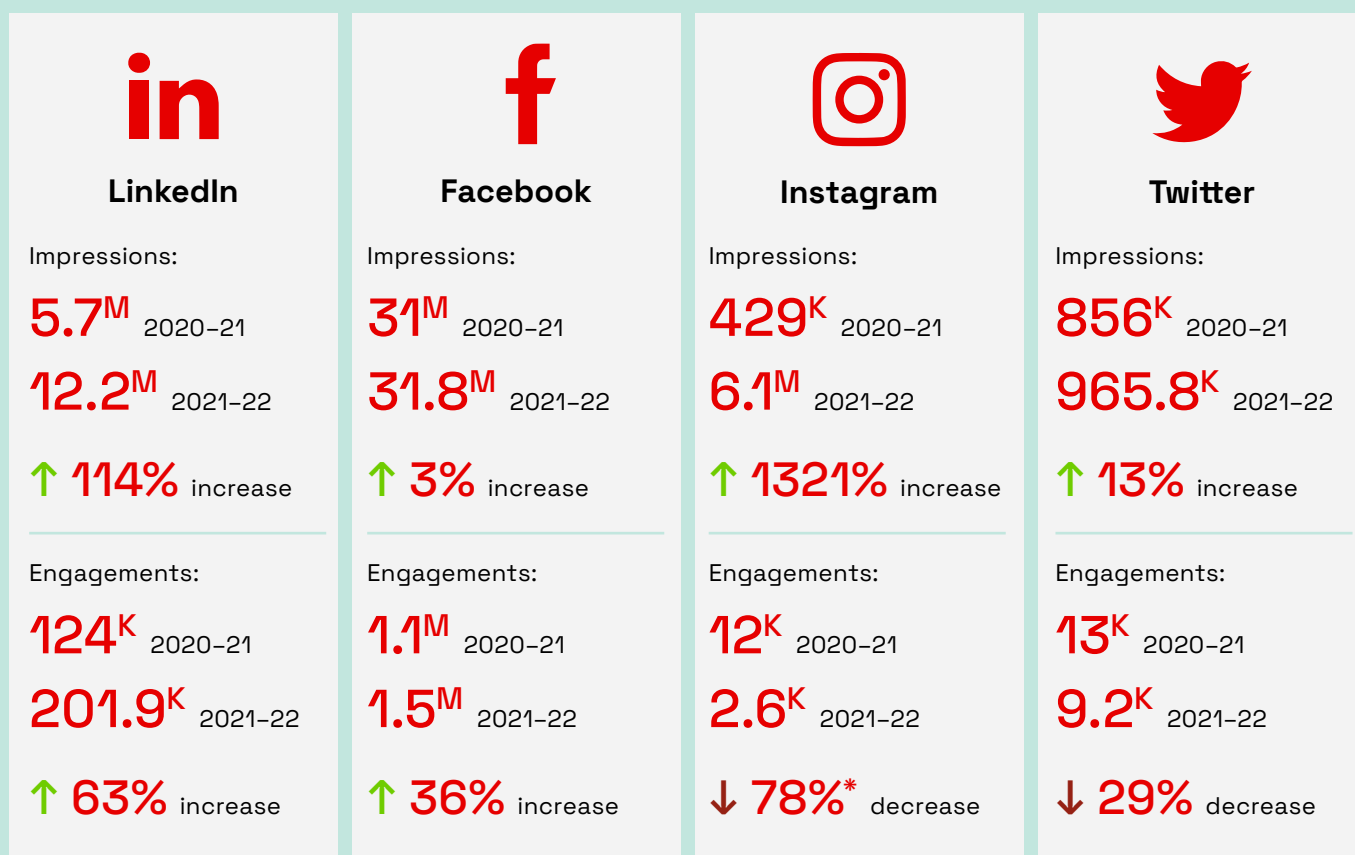
We continued to enjoy a successful social media program in 2021-22, with a large and engaged audience of engineers, employers and key stakeholders. The topics with the most engagement for the year were skills shortages and skilled migration, energy generation and engineering profiles.

Our aim is to ensure we accurately capture the visibility and relevance of Engineers Australia's social media footprint. It supports our strategic priorities of inspiring a new generation to consider a career in engineering and highlights the work of Engineers Australia.

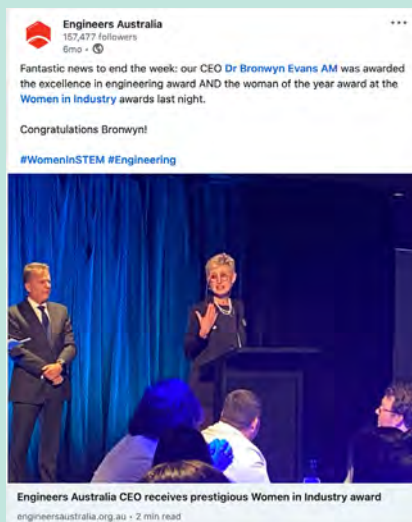
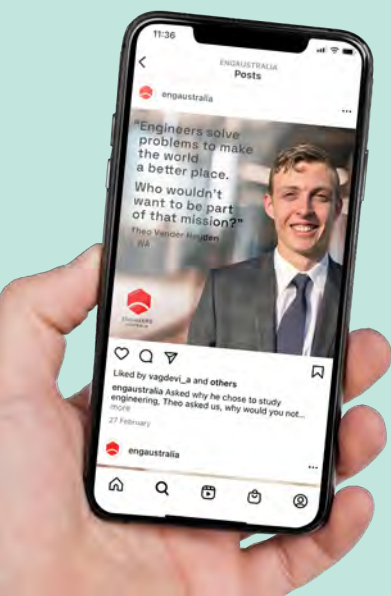
### Definitions

**Impressions:** how many times content is served to users

**Engagements:** total number of recorded actions e.g. shares, clicks, reactions etc.



\*Due to decreased volume of posts to focus on a more targeted approach



## Media coverage

A key role for Engineers Australia as the peak body for engineering is to raise awareness of the role engineers play in society and advocate on behalf of the profession. In 2021–22, 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.

Engineers Australia featured in 2141 media stories, 1170 in print and online and 271 were broadcast. These figures do not include *create* stories. Most top-tier coverage was by the ABC, followed by *Australian Financial Review*, *The Age/Sydney Morning Herald*, 2SM and *The Australian*.

Most trade coverage was in *Roads and Infrastructure* followed by *PACE*, *Build Australia* and *Construction Monthly*.

We featured in media stories across the country, including:

- ▶ Engineers Australia's Barriers to Migrant Employment was a feature story for the ABC with an extended TV package, online story, interview on ABC News TV with Joe O'Brien and Radio National. The research and its recommendation was also featured in skills shortage coverage throughout 2021 and 2022.
- ▶ Coverage by outlets including the ABC, *AFR*, *The Australian*, SBS, *The Age/Sydney Morning Herald*, *The Guardian* online and Channel 9 national news on the engineering skills crisis.
- ▶ Engineers Australia's submission into sexual harassment of women FIFO workers featured in a front-page story by *The West Australian* that was syndicated nationally by Fairfax and triggered follow up interviews by ABC radio and trade publications.
- ▶ Engineers Australia's response to the federal government's proposed changes to the cost of university fees formed the basis of two stories in *The Australian*, with interviews by ABC TV (national) and 2SM (NSW statewide).
- ▶ Engineers Australia opinion pieces featured in *The Hobart Mercury*, *The Age/Sydney Morning Herald*, *NT News* and *The West Australian* covering climate change, infrastructure, women in engineering and the value of engineering.
- ▶ Engineers Australia featured in supply chain shortage stories in *The Australian* and on Radio National.
- ▶ Our media outreach on the decline in maths enrolments and student engagement with STEM subjects ran on page two of *The Australian* and *ABC online*, with a follow up interview by Tom Elliott on 3AW Drive.

## EA Xchange

Members can collaborate, build libraries of content and read engineering news and policy updates on Engineers Australia's member-only collaboration platform, EA Xchange.

