

## Overall Pay Goes Up – How Does Your Salary Compare?



The results of the 18th annual Remuneration Survey show the vast majority (85 per cent) of respondents had a pay increase in the past year. National Office sent the survey to 5,000 Members in May and received 2,040 responses. Of those, 45 per cent were Professional Members, 47 per cent Graduate Members, four per cent Fellows or Distinguished Fellows, two per cent Associate Members, and two per cent Technical Members.

Ninety per cent were in full time employment, six per cent were self-employed or sole practitioners and three per cent were in part time employment. The remainder were either in short term or contract employment, not working or retired.

The survey asks respondents to measure their job in terms of level of responsibility, knowledge and skill. This year's survey uses the following career stages, as introduced in 2010:

- Graduate
- Independent Practice (Local, national and international scope)
- Team Leader (at three levels)
- Technical Manager (at three levels based on staff numbers)
- General Manager (at three levels based on staff numbers).

**Continued on page 3**



# President's Message

I would like to use this month's message to write about a problem that at times I am made painfully aware of, and one, it would seem, which has remained an issue for professional engineers for a long time.

Recently during a meeting, I was presented with an engineering report that may have had great content but was, however, seriously short on presentation components. And just to be sure the report didn't escape my attention a fellow director commented that it was another example of how engineers can be their own worst enemies!

My colleague's words were a stinging reminder of how we are sometimes perceived by others. As engineers we are always focused on facts and data and we try to take great care that we are accurate in our work. These are great traits, but those who are outside of our profession need more than that to retain their confidence in us.

In my mind engineering equals "form plus content", if we are to succeed in playing our role as key providers to the communities we serve. There is no doubt we are well trained to provide good content, but our performance with form does

not always receive the attention it requires. For the avoidance of doubt let me clarify that by form I mean, at the most elementary level, that written report spelling and grammar is correct. Elevating above this initial basic level, good form can mean the care that is taken to present work in ways that are visually attractive and appealing. This may often involve layouts and formats to present information (the content) in ways which entice the reader to stay involved. Some might say these are the soft skill sets required to be effective, and in a way using that term often conveys that this aspect may be perceived as of lesser importance. I don't think so!

To be successful as leaders and influencers in our communities we must have the "form plus content" equation working in balance. Without the necessary form we are much less likely to achieve the influence we desire, and at the moment, perhaps now more so than ever, we really do need to be effective and strong communicators in many parts of the public domain.

Allow me to close this subject by asking you to consider your

reaction if written correspondence from your lawyer or doctor contained spelling mistakes and grossly incorrect grammar. Can I suggest to you that our clients and the people we serve expect no less of us as professional engineers and will react in a similar way when they see poorly constructed form. That is the element of form at its most basic level and it is surely something we should be getting right.

Finally, and on another matter, the nominations for IPENZ Board membership and senior office holders will be open to Members in November and I hope good people will be thinking about making a contribution to their profession in this way by applying. This year the person who is elected vice President will become President in 2014, the year of our centenary. This will be a great opportunity to serve and show leadership in a very important year as we showcase to the public our profession and our achievements. We are hoping to see good candidates step forward and I commend you to consider if you may be that person!

With thanks,  
**Steve Reindler**

Continued from page 1

Analysis of the survey data provides salary trends across a range of parameters including highest qualification, type of work, employment sector, employment field, gender, region of New Zealand and engineering specialism.

The following results have been summarised but the complete survey report is available on the Members' area of the IPENZ website ([www.ipenz.org.nz](http://www.ipenz.org.nz)). Non-members can purchase a copy of the report online by following the links from the Employment tab on the IPENZ Home Page.

## OVERALL RESULTS

While salaries have increased on the whole in the past 12 months, 12 per cent of respondents had no change, and three per cent had a salary decrease.

Figure 1 shows the percentage increase in salaries in the public and private sectors against the Consumer Price Index (CPI). This figure shows that private sector median salaries have increased by three per cent while public sector median base salaries have fallen by 1.1 per cent. At the same time, the CPI rose by 2.9 per cent.

Figure 2 shows how median base salary varies with career stage. The figure indicates base salaries increase as respondents move up the career stages.

## PROFESSIONAL MEMBERS AND FELLOWS

Figure 3 shows the median base salary of Professional Members and Fellows, relative to career stage. This figure shows median base salaries increase as engineers move through the career stages.

## GRADUATE MEMBERS

The results for graduate Members (graph available online), shows median base salaries tend to increase as an engineer moves through the career stages.

## RECENT GRADUATES

This year's results show salaries increased at all years of experience, when compared to 2010 levels. The median starting salary for graduates (with up to one year experience) sits at \$50,000. The graph, available online, shows clear salary progression since 2005 based on years of experience.