**This year has been EA Xchange's most successful since its launch in 2019, with a 14.5 per cent increase in member opt-ins this year.**

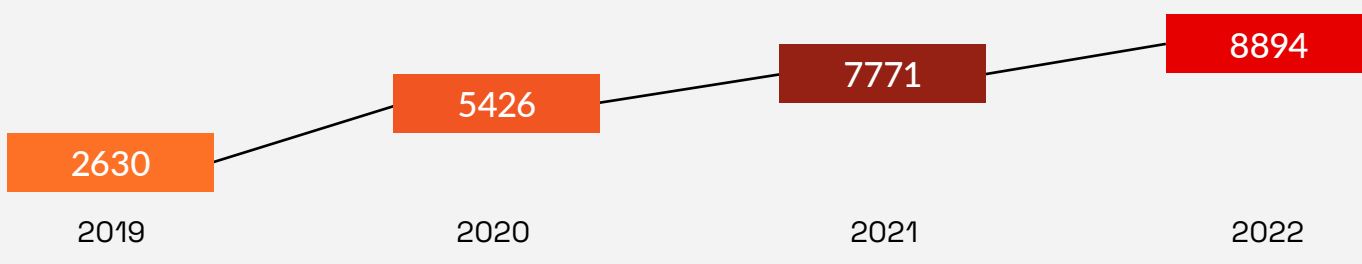
Members are most active in using EA Xchange for networking, sharing information with each other on professional opportunities and projects and debating topical issues.



### EA Xchange top discussion topics:

- ▶ Engineers Australia updates: Climate Change Action Platform
- ▶ Current civil engineering graduate seeking guidance and mentorship
- ▶ Boycott thermal coal
- ▶ Ventilation – ethics and duty of care
- ▶ A question of ethics
- ▶ Politics and power generation have become inseparable

Number of members who have joined the platform:





# 6.2

## Provide a professional home for life

**Engineers Australia provides a professional home for all engineers, in all locations and through all stages of their careers.**

We are investing in the future of the profession through initiatives such as our mentoring programs, tailored to support and guide students and new graduates. We also work to attract and retain women in engineering and we provide continuing professional development for all engineers across all disciplines.



Thanapalan Kalaban FIEAust CPEng NER and family.

## Membership

Our total membership at the end of FY 2021–22 is 115,273. This represents a 10.33 per cent increase on the previous year.

Furthering our commitment to the future of engineering, Engineers Australia adopted graduate membership numbers as an organisational KPI for 2021–22. By the end of June, student to graduate membership conversions were 2435 for the year, exceeding the target of 2200 with a total of 13,529 graduate members.

Student membership stands at 31,534 with 11,834 student members acquired on a target of 5800.

## Member engagement

Our member retention for 2021–22 was a strong 91.56 per cent on a target of 90.5 per cent.

We regularly survey our members to better inform our decisions and ensure engagement with our members remains relevant and valuable.



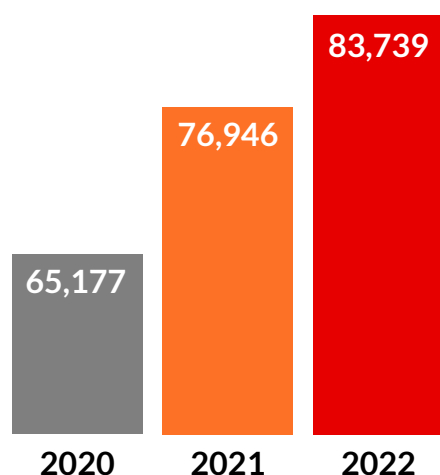
**90.5%**  
target

**91.56%**  
actual results

**+1.06% over target**

member retention for 2021–22

### Non-student membership:



### Total membership:

Grade	30 June 20	30 June 21	30 June 22
Hon. Fellow	182	183	187
Fellow	7571	7930	8452
Member	51,090	53,957	58,445
Affiliates and Companions	376	466	543
Graduate	13,529	14,410	16,112
Student	28,162	27,537	31,534
<b>Total non-student</b>	<b>65,177</b>	<b>76,946</b>	<b>83,739</b>
<b>Total</b>	<b>100,910</b>	<b>104,483</b>	<b>115,273</b>

## Supporting early career engineers

Engineering students, graduates and early-career engineers are the foundation of the profession's future. Engineers Australia continues to focus on this cohort with networking, learning and industry-access opportunities to foster their transition into the industry and help build their careers.

### Key initiatives to support this strategy in 2021–22 included:

- ▶ **Mentor Match.** An exclusive program for Engineers Australia's graduate members, Mentor Match gives early career engineers invaluable access to senior or Chartered engineers for guidance on topics such as career progression and skills development.
- ▶ **Young Engineers Australia.** With more than 40,000 members across the country, Young Engineers Australia (YEA) is EA's largest sub-group and supports and represents those new to the profession. Each state and territory has its own branch, which runs events throughout the year.
- ▶ **Bite Sized Learning.** This successful online portal extends additional learning opportunities to graduate members. New modules are released regularly throughout the year, with a total of nine modules now available.
- ▶ **Elevation.** This series of events connects students and graduates with engineering employers actively recruiting graduates. This year 61 companies participated – more than ever before. We held seven successful events across the country, with over 1300 delegate registrations.
- ▶ **Young Engineers Australia CPD Series.** Launched in 2020, our YEA CPD Series provides a comprehensive program for early career engineers. In 2021–22 the program attracted more than 8600 registrations.
- ▶ **Engineers Australia Jobs Board.** This free resource for student and graduate members saw more than 34,000 page views and more than 6000 click-throughs to job applications.
- ▶ **Internships Hub.** Launched in April 2022, the Internships Hub provides answers to commonly asked questions and exclusive content for students and industry to help create successful internships.
- ▶ **Virtual Work Experience.** Launched in August 2021, our Virtual Work Experience modules have been developed exclusively for student members to help bridge the gap between university theory and working practice. Since launching, we have had over 200 registrations for our online, university-level content.
- ▶ **Student 'work ready' series.** This online learning series aims to close the gap between university study and professional working life, helping new graduates develop the tools they need to stay a step ahead on their engineering journey.
- ▶ **Student ambassadors.** Engineers Australia currently has more than 130 active student ambassadors on university campuses around the country.
- ▶ **National student engineers' Case Competition.** This year's competition focused on carbon capture and attracted more than 300 participants from universities around the country.

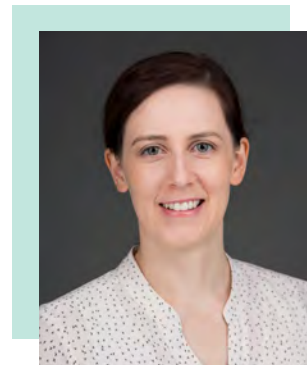


# Young Professional Engineer of the Year Award

Congratulations to water resources engineer Brittany Coff, who took out this year's Young Professional Engineer of the Year Award.

Brittany Coff is a senior water resources and strategy consultant at Adelaide's Jacobs Group. She has worked in the private, government and not-for-profit sectors and played a vital role in water and sanitation projects in countries including Ethiopia, Nepal, Zambia and Haiti.

**"The award demonstrates how the engineering community respects diversity, varied career paths and the opportunities available to balance an engineering career with a busy family."**



Brittany Coff, Young Professional Engineer 2021.



Water resources engineer Brittany Coff has played a vital role in water and sanitation projects.

# 6.3

## Uphold professional standards

Engineers Australia is committed to upholding professional standards by setting, advancing and advocating for standards of practice that people trust and admire.

Our accreditation standards are internationally benchmarked and our Chartered credential is recognised and respected the world over.

We strive to build recognition of the value and status of Chartered engineers and encourage every engineer to attain Engineers Australia credentials. It is our goal to ensure our members practise ethically and competently.

We are passionate about promoting world-class engineering education, qualifications and standards of practice and provide support with a clear pathway of professional standards. The number of engineers who have attained our Chartered and Engineering credentials has increased by 7.31 per cent this year and our National Engineering Register is up 9.31 per cent, its highest level to date.

## Professional standards framework

Engineers Australia's professional standards framework (PSF) is the system of processes, resources and standards that supports engineers to be competent, ethical and high-performing.

This is important because engineers must make sound engineering judgements and decisions for the benefit and safety of the community.

Our PSF is currently composed of the following elements:

- ▶ Code of Ethics
- ▶ Competency standards
- ▶ Accreditation
- ▶ Credentials
- ▶ CPD
- ▶ Complaints process

The professional standards competency review was informed by 2021-approved revisions to the IEA graduate attributes and professional competencies benchmarks.

The description and purpose of the professional standards framework was endorsed on 25 May by Engineers Australia's Professional Standards Committee. The first discussion paper will be distributed to office bearers and staff for input.

## International engagement

Engineers Australia's standards are aligned with international benchmarks through our engagement with the International Engineering Alliance, the World Federation of Engineering Organisations and the Federation of Engineering Institutions Asia Pacific. In 2021–22 we contributed to the International Engineering Alliance's graduate attributes and professional standards revisions. Engineers Australia holds multiple International Engineering Alliance Chair and Deputy Chair roles in these forums and the Professional Standards Committee and International Advisory Panel monitor and support our international engagement.

## Program endorsement and capability framework

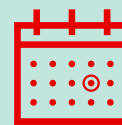
Program endorsement has been in development as part of the professional standards framework this year for education providers to have their programs endorsed against set criteria. This means prospective learners can select their programs with confidence from the vast range of opportunities available to them. A key element of program endorsement is Engineers Australia's capability framework, which articulates 12 personal capabilities that are predictors of competency and can be developed throughout an engineer's career.

### CPD events



**213,095**

Total registrations



**809**

Total events



## Areas of practice

The areas of practice model has evolved to separate Chartered areas of practice (AoP) from state-defined (for the purposes of engineering) areas of engineering (AoE). It provides a home for micro-credentials and specialisations. Construction engineering was added as an AoP with the support of the Australian Constructors Association. This work included the launch of the *Construction Engineers Learning and Development Guide*, which has gained over 120,000 views on YouTube.

We continue to explore the suitability of a range of new AoPs including software, cyber, maritime, rail, manufacturing and clean energy.

## National Engineering Register

Our strategy to uphold professional standards is seen in our commitment to the registration and accreditation of engineers in Australia. The number of NER registrants at 30 June 2022 stood at 27,298 an increase of more than 2300 on the previous year.

**24,971**

NER registrations  
2020-21

**27,298**

NER registrations  
2021-22

**+9.32% increase**  
NER registrations in the financial year



## Our 30,000th Chartered member

In 2021, Engineers Australia welcomed our 30,000th Chartered member, John Holland engineer Durgadevi Devarajan MIEAust CPEng NER.

She achieved her credential through our engineering workforce credentialling (EWC) partnership with John Holland.

Chartered engineering professionals exhibit internationally benchmarked standards of expertise, professionalism and safety. The many benefits of Chartered status include increased professional standing, upskilling and recognition within a Chartered engineer's own workplace and the wider engineering sector.

Previous CEO Dr Bronwyn Evans presents Durgadevi Devarajan with her Chartered certificate.



2021 EngExec recipients, Western Australia.

## Engineering Executive credential

Our invitation-only Engineering Executive (EngExec) credential recognises engineers working at the highest levels of industry, defence and government.

EngExecs are industry influencers. Their impressive roll call of organisations includes AECOM, Arup, Aurecon, BAE systems, Beca, BHP, Clough, ExxonMobil, Fortescue, GHD, Laing O'Rourke, Mott MacDonald, Norman Disney & Young, Origin Energy, Rio Tinto, Royal Australian Navy, Stantec Australia, Thales and WSP.

In 2021–22, a total of 122 engineers were invited to join EngExec, bringing the number of members to 1418.

## Industry engagement

Engineers Australia engages with industry to forge ongoing partnerships to uphold professional standards. These agreements fall into three main categories, engineering workforce credentialling, corporate engagement and defence agreements. In 2021, our Defence Engineers and Senior Technicians Recognition Agreement (DESTRA) saw credentialling opportunities extended to Land Domain Defence personnel. Air Domain has been part of the agreement since 2017 and Maritime from 2020.

## Credentialling partnerships

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

In 2021–22, our new engineering workforce credentialling partners included:

- ▶ Aeroklas
- ▶ AeroPM
- ▶ Air Radiator
- ▶ Ammjohn
- ▶ Ampcontrol
- ▶ Arcadis
- ▶ ARTC
- ▶ Ascent Professional Services
- ▶ Barwon Water
- ▶ Beca
- ▶ BG&E
- ▶ BMA Alliance (BHP)
- ▶ BMD
- ▶ Brisbane City Council
- ▶ CDSE Consulting
- ▶ Clough
- ▶ CMP Consulting
- ▶ CMW Geosciences
- ▶ Consep
- ▶ CPP
- ▶ CYP Joint Venture
- ▶ Dalton Consulting
- ▶ Dobbs Doherty / DDEG
- ▶ Downer
- ▶ EIC Activities
- ▶ EnergyAustralia
- ▶ Entura
- ▶ Esso Australia
- ▶ Fulton Hogan
- ▶ Gilmour Space Technologies
- ▶ Greater Western Water
- ▶ Guidera O'Connor
- ▶ Honeywell
- ▶ John Holland
- ▶ KPMG
- ▶ Leidos
- ▶ Martinus Rail
- ▶ Monadelphous
- ▶ NDY
- ▶ Northrop Grumman
- ▶ Pitt & Sherry
- ▶ PSC Consulting
- ▶ Rail Planning
- ▶ RJE Global
- ▶ Roberts Co
- ▶ Seqwater
- ▶ Stratco
- ▶ Systra Scott Lister
- ▶ Territory Generation
- ▶ Thales
- ▶ TMK Consulting
- ▶ UGL
- ▶ Ventia
- ▶ Webuild

## Corporate engagement partnerships

These partnerships provide our members and the wider engineering community with access to industry leaders and subject matter experts, both here in Australia and globally. This year, most of these thought leadership style events were delivered online.

### New partners included:

- ▶ AMAG
- ▶ Arup
- ▶ Aurecon
- ▶ CERTIFER Australia
- ▶ ConnellGriffin
- ▶ Dulux Construction Solutions
- ▶ Edith Cowan University
- ▶ Engineering Systems Management
- ▶ GHD
- ▶ iPlex Pipelines
- ▶ KPMG
- ▶ Metz
- ▶ SPEL Stormwater
- ▶ XLam

### Renewing partners included:

- ▶ ABB
- ▶ ACO
- ▶ Bentley Systems
- ▶ BlueScope Steel
- ▶ Brickworks (Austral)
- ▶ Brisbane City Council
- ▶ Cadgroup
- ▶ Cardno now Stantec
- ▶ Caterpillar
- ▶ Coates Engineering Solutions
- ▶ Con-form Group
- ▶ Department of Transport and Main Roads (TMR)
- ▶ Dulux
- ▶ Geofabrics
- ▶ Hempel
- ▶ Hexagon
- ▶ Hilti
- ▶ Hitachi Energy
- ▶ IFS
- ▶ INPEX
- ▶ Kaesar Compressors Australia
- ▶ McConnell Dowell
- ▶ Metecno Group / Bondor
- ▶ Nearmap
- ▶ Nexsys IT
- ▶ Optus
- ▶ Oracle
- ▶ QUT
- ▶ Revizto
- ▶ RMIT
- ▶ Siemens
- ▶ SMEC
- ▶ Stantec
- ▶ Swinburne University
- ▶ Territory Generation
- ▶ University New South Wales (UNSW)
- ▶ University of Technology Sydney (UTS)
- ▶ Urban Utilities
- ▶ Victoria University
- ▶ Water Corporation
- ▶ Webuild
- ▶ WSP

## Accreditation

Engineers Australia's Accreditation Board is maintaining the high international standing of Australia engineering programs through its ongoing monitoring of changes to the delivery of engineering education.

This has included engaging with the tertiary sector to implement recommendations from the Australian Council of Engineering Deans *Engineering Futures 2035* report.

In 2021–22 we conducted 20 accreditation reviews and assessed 246 tertiary engineering programs, supported by contributions from over 150 volunteers. Our accreditation management system was reviewed by an international review team appointed by the IEA Sydney Accord.

## Learned Society and the Future Now program

Our extensive Learned Society review was well received at National Congress. In response, office bearers and employees worked together to define the outcomes we want to achieve and the structures that will enable us to succeed.

This process has resulted in the development of the Future Now program (FuN). The program is an opportunity for everyone at Engineers Australia to adopt more outcome-focused ways of working to deliver more impact for our profession.

The program includes a volunteer strategy, new processes for developing CPD, delivering policy and advocacy and defining roles and responsibilities for employees and office bearers.



## 2021 Peter Nicol Russell Medal winner

### Professor Elizabeth Taylor AO

*HonFIEAust CPEng EngExec NER*



Professor Elizabeth Taylor AO FTSE HonFIEAust is Chair of the Washington Accord and Deputy Chair of the Governing Group of the International Engineering Alliance.

Under her guidance as Chair of RedR Australia and RedR International, RedR was selected by AusAid as the No.1

Disaster Relief and Training Organisation in Australia.

Professor Taylor's work has directly contributed to creating greater diversity in the engineering education sector and enhancing the positive contribution of engineering within communities.

Her UNSW Doctor of Engineering honoris causa (2014) notes that she "has been instrumental in changing the culture of engineering."



## 2022 Peter Nicol Russell Medal winner

### Peter Cockbain AM

*HonFIEAust*

Peter commenced his career as an apprentice electrical fitter after completing his Certificate and Advanced Certificate in Electrical Engineering. He also holds an Electrical Engineering Degree at the University of Newcastle.