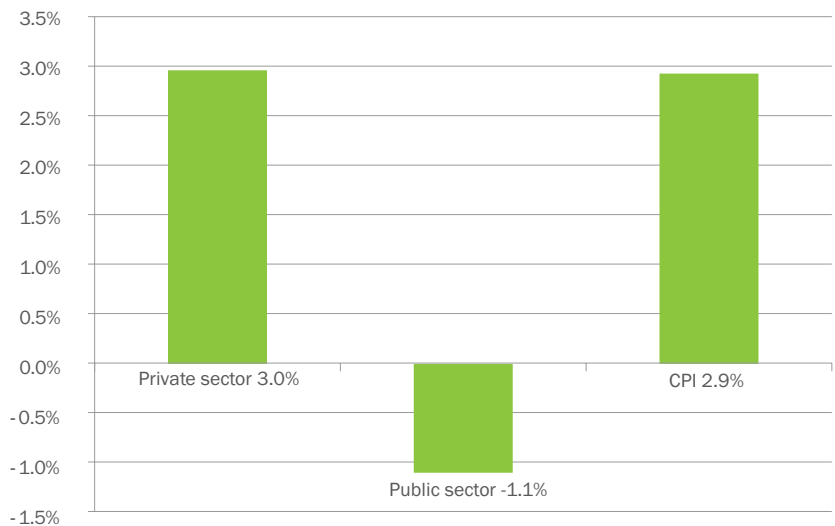


Figure 1: Salary increases versus Consumer Price Index

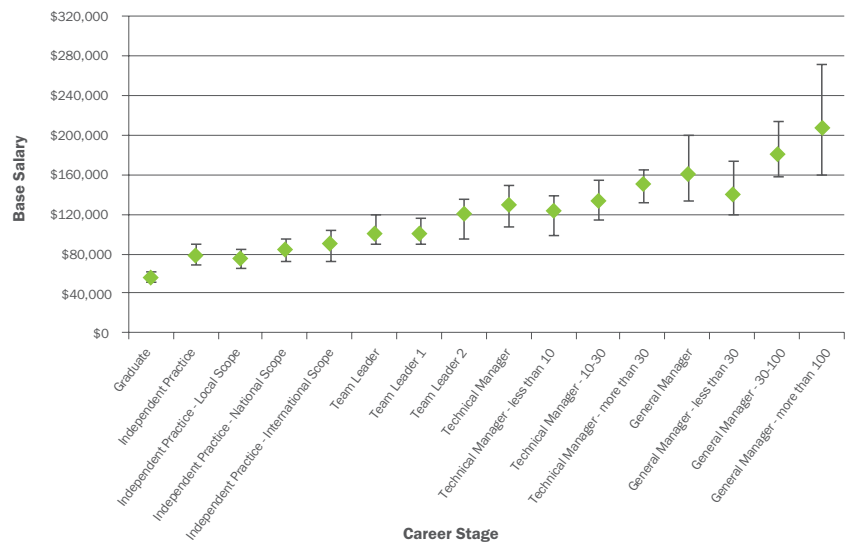


Figure 2: Median base salaries by career stage (with upper and lower quartiles shown)

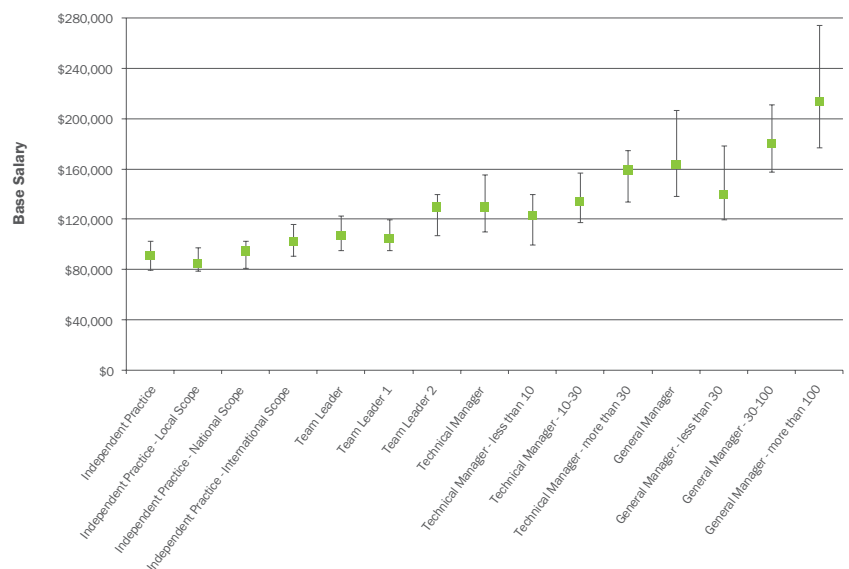


Figure 3: Median base salary for Professional Members and Fellows (with upper and lower quartiles shown)

## ASSOCIATE MEMBERS AND TECHNICAL MEMBERS

Figure 4 shows the median base salary of Associate Members, while Figure 5 shows the median base salary of Technical Members. The results reinforce the IPENZ Career Model, which recognises the opportunities for engineering technologists and engineering technicians to progress into technical and general management roles by increasing their management and leadership capabilities.

## HIGHEST ENGINEERING QUALIFICATIONS

Sixty-three per cent of respondents had a Bachelors degree as their highest engineering qualification, which is a similar finding to previous years.

As with previous results, this year's survey shows that Members' financial benefit is linked to the level of higher education they have attained. For example, the median base salary of respondents with a Doctorate was \$38,000 higher than for those with a Bachelors degree as their highest qualification.

## SELF-EMPLOYED

Self-employed Members were asked to report their net business income (NBI), which is their total earnings after business expenses are deducted. The median NBI for these Members increased in all regions, when compared with 2010 data. The median NBI was \$127,500, an increase of six per cent on 2010 data.

## GENDER

Figure 6 shows the median base salary of male and female Members. Remuneration is similar for male and female respondents until the age bracket of 40 to 44 years when male respondents earn higher base salaries than do their female counterparts.

## REGION

Respondents in greater Auckland and Wellington reported rises in both median base salaries and median total packages. Respondents outside of these areas reported rises in median base salaries but falls in median total packages. //

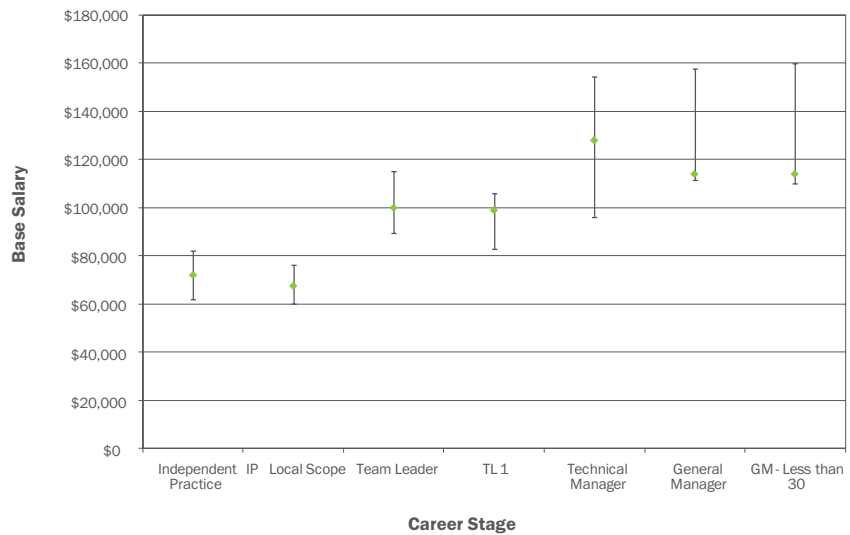


Figure 4: Median base salary for Associate Members (with upper and lower quartiles shown)

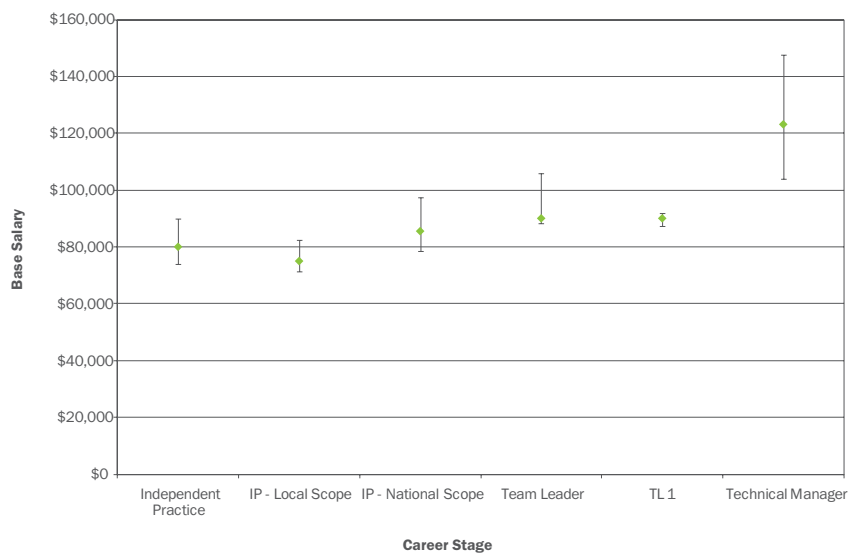


Figure 5: Median base salary for Technical Members (with upper and lower quartiles shown)

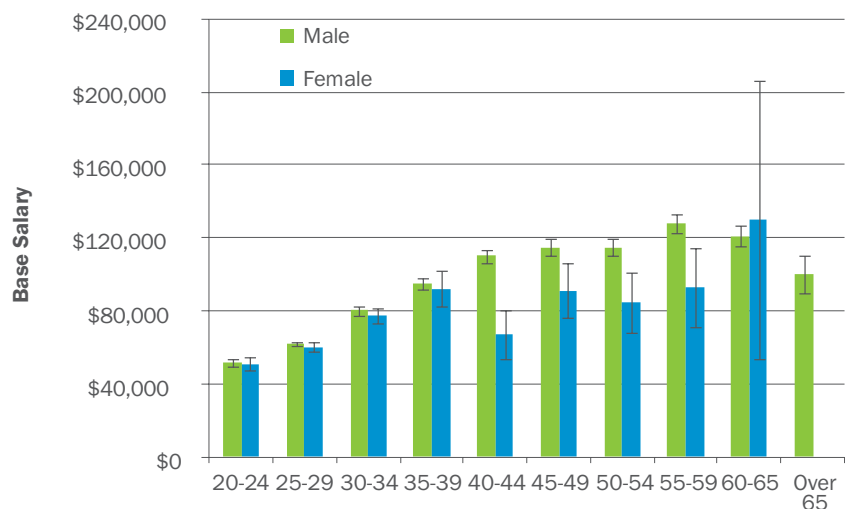


Figure 6: Median base salary for male and female respondents (with upper and lower quartiles shown)

## CALL FOR NOMINATIONS – MEMBERS OF THE BOARD

Nominations are called for the following positions to take office on 16 March 2012.