In 1968, he formed the electrical manufacturing company Ampcontrol. Through Peter's strong leadership and technical expertise, the company has grown globally. Ampcontrol has been in the vanguard of developing advanced electrical and electronic equipment, which has contributed to the productivity and safety of Australian mining enterprises for over 50 years.

Ampcontrol's technology and innovative ideas have expanded to the global market and the business has been positioned as not just an expert in the field but a leader.

Peter was on the board of Standards Australia, Engineering Education Australia, the Future Manufacturing Industry Innovation Council and the University of Newcastle and was an Engineers Australia's representative on the Prime Ministers Science, Engineering and Innovation Council.

Peter joined Engineers Australia in 1966 and was National President in 2006. In June 2015, Peter was appointed a Member in the General Division of the Order of Australia (AM), Queen's Birthday Honours for significant service to electrical engineering. In November 2021, the University of Newcastle awarded Peter with the Alumni Medal for Professional Excellence.



Peter Nicol Russell Medal 2022 recipient Peter Cockbain with National President Nick Fleming and Engineers Australia CEO Romilly Madew.

# Engineering Education Australia

Engineering Education Australia (EEA) enables the development of workforce capability in a dynamic and changing environment.

Now in its 32nd year, Engineers Australia's subsidiary business EEA has a rich history of engineering education in Australia.

EEA continues to develop and deliver high-quality training in collaboration with Engineers Australia and in partnership with respected education and engineering organisations.

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

## Major developments

In 2021–22 EEA's major developments included:

- ▶ A strategic partnership with the Office of the NSW Building Commissioner to support Construct NSW in delivering reform for the building and construction industry. This partnership saw the release of three on-demand courses.
- ▶ The launch of the Emerging Engineers Leadership Program (EELP), designed to help develop the skills of early-career engineers and bridge the gap between graduate capability and the Chartered credential. The eight-month, in-house program was run by three organisations, with 46 participants. Public cohorts are due to commence next year.
- ▶ The launch of our micro-credentials program.



ENGINEERING EDUCATION AUSTRALIA

An Engineers Australia Business

## Microcredentials

In June we launched the first micro-credentials for Engineers Australia. The program enables engineers to demonstrate specific competencies to industry standards.



Our professional skills series consists of eight micro-credentials, with modules on ethical practice, risk management, stakeholder engagement and communication. Modules in the technical rail track suite include determining design requirements, developing track alignment design, planning track construction works and scope and commission maintenance works.



▶ Click to watch the micro-credential explainer video and learn more.

## EEA courses

The range and depth of EEA courses continued to expand in 2021–22. Our industry-relevant programs support quality skills development, with all EEA content aligning with Chartered competencies.

EEA launched 40 new courses this year based on industry and market demand, including 24 new webinars 11 virtual workshops and five EEA online courses.

- ▶ In May we launched a new stream for our award-winning Graduate Program specifically for the rail sector in collaboration with the Australasian Rail Association (ARA).

- ▶ We introduced digital badges to provide engineers with portable recognition of their skills and development. A total of 1254 badges were issued with an 80 per cent acceptance rate.



## Engineering Education Australia: 2021–22 highlights



### 540,423+

Hours of professional development delivered  
(2020–21: 426,000+)



### 7167

Engineers trained from 189 organisations  
(2020–21: 5100+)



### 563

Students enrolled in the Professional Year Program



### 40

New courses launched based on industry demand



# 6.4

## Create tomorrow's engineers

More than 70 per cent of the fastest-growing occupations in Australia require science, technology, engineering and maths (STEM) skills and a healthy pipeline of engineers is vital 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.

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



Family supporting their superstar mum, Justine Paragreen FIEAust.

## Events and activities

### Explore Careers

Engineers Australia partnered with Explore Careers, Australia's largest early-career and employment platform, to promote engineering to 4500 careers teachers from 2500 high schools across the country.

Our partnership with Explore Careers is predominantly aimed at school careers advisors, teachers and parents. It included a webinar with the Chief Engineer, presentations to 1500 students between years 10–12, inclusion in the annual Schools Careers Guide and innovative digital content.

### It Takes a Spark!

In May, Melbourne students from Years 4 to 10 had the chance to connect with STEM at the 'It Takes a Spark!' educational conference at Thomas Carr College.

The conference featured workshops on digital design, railway signalling with Puffing Billy, earthquake safety, Robogals EV3 engineering/programming, coding and robotics and an engineering showcase by Master of Engineering students from the University of Melbourne.

Teachers weren't left out of the fun, with teacher-only programs offered, covering setting up coding and robotics programs, an introduction to Micro:bit, how to run engaging Arduino projects and a hands-on workshop in SPIKE Prime.

### Kids discover coding is Deadly!

A new initiative is giving Aboriginal and Torres Strait Islander children hands-on experience in STEM subjects.

The Junior Engineers Deadly Coders program aims to address the under-representation of Aboriginal and Torres Strait Islander kids in STEM subjects and encourage them to pursue these subjects in high school and beyond.

### STEM in Year 13

Engineers Australia values its partnership with Year 13, which is aimed at educating high school students after they finish Year 12. We ramped up our involvement and exceeded our targets for the year. The campaign included an extensive social media campaign and the creation of the 'engineering your future' academy.

The results were:

Social media:

**5.3M** impressions

**1M** unique views

**1.9M** video views

Academy:

**10,100**

unique module views



### STARPortal

The largest online database of STEM activities available nationally, the STARportal has reached 247,026 unique visitors since launch. The platform and technology will be redeveloped over the next year which will result in a significant marketing campaign. It has 357 activity providers and houses 1685 activities.

Primary and secondary school students in Queensland were the first to get a taste of the Deadly Coders program, with female students making up 57 per cent of those taking part.

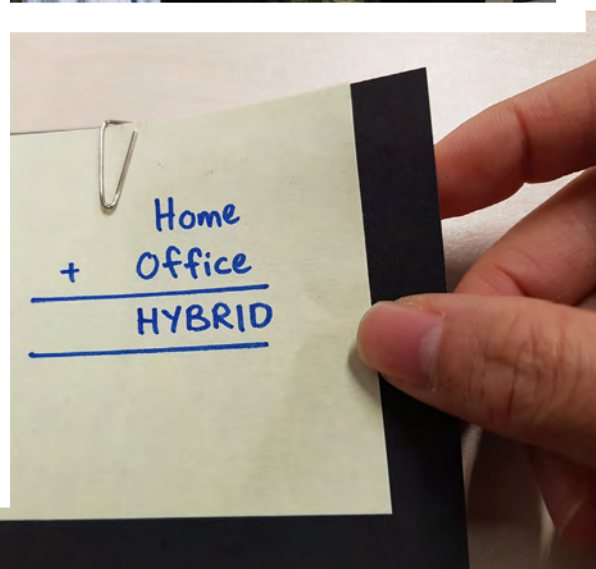
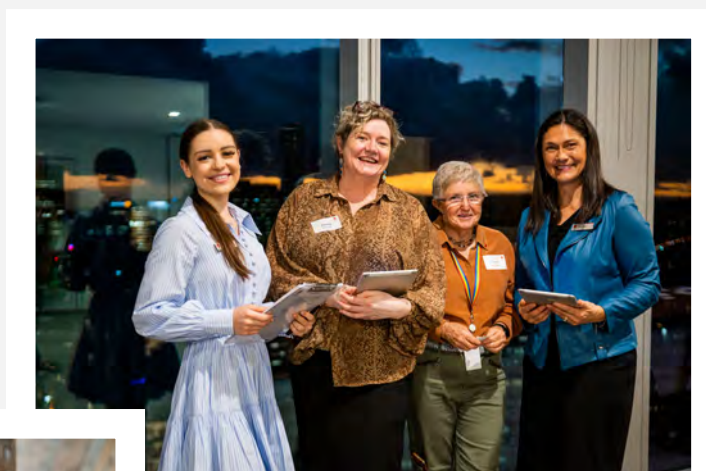
# 6.5

## Operate sustainably

Recognising the need to be future-ready, we are committed to a dynamic approach to meet the changing needs of our people and we are continually adapting and improving our ways of working. This includes a flexible work environment and focus on mental health and well-being.

We know that it is vital that Engineers Australia delivers services to our members effectively and efficiently.

Our data-driven and performance-based approach ensures that we manage our costs and continually work to diversify our income streams.





## People and Strategy Group

Our People and Strategy Group focuses on building our strategic, leadership, project and change management capabilities, all underpinned by our investment in our people, culture and physical spaces.

### Investing in our leaders

Engineers Australia launched two new leadership development programs in February, the Emerging Leadership Program (ELP) and the Leadership Experience (LX) Program. Both programs include an assessment tool to build self-awareness, a focus on leading teams, innovation and change plus building a great culture for our people.