### President

One-year term, must be a Fellow and have served two years on the Board in the last five years.

### Deputy President

One-year term, must be a Fellow.

### Vice President

One-year term, must be a Fellow.

### Three Board Members

Two-year term, Members from any class are eligible. All nominees must be full financial Members of IPENZ.

### Nominations must be with the Chief Executive by Friday 9 December 2011.

These roles represent a real opportunity to contribute to the profession by guiding the strategy of the Institution. Board meetings are held six times per year, taking a little over one working day. Board members deal with ongoing correspondence between meetings. Direct travel and other costs are reimbursed from subscription income.

For nomination forms and details of other requirements for nominees such as total service limitations, contact Fiona Shand, Boards' Secretary, on [boards-secretary@ipenz.org.nz](mailto:boards-secretary@ipenz.org.nz) or phone (04) 495 1644.

# Women in Engineering



Left: Dr Maria Jesús Prieto-Laffargue, President of the World Federation of Engineering Organisations. Right: Melissa Marinelli, Gemma Hamilton, Jamie Mullins and Paula West model work wear specially designed for female engineers.

Engineering leaders need to adapt to the realities of a changing world, delegates at the 15th International Conference for Women Engineers and Scientists were told. Over 500 representatives from 25 nations converged on Adelaide in July for the conference, which was jointly hosted by Engineers Australia's National Committee for Women in Engineering (WIE) and the International Network for Women Engineers and Scientists.

**Dr Maria Jesús Prieto-Laffargue**, President of the World Federation of Engineering Organisations, called on leaders in the profession to adapt to the values of today's globalised world and be more willing to understand different realities and cultures. She pointed to the gender gap as one area the profession urgently needs to address if it is to reach its full potential.

IPENZ was represented at the conference by governing Board Member **Elena Trout FIPENZ** and **Tracey Ayre GIPENZ**, Project Manager of the IPENZ WIE programme. Mrs Ayre presented a paper outlining the latest diversity statistics for New Zealand and the objectives and content of the WIE programme.

A highlight of the conference was the launch of a prototype range of women's work wear. The gear was designed under the guidance of Engineers Australia's WIE Committee. The idea for the redesign came out of the realisation that many women engineers were wearing men's clothing which could be bulky and ill-fitting, creating a safety hazard.

Also in Adelaide, Mrs Ayre represented IPENZ at a meeting of the Asia Pacific Nation Network. During the meeting delegates from 12 Asia Pacific nations discussed the status of women in engineering and science in their nations and outlined programmes in place to support women.

Mrs Ayre says the fact New Zealand is average in terms of representation of women in engineering should be of no comfort to the profession, and it is a situation that needs to improve. "We should be doing much better given girls and women in New Zealand have access to education, proven aptitude for science and maths and a relatively supportive culture in which they are encouraged to do anything."

More information about the conference is available on the conference website ([www.icwes15.org](http://www.icwes15.org)).

The next International Conference for Women Engineers and Scientists will take place in Los Angeles in 2014. //

# Disciplinary Process – Who Falls under IPENZ Jurisdiction?

Members sometimes question the efforts the Institution takes to ensure valid complaints are not only actively facilitated but also dealt with effectively. The disciplinary process is an important part of the Institution's role in upholding professional standards, and self regulation is one of the characteristics that defines the profession.

Complaints need to be made officially in writing to the Chief Executive. In practice, IPENZ will act on a complaint provided it has jurisdiction over the engineer concerned. IPENZ has jurisdiction over members of the wider engineering profession who are currently registered holders of a competence quality mark (CPEng, IntPE, ETPract, IntET, CertETn) and IPENZ Members. People can lodge the same complaint in respect to more than one of the registers or IPENZ Membership.

IPENZ also has jurisdiction over any engineer who is no longer a Chartered Professional Engineer but who was chartered at the time of the conduct in question. IPENZ has no jurisdiction over other engineers.



Some complainants are surprised engineers can practise in New Zealand without being either a Chartered Professional Engineer or an IPENZ Member. Despite its best efforts, IPENZ has been unable to protect the term “engineer” so that it is defined by chartered status or Membership of the Institution.

IPENZ does not have jurisdiction over contractual matters such as fees charged for work, but it does act as a mediator to resolve such disputes. If a complaint has been made about a contractual matter staff will try to guide the complainant to other mechanisms to resolve these types of grievances.

If a complainant has signed an IPENZ/ACENZ Short Form or Model Conditions Contract, staff will attempt to locate a mediator or arbitrator. Failing that, they will refer complainants to the Institute of Arbitrators and Mediators.

Where a complainant is satisfied with the technical content of an engineer's work but unhappy with its timeliness, cost or some other contractual issue, the matter is usually best dealt with by the courts.

The Small Claims Tribunal will address financial reparations to the value of \$15,000 or up to \$20,000 by agreement between the parties. Bigger sums need to be brought before the District Court unless reparations sought are in excess of \$200,000, in which case the matter will be heard by the High Court.

The recently updated complaints section of the website ([www.ipenz.org.nz/ipenz/finding/complaints](http://www.ipenz.org.nz/ipenz/finding/complaints)) provides you with the necessary guidance whether you are making a complaint or find yourself the subject of one. //

## Confidential Reporting Process Explained

Confidential Reporting on Matters in Engineering (CRoMiE) was launched in October 2007. Since then, there has been significant activity in the area of fire engineering, culminating in the publication this month of *Practice Note 22 – Guidelines for Documenting Fire Safety Designs*.

The aim of CRoMiE is primarily to identify concerns about safety so that engineers and other professionals concerned with safety can avoid or reduce future problems. Learning from past actions is a powerful way of improving future safety records, but contributing to a learning culture is not straightforward in a fragmented industry, particularly if experiences relate to a failure or near miss situation.

Engineers are encouraged to voice concerns or make suggestions through their employer or professional institution. However, IPENZ National Office believes having a confidential reporting process in place will encourage more feedback. CRoMiE does not retain any personal details of those making a report, and before a report is published any identifying features are removed. Members who wish to raise matters they are concerned about should write in confidence to:

The Manager – Investigations and Discipline  
The Institution of Professional Engineers  
PO Box 12 241  
Wellington 6144



*The Jet Propulsion Laboratory's first successful Lunar Mission Ranger 7, 1964. Image courtesy of Beth Pickering Mezitt and the Pickering Family Trust.*

A photograph of the newly-named Mt Pickering in Fiordland was the centrepiece of a ceremony in August held at the Jet Propulsion Laboratory (JPL) in California. The mountain, named in the honour of New Zealand rocket scientist and Honorary IPENZ Fellow **Sir William Pickering**, was officially presented to JPL Director **Dr Charles Elachi**. The ceremony was the next step in recognising the Wellington-born space pioneer, who directed the JPL from 1954 to 1976.

During his tenure, he led the development of the technology for America's first satellite (Explorer I), its first lunar circumnavigation by space probe (Pioneer IV), the Mariner flights to Venus and Mars, the Ranger photographic missions to the Moon and the unmanned Surveyor lunar landings.

Last year the New Zealand Geographic Board officially gazetted Mt Pickering along with a mountain named in tribute to New Zealand astronomer Beatrice Tinsley. //

## FELLOWS TOP THE MOST REPUTABLE LIST

Companies led by IPENZ Members feature prominently in the list of New Zealand's Most Reputable Organisations for 2011, as voted by *NZ Management* magazine and Hay Group.

**Beca Group** (**Richard Aitken DistFIPENZ**, Chairman)  
– Most Reputable Organisation and Most Reputable Company

**Air New Zealand** (**Rob Fyfe DistFIPENZ**, Chief Executive) – second Most Reputable Organisation and Most Reputable Company

**Fletcher Building** (**Jonathan Ling FIPENZ**, Chief Executive)  
– fifth Most Reputable Organisation and fourth Most Reputable Company