## Investing in our people

In 2021–22, more than 260 employees accessed Engineers Australia's online courses via LinkedIn Learning. We offered employees access to on-the-job and induction training, technical and communications development, cross-collaboration, 'coffee with' sessions and the opportunity to attend external conferences, seminars and webinars.

## Our employee value proposition

In 2021-22 we launched our employee value proposition 'Engineers Australia exists to advance society through great engineering – join our team to advance your career through great experiences'.

We create meaningful experiences for our team by focusing on five key areas:



### 1. Impact

We offer purpose-driven work. Our people support the engineering profession that shapes the world we live in.



### 2. Belonging

We offer an environment where everyone is welcome and included and where we consciously work on our culture.



### 3. Growth

We offer a place for you to grow and drive your own development.



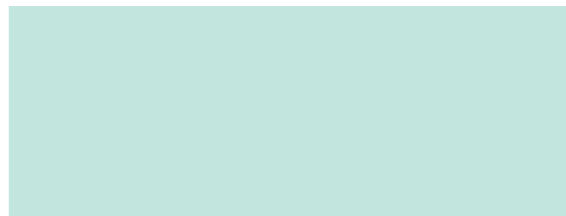
### 4. Flexibility

We offer tailored flexibility and invest in a true hybrid workplace.



### 5. Lifestyle

We offer a suite of benefits and wellbeing support to suit your lifestyle.



## Enabling transformation

We have commenced the implementation of a portfolio management approach to the way we work.

This ensures we fully realise the benefits of our investments, enable our transformation and promote change as a positive experience for our people. We are doing this through education, resources, coaching and a community of practice.

## Culture roadmap

We continue to build a positive culture on a foundation of promoting innovation to achieve our purpose of advancing society through great engineering.

Key initiatives include two new leadership development programs, a four-month culture connection, and involving office bearers and volunteers in how we activate our OneEA Culture together.

Recent employee engagement survey responses show 88 per cent of employees are proud to work at Engineers Australia and 69 per cent agree that we act on our culture mindset shifts.

## Wellbeing and safety

Safety is our top priority at Engineers Australia. We ensure the highest standards of work health and safety and the wellbeing of all our people.

In 2021 we introduced a new program, 'Safety Conversations', where our leadership team connected with our people via structured safety calls and check-ins, designed to provide a sense of care, communication and connectedness.

Engineers Australia's focus on employee wellbeing ensures our people have access to free, independent and confidential counselling through our employee assistance program.

## Workforce demographics

Engineers Australia, including subsidiary businesses, currently has 354 employees who on average, have been with us for 4.2 years. Our overall workforce is predominantly female (59 per cent). Of 36 executive team members/business unit leaders, 61 per cent are female.

## Our physical workspaces

The way we work together is shaped by our physical workspaces and we are proud of our 10 facilities located around Australia. As part of our current property strategy, we are investing in a new Perth CBD-based facility and upgrading our Canberra facilities at Engineering House throughout 2022 and 2023.



Our office spaces are modern and designed to enhance employee and member wellbeing. Images are from the Brisbane office (top left) and newly renovated offices at Market Street, Sydney.





# 07 Diversity and inclusion

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

We aim to increase diversity in the profession not only as a matter of fairness, but to deliver better solutions by harnessing the full range of talents and perspectives.

Engineers Australia undertakes a range of activities to promote gender diversity and inclusion and is increasingly active in our support for members of the LGBTQIA+ engineering community and Indigenous engineers.



International day of Women in Engineering Jun 22 – Event in WA to discuss initiatives to attract Indigenous students to engineering and grow our numbers of Indigenous engineers. On the far right (blue bag), is WA President for first half of 2022 -Jodey Brockhurst

## Research

Our [Women in Engineering](#) research examines the motivators for young women to choose (or not to choose) to study engineering. The research focused on the initial stage of consideration and found the key reason is lack of familiarity with engineering, followed by lack of positive perceptions of engineering and poor STEM engagement throughout schooling.

The research identifies avenues for increasing female participation in engineering.

## Diversity Awards

Engineers Australia's Diversity Awards program identifies, recognises and rewards companies that strive towards engineering excellence through greater gender diversity.

The winners for 2021 were:

- ▶ **Most Outstanding Company:**  
Jacobs Group (Australia) Pty Ltd
- ▶ **Most Encouraging Student or Not-for-profit Group:**  
Faculty of Engineering and Information Technology, University of Melbourne

## LGBTQIA+ engagement

Engineers Australia continues to support InterEngineer. The network is committed to encouraging all employees to bring their whole selves to work and to spreading awareness, understanding and sensitivity to build a safe and supportive work environment that creates a culture of inclusion, equality and respect for all.

## Migrant engineers

Engineers Australia's [Barriers to employment for migrant engineers](#) research was successfully launched in October 2021, identifying key roadblocks faced by overseas-born engineers when seeking employment. Competition for migrant engineers is strong internationally, yet many overseas-born engineers struggle to find work in Australia. They may be unemployed or underemployed in roles at a more junior level than their skills and experience warrant.

The research found that employers and recruiters perceive a range of barriers to hiring migrant engineers. These include a lack of local knowledge, differences in complementary skills and a lack of local references. Individual barriers include working rights issues, concerns over the validity of international certification and a view that migrant engineers may not stay in Australia long-term.

The research attracted significant media attention, and was presented to more than 450 members, stakeholders and staff over the launch period. As a result of these findings, Engineers Australia has developed a pathways to employment program and continues to work with government on this important skills issue.

### Opportunities to address barriers to employment for migrant engineers:

- ▶ Position migrant engineers as a collective talent pool and talk to the size of the opportunity for employers
- ▶ Provide credible, trusted information on employment pathways for migrant engineers
- ▶ Increase local networks by developing networking and sponsorship programs/ opportunities for migrant engineers
- ▶ Coordinate initiatives to build local knowledge and experience of migrant engineers
- ▶ Assist humanitarian visa holders with credentials assessment
- ▶ 'Make it easy' for employers to access the talent pool.

## Indigenous engineers and NAIDOC Week events

Engineers Australia supports our Indigenous engineers through the Indigenous Engineers Group, which connects Aboriginal and Torres Strait Islander people from an engineering background to a range of industry programs and initiatives.

## Reconciliation Action Plan

A working group has been formed and workshops conducted in the development of Engineers Australia's new RAP, due to launch in 2023. This plan will ensure Engineers Australia is working in a way that is inclusive and respectful and makes the most effective use of the wealth of talent and expertise among engineers with Indigenous heritage.

## Helping to heal Country

To mark NAIDOC Week 2021, *create* magazine featured an [article](#) in which five Aboriginal engineers spoke about how the engineering profession can help heal Country.

The engineers reflected on the interconnectedness of Country and people, the need for communication and transparency when those in our profession connect with Indigenous people and the challenges in coming up with long-term sustainable solutions that heal rather than harm Country.





# 08

## Environmental sustainability

Engineers Australia recognises the scale and urgency of the challenges presented by climate change. Our profession will play a pivotal role in enabling an affordable and sustainable transition to a net zero emissions society.

Engineers Australia proudly continues to show strong leadership on urgent climate change issues. Our perspective is grounded in science and has a priority of managing risk in the transition of energy technologies.



Immediate action is required to avoid the worst effects of a rapidly changing climate, as articulated by the Intergovernmental Panel on Climate Change, whose findings we acknowledge and respect as the world's best available science. Action must include rapid, large-scale reduction in greenhouse gas emissions, as well as work to increase community and environmental adaptation and resilience.

Governments, the private sector, capital markets and the community must work together with and supported by the engineering profession to formulate and deliver the required changes necessary to achieve national net zero emissions as soon as is practicable.

Engineers Australia's work towards sustainability includes advocacy, business engagement and professional development for engineers – as well as efforts to mobilise the profession into continued action and reducing our own operational emissions. Our Code of Ethics requires members to promote sustainability by fostering the health, safety and wellbeing of the community and the environment.

## Climate Smart Engineering Initiative

Engineers Australia continues to demonstrate strong climate leadership and influence across several important areas, including the development of its Climate Smart Engineering Initiative (CSEI).

As a founding member and contributor to several high-profile multi-professional climate initiatives in Australia, Engineers Australia is also globally connected and engaged through its formal accreditations to the United Nations (UN) Framework Convention on Climate Change, the Intergovernmental Panel on Climate Change (likely to come into effect in late 2022), the UN Environment Programme and UN Environment Assembly (UNEA). This includes engaging in UNEA's processes that underpin the establishment of a global plastics pollution treaty by 2024.