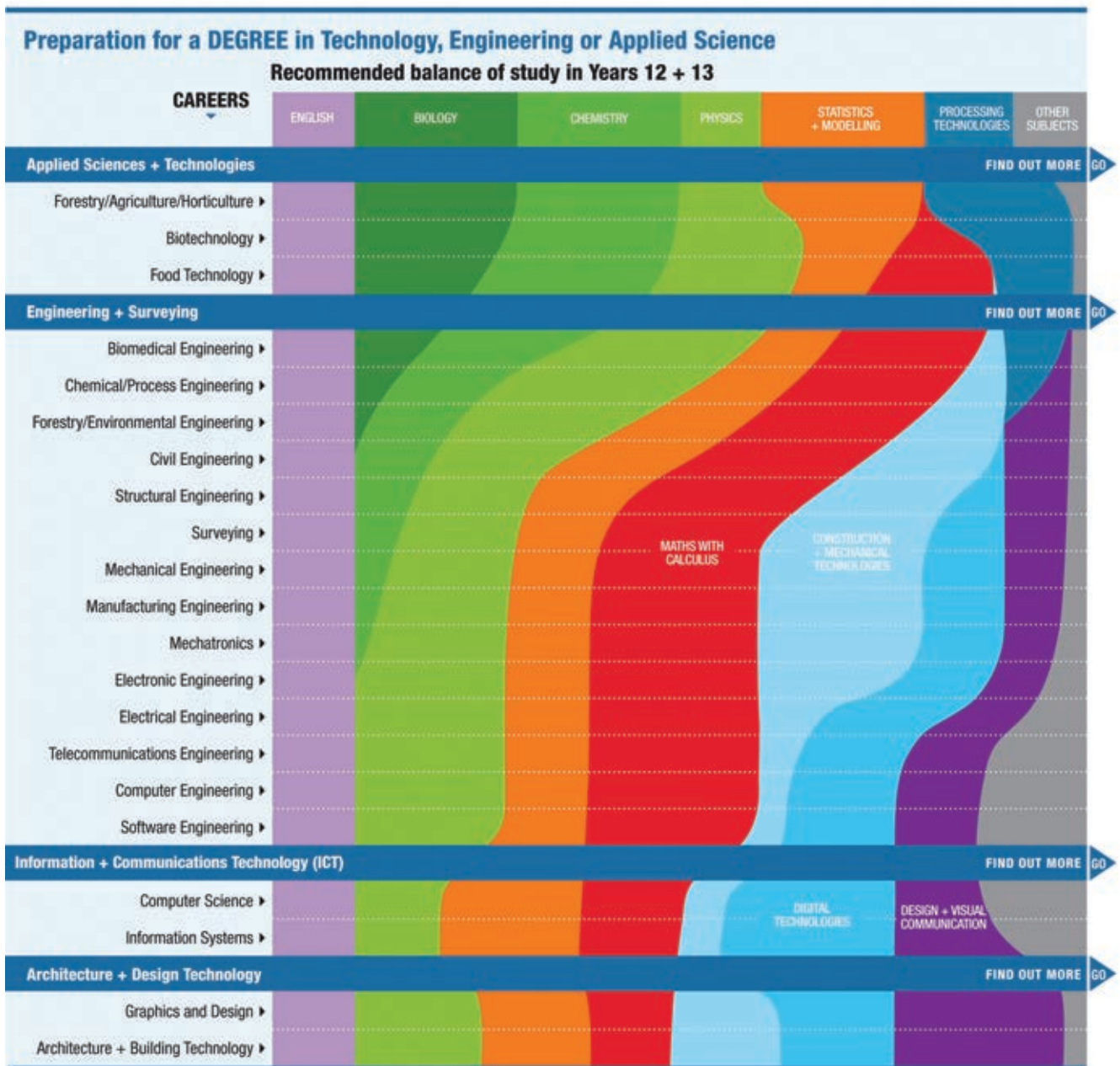
**Solid Energy** (**Dr Don Elder FIPENZ**, Chief Executive) – Most Reputable State Owned Enterprise

**Meridian Energy** (**Tim Lusk FIPENZ**, retiring Chief Executive) – fourth equal Most Reputable State Owned Enterprise

**Mighty River Power** (**Dr Doug Heffernan DistFIPENZ**, Chief Executive) – fourth equal Most Reputable State Owned Enterprise.

Congratulations to these Members for their part in contributing to the recognition of these organisations. //

# Pathways to Careers Now Online



Futureintech has taken the subject choice material developed by the National Engineering Education Plan (NEEP) project and created “Pathways to Careers” as a web resource for young New Zealanders in their final years of high school ([www.futureintech.org.nz/pathways](http://www.futureintech.org.nz/pathways)).

The new web pages link between senior secondary school subjects and careers in technology, engineering and applied sciences. The two “balance of study”

diagrams show the recommended subjects for each area in an easy-to-interpret graphic, highlighting the importance of taking core Maths, Science and Technology subjects. The diagrams can be downloaded by schools to print and display in classrooms.

Information about qualifications and career options is provided on four pages, which are illustrated with profiles of people who already have

jobs in these areas. Most of these profiles are of Futureintech Ambassadors, the engineering, science and technology graduates that we train to visit schools in order to share their passion and promote their careers, enhancing students’ learning in maths, science and technology.

If you have any thoughts on how we can improve the resource, please send questions or suggestions to [enquiries@futureintech.org.nz](mailto:enquiries@futureintech.org.nz)

# From the Branches

## Auckland

The Auckland Branch hosted a reception for the annual Low Impact Design Student Competition (jointly held by the University of Auckland and the Auckland Council). The competition provides an opportunity for students to design a development integrating low impact design stormwater management. This year's brief was to design an LID system for a fictional subdivision on the Whangaparaoa Peninsula.

## Canterbury

The Canterbury Branch co-sponsored a gala function in August for the International Speaker Series. The event saw a variety of notable speakers from around the world share their experiences of redeveloping cities and communities devastated by natural and human disasters.

Members were privileged to receive a separate presentation from **Kit Miyamoto**, a structural engineer with vast experience of earthquake engineering and response worldwide, including in California, Turkey, Haiti, Japan and now New Zealand.

## Waikato

At the Branch meeting in August there was an interesting presentation from Transpower, following on from the "Transmission Tomorrow" series. **Matthew Copland GIPENZ** and **Jeremy Broad** discussed the design and construction of the new 400kVA transmission towers from Whakamaru to South Auckland.

## United Kingdom

Around 40 London-based IPENZ Members heard an excellent technical talk in July on the Christchurch earthquakes by **Dr Matthew Free** and **Dr Damian Grant** (both from Arup and members of the Earthquake Engineering Field Investigation Team), along with Des Andrews who focused on liquefaction.

The annual Thames Boat Cruise was held in August, hosted this year by Engineers Australia. The rain held off, and Members were treated to a buffet meal and drinks provided by the hosts over the course of a three-hour cruise. //

# Questions and Answers



**Courtney Groundwater GIPENZ** is the recipient of the 2011 Hume Fellowship, which provides financial assistance to young engineers to further their studies overseas.

**What will your study abroad entail?** I am heading to the University of Leeds to study an MSc(Eng) in Transport Planning and

Engineering. This is a 12-month Masters course involving eight taught courses and a thesis. What's unique about the University of Leeds in comparison to New Zealand universities is that my course won't fall under the Civil Engineering Department but under a department called the Institute for Transport Studies. This course is multi-disciplinary in its approach to providing transport programmes. I am really appreciative of receiving the Hume Fellowship and excited about the opportunity it has opened up for me.

**What attracted you to engineering?** At school I actually wanted to study Biology. It wasn't until a liaison office suggested engineering that I decided to look into it as a career. I originally intended to study Chemical and Process Engineering at university, but halfway through my intermediate year I realised Civil was more my thing and I haven't looked back since.

**Describe what your current job involves** I work for Abley Transportation Consultants in Christchurch on a range of

projects for private clients and local, regional and central government. I am especially interested in projects that deal with road safety and sustainable forms of transport such as walking, cycling, public transport and parking management.

**What are some of the most challenging aspects of engineering?** Acknowledging there will generally be a trade off whatever option we choose and determining what that trade off should be. This is particularly challenging in transportation engineering because everyone uses the transport network and has an opinion about how it should be managed. There are also political aspects which can inhibit a particular option from going ahead. The Canterbury earthquakes and associated rebuild of the CBD have reiterated the importance of the role which skilled engineers play in society.

It is our job to ensure decision makers understand the trade offs associated with carrying out the transport aspects of the proposed Central City Plan. I am still developing in my career, but hope to provide valuable input after my study abroad.

**What are your plans after you finish your study?** I intend to take a short break to travel and then return to New Zealand to share what I have learnt overseas. The Hume Fellowship includes an additional grant to assist recipients in making the most of their time overseas by visiting places and people of interest to their area of study, so I also need to plan this into my time away. Ultimately I intend to return to work at Abley Transportation where hopefully I can help make a positive difference to New Zealand's transport system. //



David Huebner, United States Ambassador to New Zealand and Samoa, addresses the Taranaki Branch at its annual dinner. Mr Huebner says New Zealand and the United States share a common bond based on similar values.

## Taranaki Hosts United States Ambassador

There was a turnout of nearly 100 people for the Taranaki Branch annual dinner in late September, where United States Ambassador to New Zealand and Samoa **David Huebner** gave a presentation on international relations.

The Ambassador talked about the long-standing relationship between New Zealand and the United States, an association that dates back to the Treaty of Waitangi (the Treaty was written on paper from America).

New Zealand holds a special place in the hearts of many Americans, Mr Huebner told the audience. The bond was forged strongly during World War II when New Zealand served as a safe haven for American servicemen going to and returning from battle in the Pacific. Since then, the ties between the two countries have strengthened not only in the area of commodities but also ideas, allowing New Zealand's top scientists and researchers to exchange knowledge with their counterparts in the United States.

When the earthquakes struck Christchurch, he noted, the United States deployed a special relief taskforce to work alongside local agencies helping restore stability.

As the dynamics of international politics get increasingly complex and dangerous, the relationship between New Zealand and the United States will only strengthen, as the two countries share very similar views and values.

Mr Huebner, who has been Ambassador to New Zealand since 2009, has long been active in civic, non-profit, and educational activities. An experienced public speaker, he has lectured in international business transactions, arbitration and intellectual property.

**Malcolm Gomes MIPENZ**, Taranaki Branch Secretary, says the dinner was a "resounding success", providing Members not only with the opportunity to hear an interesting presentation from a compelling speaker but also the chance to network and forge new relationships with industry professionals. //

### MEMBERSHIP UPDATE

**Congratulations to the following people elected to Professional Membership classes between 11 April 2011 and 30 June 2011.**

#### Technical Member:

M S Cooper, C J Hewison, Z Z Lathiff, RTJ Robinson, N G Rodger, J B Spencer, R W Stocken.

#### Associate Member:

M Hebden, A J King, D B Larsen, W D Macbeth.

#### Affiliate Member:

P M Barker, P W Burgoyne, M Buttle, N W Coffey, D A Edgar, A M Hunt, Q M Jackson, M McCavana, A A Swan, S N Timm, B C Whiting, R Wright.

IPENZ regrets to announce the passing of:

F N Buxton MIPENZ, S C Kirkland MIPENZ, R E Offer MIPENZ, W V Osten FIPENZ, A F Stewart MIPENZ.

### Reminder: Duty to Inform

Recently, there have been many instances where the structural design of a building, particularly those damaged in the Christchurch earthquakes, has been reviewed by another engineer. It is understandable the design engineer may not be sought during an emergency, and this is allowable under the Code of Ethics.