## Engineers Australia's climate change action platform

In October 2021, we released Engineers Australia's updated [Position on Climate Change](#). This was endorsed by all of Engineers Australia's College Chairs, Board and CEO. It recommends a number of engineering-led actions necessary in its call to the Australian government to develop and implement an economy-wide strategy to reach net-zero emissions well before 2050.

The statement takes into account advances in climate science and recognises the need for the engineering profession to increase its crucial role in cutting emissions and adapting to the changing climate.

**Engineers Australia's priority for CSEI is for it to serve as a central vehicle for climate action within the membership specifically, and the engineering profession more broadly and be a locus of engineering thought leadership on all climate-related matters.**

Engineers Australia is also committed to continually evolving its climate professional network including with senior government officials, such as Australia's chief scientists and climate change negotiating team.

# Climate Smart Engineering conference

The inaugural Climate Smart Engineering conference was a huge success. Held across two days in November, the conference was led by the Engineers Australia events team in collaboration with College Chairs and external advisors.

The conference emphasised EA's Climate Change Policy and the need to involve young people in formulating solutions. The keynote speaker was Al Gore, whose address 'The Case for Optimism on the Climate Crisis' emphasised the unique opportunities for Australia to be part of the climate solution.

Media coverage included *The Guardian* and 9news.com.au

Climate Smart Engineering conference 2021:

**630**

Total registrations  
(137% of target)

EXIT

This session ends in

35m

DND

WIN POINTS

15500

CLIMATE  
SMART  
ENGINEERING  
CONFERENCE  
2021



**e**se

CLIMATE  
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ENGINEERING  
CONFERENCE  
2021

Q & A

POLL

DISCUSSION FORUM

SESSION INFO

GO TO PROGRAM

#eaclimatesmart2021

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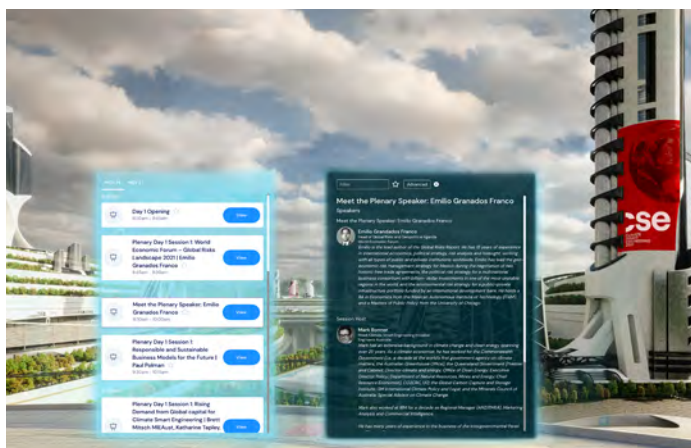




# Climate Smart Engineering 2022

Our next Climate Smart Engineering conference will be held on 22 and 23 November 2022 both in person and online. The conference will focus on projects with industry-leading sustainability credentials and highlight the ways the engineering profession can better manage the challenges of achieving net zero emissions.

We are aiming to make the conference an annual November event, timed to coincide with the end of the UN Climate Change Conference (COP), which we will be attending.



## Climate Smart Engineering Conference

[ 22-23 November 2022 ]

Register your interest →

[eacse.com.au](http://eacse.com.au)

## Emissions and offsets

Engineers Australia once again partnered with Greenfleet and this is the first year we have proudly offset all our carbon emissions. This is a huge accomplishment and our next step is to become Certified Carbon Neutral with Climate Active.

## Sustainability reporting for 2021 calendar year

As mentioned in last year's annual report, we have now moved to reporting our emissions on the calendar year.

Engineers Australia commissioned Pangolin Associates to assess our greenhouse gas emissions. The assessment includes reporting on scope 1, scope 2 and scope 3 emissions across all of Engineers Australia's locations and facilities.

When comparing individual sectors, 'Third Party Services' contributed the highest level of emissions.

This sector includes:

- ▶ Technical services (the highest contributor within this sector)
- ▶ Building repair and maintenance
- ▶ Cleaning services
- ▶ Food and catering
- ▶ Postage
- ▶ Printing
- ▶ Domestic hotel accommodation
- ▶ Hiring and rental services

Following the audit, we are finding ways to further reduce our emissions both in-house and through third-party providers, encouraging them to go green or looking for new providers who align with our sustainability commitment.



## 09

# Executive team and office bearers

The new organisational structure was put into place on 13 September 2021.

## Ms Claire Foo

### Chief Digital and Technology Officer

GAICD MBA BA

Claire commenced her role as Chief Digital and Technology in August 2021. She is focused on building the organisation's digital capabilities and offering through a significant digital transformation. Claire leads the Technology and Data and Analytics functions to lead and champion the use of information, data, insights and technology. Her focus is building the digital maturity of the organisation to enable a digital ecosystem that enables, inspires and advances engineering in Australia.

## Mr Michael Luddeni

### Chief Operating Officer Acting Chief Executive Officer

FIEAust CPEng EngExec NER

Michael has more than 25 years' experience across the manufacturing, finance and professional services sectors with Ford Motor Company, Pacifica Group, National Australia Bank, Deloitte and PwC. His career journey has seen him go from fitter and turner, to engineer, to consultant. Most recently, he was a Director of Business Operations Consulting at PwC where he led the firm's process excellence capability.

## Ms Jane MacMaster

### Chief Engineer

BE(Mech) MA(IR) FIEAust CPEng

Jane has worked as an aerospace, mechanical and systems engineer in Australia and internationally. She has previously worked as a senior advisor within the strategy unit of the Department of the Prime Minister and Cabinet and as Founder and Director of Ponder Enterprises, where she used her engineering skillset to address complex societal challenges.

## Mr Ricky Peña

### Chief People and Strategy Officer Acting Chief Operating Officer

CAHRI GAICD

Ricky is a human resources leader with a breadth and depth of national and international experience in implementing people initiatives that align with company strategy. He has held a number of HR leadership roles, most recently as the Director Human Resources for the CSIRO, leading a team of more than 100 professionals across Australia.

## Ms Jane Hanks

### Executive General Manager Membership and Growth

BEC/LLB CompIEAust GAICD FAMI CPM

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

## Ms Sarah Jenkins

### Executive General Manager, Member Engagement

CompIEAust MBA MABA

Sarah is responsible for member services at Engineers Australia including CPD, customer service, assessments, volunteer support and local engagement across Australia and our international chapters. Her mission is to work with members and employees to grow Engineers Australia's positive impact in advancing society through great engineering.

## Mr John Lau

### Executive General Manager Governance and Support Services

BCom FCA CompIEAust

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





## Division presidents



### Sydney

**Mr Donald Moloney**  
MIEAust CPEng NER



### Victoria

**Ms Astrid Kauffman**  
FIEAust CPEng NER APEC  
Engineer IntPE(Aus)



### Queensland

**Ms Marie Gales**  
FIEAust CPEng EngExec NER  
APEC Engineer IntPE(Aus)



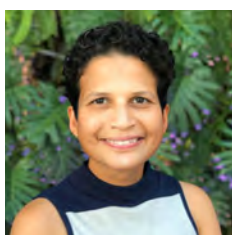
### Canberra

**Dr Therese Flapper**  
FIEAust CPEng EngExec NER  
APEC Engineer IntPE(Aus)



### Newcastle

**Mr Pierre Gouhier**  
FIEAust CPEng NER APEC  
Engineer IntPE(Aus)



### Western Australia

**Ms Shalini Saldanha**  
FIEAust CPEng NER APEC  
Engineer IntPE(Aus)



### South Australia

**Mr Graham Davies**  
FIEAust CPEng APEC  
Engineer IntPE(Aus)



### Tasmania

**Ms Kate McIntosh**  
FIEAust CPEng NER



### Northern

**Mr Richard McAllister**  
FIEAust CPEng EngExec NER  
APEC Engineer IntPE(Aus)

## College chairs



### Biomedical

**Ms Kelly Coverdale**  
FIEAust CPEng NER APEC  
Engineer IntPE(Aus)



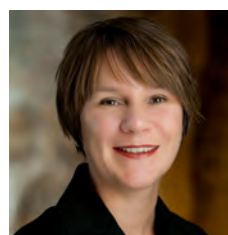
### Chemical

**Mr Grant Scott**  
FIEAust CPEng EngExec NER  
APEC Engineer IntPE(Aus)



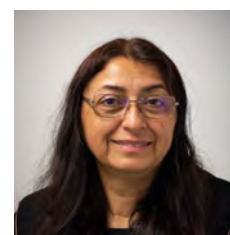
### Civil

**Mr Paul Collier**  
FIEAust CPEng EngExec NER  
APEC Engineer IntPE(Aus)



### CLM College of Leadership and Management

**Dr Anne Hellstedt**  
FIEAust CPEng EngExec NER  
APEC Engineer IntPE(Aus)



### Environmental

**Ms Lucy Baker**  
FIEAust CPEng



### Electrical - Co

**Dr Peter Sokolowski**  
FIEAust CPEng EngExec NER  
APEC Engineer IntPE(Aus)



### Electrical - Co

**Ms Nee Nee Ong**  
FIEAust CPEng EngExec NER  
APEC Engineer IntPE(Aus)



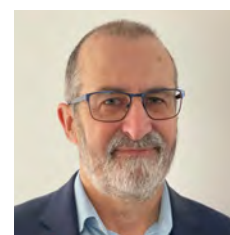
### ITEE Information, Telecommunications and Electronics Engineering

**Dr Walter Green**  
FIEAust CPEng APEC  
Engineer IntPE(Aus)



### Mechanical

**Mr Roderick McDonald**  
FIEAust CPEng NER



### Structural

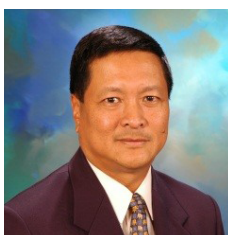
**Mr Peter Statton**  
FIEAust CPEng NER APEC  
Engineer IntPE(Aus)

## International chapter presidents



### Hong Kong

Mr Alex Cheung  
FIEAust



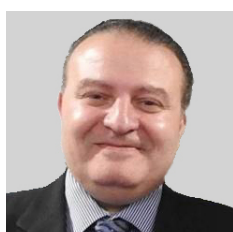
### Malaysia

Mr Dennis Lee Khian Ong  
FIEAust CPEng NER APEC Engineer IntPE(Aus)



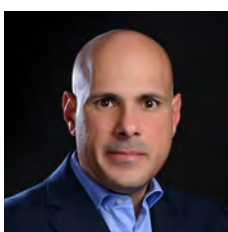
### Singapore

Mr Kabilan Subramaniam  
MIEAust CPEng NER APEC Engineer IntPE(Aus)



### Qatar

Mr Tamer Yahya Abdelhafez Naguib  
TFIEAust CEngT NER



### United Arab Emirates

Mr Basel Abdel Fattah Salim Tayeh  
MIEAust



### United Kingdom

Mr James Edward Bunn  
FIEAust

## Committees

Committee	President
Joint Board for Aerospace Engineering	Prof Murray Scott
Joint Board for Naval Architecture	Mr Bruce Howard
Engineering Heritage Australia	Mr Michael Taylor
Women in Engineering National Committee	Miss Zhenya Pavlinova
Young Engineers Australia National Committee	Ms Nicole Brown
National Committee for Engineering Associates and Technologists	Mr George Scott
National Committee on Applied Mechanics	Dr Raj Das
National Committee on Mechatronics	Dr Dzung Dao
National Committee on Rehabilitation Engineering	Dr Iain Brown
National Panel on Chemical Engineering	Mr Melvin Mazid
National Committee on Space Engineering	Mr Roger Franzen
National Committee on Automation Control & Instrumentation	Mrs Devasena Chinnarajan
National Committee on Water Engineering	Dr Brendan Berghout
National Committee on Coastal and Ocean Engineering	Mr James Carley

## Technical societies

Technical society	President
Australasian Association of Engineering Education	A/Prof Anne Gardner
Australasian Particle Technology Society	A/Prof Yansong Shen
Electric Energy Society of Australia	Mr Jeff Allen (National)
Electromagnetic Compatibility Society of Australia	Ms Pina Dall'armi-stoks
Society for Building Services Engineering	Mr Alan Coote
Society for Engineering in Agriculture	Mr Glen Riethmuller
Australian Society for Bulk Solids Handling	Prof Mark Jones
Australian Cost Engineering Society	Mr Leonardo Ferro
Australian Composite Structures Society	Dr Rodney Thomson
Australian Earthquake Engineering Society	Mr Trevor Allen
Australian Geomechanics Society	Dr David Lacey
Australian Society for Defence Engineering	Mr Denton Bocking
Australasian Tunnelling Society	Dr Harry Asche
Australian Shotcrete Society	Dr Stefan Bernard
Mining Electrical and Mining Mechanical Engineering Society	Mr Dominic Posavec Mr Murray Timpson
Mine Subsidence Technological Society	Mr Richard Walsh
Sustainable Engineering Society	Mr Benjamin Hanley
System Engineering Society of Australia	Mr John Nasr
Society of Fire Safety	Dr Jonathan Barnett
Risk Engineering Society	Mr Pedram Daneshmand
Railway Technical Society of Australasia	Mr Roy Unny
Transport Australia Society	Mr Shalendra Ram
Asset Management Council	Dr Anne Gibbs
Institute of Industrial Engineers Australia	Mr David Karr
Institute of Public Works Engineering Australasia	Mr David Jenkins
Institute Of Materials Engineering Australia	Dr Roger Lumley
RedR Australia Ltd	Dr Robert Care
Australian Fluid and Thermal Society	Prof Tilak Tissa Chandratilleke



# 10

## Overview of financial results

The Engineers Australia consolidated group has continued to maintain a strong financial position in 2021–22 during a challenging economic environment, while delivering a broad range of services. The group has made strategic investments in the first year of its multi-year transformation program to ensure future-readiness and increased impact for the benefit of society.

With ongoing prudent financial management, the Engineers Australia group delivered an operating surplus of \$0.3m (down from \$9.3m in 2020–21) and generated operating cash flows of \$6.2m (down from \$16.7m). Revenues fell to \$75.2m (down from \$77.4m) and expenditures also fell to \$68.1m (down from \$73.2m). This was a pivotal year, which was the first year of a multi-year program of work to transform the Engineers Australia group through its systems, processes and people to ensure it can deliver on its strategic priorities.

We are grateful for the continued strong support of our members, with high levels of membership renewal in 2022. In view of the continuing impact of COVID-19 on the profession in late 2021, for a third consecutive year, general membership fees have not increased. We have also continued to make fee concessions available to members who require assistance.

With net assets totalling \$69.9m (up from \$68.6m in 2020–21), the group is in excellent financial health. Our reserves will enable the group's continuing development and investment to better serve our community, our profession and our members in line with our strategy.

During 2021–22, we made strategic investments in many of our operational areas. This has included further investment in our employee team and a number of projects as part of the organisation's transformation, including the Future Now program, business operating model review, brand strategy, website upgrade and the development of our digital transformation strategy.

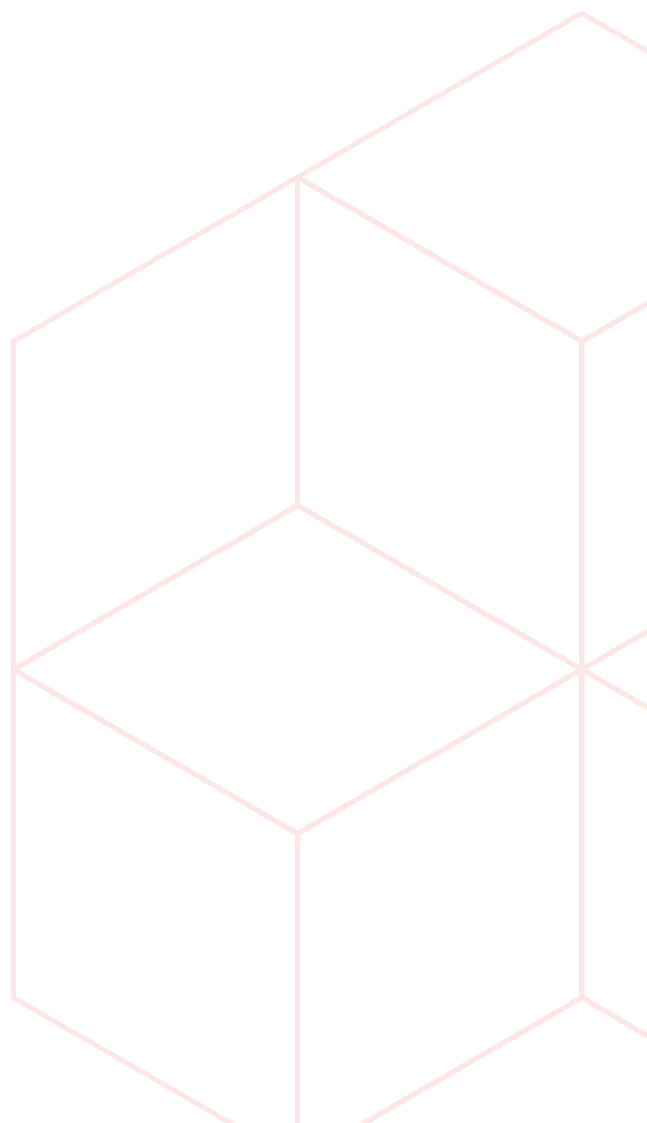
Over coming years Engineers Australia will be leveraging our strong balance sheet to make a significant investment in modernising our data and digital capabilities to improve our services for members and volunteers.