However, Members are reminded that once a situation is no longer critical, an ethical duty to inform still remains.

In Christchurch, for instance, Chartered Professional Engineers have been peer reviewing structural work whether this was for the Royal Commission, building owners or for insurers. Remember, even if a number of years have passed since a design was carried out there is still a duty to inform.

In the words of the Police Chief on *Hill Street Blues*, "Be careful out there".

# Obituaries

**Dr William (Bill) Henry Robinson DistFIPENZ**, esteemed seismic design pioneer, died on 17 August 2011 aged 73.

Bill, who had been suffering from cancer, pioneered base isolation technology. In the 1970s he invented the lead rubber bearing (LRB), a device in use today in hundreds of structures worldwide to reduce the impact of seismic movement. Parliament House, Te Papa and the Golden Gate Bridge are just some of the prominent structures that incorporate Bill's technology. It proved its worth during the 1994 Los Angeles earthquake when it saved a seven-storey hospital from major damage while nearby hospitals were so badly damaged they had to be evacuated.

After studying engineering in Auckland and completing a PhD in Physical Metallurgy from the University of Illinois in 1967, Bill returned to New Zealand to work at the Department of Scientific and Industrial Research (DSIR), where his research led to the development of base isolation technology. In 1995 he founded what is now Robinson Seismic Limited.

Bill wrote over 60 papers on his various scientific endeavours, which included a research programme on Antarctic sea ice. He would travel the world giving lectures about his work.

He is a Fellow of the Royal Society of New Zealand and became a Distinguished Fellow of IPENZ in 2002 for his eminent contribution to engineering. Other honours include receiving the Rutherford Medal in 1998, and being made Companion of the Queen's Service Order in 2007.

In tributes to Bill at a memorial service at Te Papa last month, friends, family and former colleagues spoke of his creative,



quirky mind, someone who "thought outside the square" but who combined leftfield thinking with methodical discipline. As one speaker noted, science was an adventure for Bill, and the LRB, with its proven ability to save lives – and doubtless many thousands more in the future – is his gift to the world. //



**Panagiotis (Takis) Koutsos FIPENZ**, distinguished local government and environmental engineer, died on 5 July 2011 aged 72.

Takis was born in Greece and arrived in New Zealand in 1957. He worked as an engineer for the Marlborough Catchment Board, Hamilton City Council, East Cape Catchment Board, and the Hawke's Bay Catchment Board. He returned to Greece in 1993, consulting on major works including the Athens underground and the Egnatia Highway. After returning to New Zealand in 1999 he practised as an environmental engineering consultant.

He became an IPENZ Fellow in 1991 and a Fellow of the American Society of Civil Engineers in 1992. His 52 years' active IPENZ Membership included a stint as Hawke's Bay Branch President and service on the IPENZ Board. He has been awarded the Fulton Downer Gold Medal, the Brian Brown Memorial Award and the IPENZ Environmental Award.

In recent years Takis worked mainly in the Hawke's Bay, interspersed with annual visits to Greece. In 2008 he finished building a holiday home in his ancestral village Kyparissi on the idyllic shores of the Peloponese. Signs of Motor Neuron disease first appeared in 2009, but he kept working until the week of his death. Takis will be sorely missed. When he was right, he stood his ground, and on the odd occasion he was wrong he stood by it anyway. He is survived by wife Marie, daughter Katy and two sons Chris and George. //

Courtesy of **Brian Kouvelis FIPENZ** and **Clive Squire FIPENZ**

# The 2012 Continuing Professional Development Calendar



A CPD programme is being developed for next year that improves the knowledge engineers need for their professional learning by ensuring it is accessible and affordable, is of high quality and has outcomes linked to the 12 IPENZ competencies.

There will be a range of learning opportunities available.

## FACE-TO-FACE

The choice of face-to-face courses to be delivered is determined in a number of ways – feedback from surveys, past course numbers, researching equivalent overseas bodies, specialist advice and studying current law changes that may affect engineers.

We use a range of presenters including university academics and experienced practitioners. However, in order to break-even after costs, face-to-face courses can often only be delivered in the main centres. Face-to-face courses in 2012 will mostly be either half or full day sessions.

## WEBINARS

Registrants participate in webinars remotely from a computer. During the webinar participants are able to post questions to the speaker. Webinars have been delivered during the second

part of 2011 and are proving popular. Some registrants have been unable to access webinars due to firewall restrictions in their workplaces. We are working on solving this issue.

Between 20 and 25 webinars are planned for next year. We will also be on-selling recorded webinars so registrants can view them at any time.

## ONLINE COURSES

There will be up to four online courses delivered in 2012, the first of which will be a project management course. Online learning courses will give engineers the opportunity to study at any time, and will include informal assessments such as quizzes so participants can regularly assess their learning.

## IN-HOUSE COURSES

There will be a range of opportunities for in-house learning. Advantages of in-house courses include having training that can be undertaken by a team and tailored to a specific workplace.

All Members will be sent a copy of the 2012 CPD programme in early December 2011. It will also be advertised on the website and other IPENZ publications. We look forward to seeing you on one of our CPD training opportunities in 2012. //



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