Other notable factors that drove the result included:

- ▶ Engineers Australia continued developing the successful engineering workforce credentialling program, which was first developed in early 2021. This program has enabled Engineers Australia to provide services to engineers via their employers. This program generated \$1.3m of new revenue in 2021-22 and is expected to be an area of growth for the future.
- ▶ The Australian Government provided temporary funding through a number of incentive programs to build Australia's migrant workforce, due to the impact of COVID-19. This provided \$0.9m of additional revenue through the group's migrant skills assessment program.
- ▶ Engineering Education Australia delivered a surplus of \$1.5m (excluding donation to its parent, Engineers Australia). Our education business was impacted by the pandemic, with student sentiment declining due to the inability to travel and study in Australia, which affected revenues in the Professional Year program. We expect the impact to future student numbers will continue for the next few years and while we have established a number of new diversified income streams, these are still being developed.

- ▶ Engineers Australia sold part of its office in Sydney and the gains were largely offset by the declines in the financial investment portfolio, which declined by \$2.7m from group investments managed by the global fund manager Morgan Stanley. This was due to declining financial markets as a result of many uncontrollable factors such as COVID-19, war in Ukraine and global inflationary pressures.

The next few years will be critical for the group as it looks to build on the successes of the past and ensure the future investments it makes will be leveraged in a financially sustainable manner. We will seek to maximise the opportunities ahead to further our purpose of delivering great engineering for the benefit of society.



## Five years 2017–18 to 2021–22

See last year's report here: [Annual report 2020-2021 | Engineers Australia](#) (p53-54)

	2017-18	2018-19	2019-20	2020-21	2021-22
	\$m	\$m	\$m	\$m	\$m
<b>Income</b>					
Net membership subscriptions	24.116	25.402	27.737	29.222	30.896
Courses, conferences/meetings and CPD	12.160	22.526	26.416	23.669	16.775
Assessment and registration fees	19.960	20.575	20.035	18.721	23.065
Sponsorships, grants and commissions	3.207	2.456	3.250	1.892	2.635
Publishing	1.019	0.841	0.807	0.818	0.662
Other revenue	1.651	1.566	1.777	3.069	1.119
<b>Sub-total</b>	<b>62.113</b>	<b>73.366</b>	<b>80.022</b>	<b>77.391</b>	<b>75.152</b>
<b>Expense</b>					
Employee and consultancy expenses	29.198	32.015	32.463	34.808	45.214
Administration, travel, publication and IT expenses	11.555	13.358	12.532	10.585	11.445
Premises expenses (excluding depreciation)	3.418	3.529	2.126	2.085	2.112
Depreciation and amortisation	3.801	3.390	5.392	4.917	4.474
Courses and conference/meeting expenses	8.554	15.897	17.459	14.468	10.598
Other	1.368	0.635	3.233	1.233	1.137
<b>Sub-total</b>	<b>57.894</b>	<b>68.824</b>	<b>73.205</b>	<b>68.096</b>	<b>74.980</b>
Operating surplus/(deficit)	4.219	4.542	6.817	9.295	0.172
Asset revaluation	0.361	0.445	(0.147)	(0.254)	0.990
Transfers and net profit from joint ventures	-	-	0.062	0.009	0.083
Increase/(decrease) in members' funds	4.580	4.987	6.732	9.050	1.245
<b>Total members' funds</b>	<b>47.880</b>	<b>52.867</b>	<b>59.599</b>	<b>68.649</b>	<b>68.894</b>

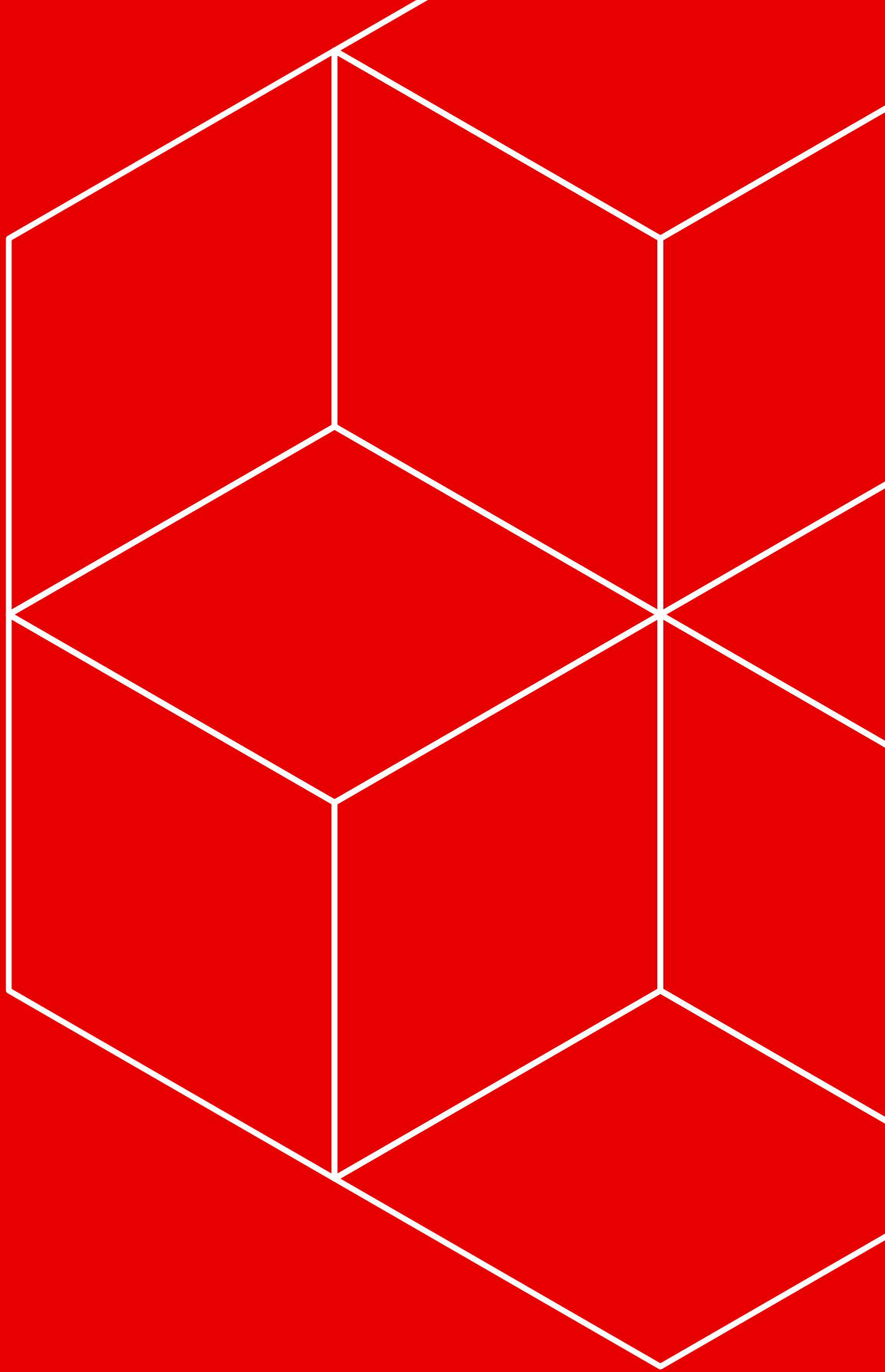
\*The consolidated entity comprises the Institution of Engineers Australia and its subsidiaries, Engineers Australia Pty Ltd, Australian Engineering Foundation Ltd, Enginsure Pty Ltd and Engineering Education Australia Pty Ltd and its subsidiary (The Moreland Group Pty Ltd). Audited full financial statements for the year ended 30 June 2022 will be presented at the Annual General Meeting on 8 December 2022.

The [financial statements](#) are available on the Engineers Australia website.

### Board remuneration

The Board of Engineers Australia consists of up to eight directors. Total director remuneration is now capped annually at \$338,607 (last approved by National Congress in May 2022) which was increased from the previous Wage Price Index-adjusted value of \$312,976 ensuring the Board can continue to accommodate eight directors in line with the Royal Charter and By-laws. This value will continue to be indexed to the Wage Price Index each year. For additional details about related party transactions, see note 19 of the Annual Consolidated Financial Report for the financial year ended 30 June 2022 on the Engineers Australia website.





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