



# employer link

AN IPENZ NEWSLETTER FOR PROFESSIONAL DEVELOPMENT PARTNERS

JUNE 2009

## Transfield Worley's Graduate Development Organisation

A company within a company



Graduates have the power to develop themselves at Transfield Worley (TW), says Jon Proffitt. The graduate process engineer should know – he's Chief Executive Officer of the company's Graduate Development Organisation (GDO).

His job is to oversee the GDO, which is split into portfolios. These cover training and development, social, community, recruitment, marketing, finance and rotation. Each year, graduates are assigned to a different portfolio.

One of the key factors is the group runs itself and is provided a budget to do so.

This enables them to organise social outings, training programmes, team building activities, recruitment of new graduates and become involved in community projects.

"We look after ourselves," says Mr Proffitt, who grew up in Kerikeri and has a Bachelor of Chemical and Process Engineering with honours. "We run the organisation for our own benefit."

His role, which he holds for just one year, includes getting senior management buy-in and managing the group. "The CEO makes sure people are achieving the goals set down."

One of those goals is training. Last year, the GDO organised a drilling and exploration course for its members – graduates in all areas of engineering, including mechanical, electrical, process, civil/structural, health, safety and risk, control systems, plus instrument and controls. Other internal training programmes have covered topics like time management and an overview of project engineering.

Transfield Worley has given Mr Proffitt big opportunities in process engineering. Thanks to his role in an oil refinery expansion project he got to work in the Worley Parsons office in Los Angeles for six weeks. He also went to Australia for two weeks to look at a biodiesel plant that makes fuel from vegetable oil and beef tallow.

"It's been great because it's been diverse," he says. "You can get into positions where you are doing interesting work early in your career."

Md Rifatul Islam has training and development as his portfolio with the organisation. His job is to track down good training programmes, which this year will focus on project management and leadership skills.

"We change it every year," he says. He emphasises the fact the organisation has its own budget, which allows the graduates to choose what they do. "It's like giving us the power to develop ourselves."

Outside of the GDO, the 21-year-old is impressed with the support provided by the company. "Each person gets a mentor who looks after our professional development and looks after our career. They show us the right path and we can talk with them on any issues." All mentoring sessions are confidential unless both agree to involve a third party.

Along with getting a more senior engineer as a guide, each graduate is given a buddy. "That's someone who's there to help you out with those funny questions you can't ask engineers," says Mr Islam.

But TW does have an open-door policy so graduates can pop in to ask technical or project-related questions. "It doesn't matter what their post is, you can just walk in and say, "Hi, what do you think of this?"

Process engineer Amy Dallas GIPENZ, who has now completed the scheme, says TW is incredibly proactive in training graduates. "We are given amazing opportunities to extend and challenge ourselves and are well supported," she says.

She says TW's more senior engineers genuinely care about each graduate's development. "You only have to look at where the past grads are now to know that it sets us up amazingly well for the international market," says Ms Dallas, who has a Bachelor of Engineering (Chemical and Process) with honours from the University of Canterbury.

She spent three and a half years at TW, working on a variety of jobs, including an oil and gas project offshore from Beijing, China. She even spent two weeks on the platform. "Going to a site is always a great experience for an office-based process engineer, but to get the opportunity to go to a site in China was something more exciting than I expected while based in New Zealand."

Ms Dallas, who is now on her OE and working in London, says her plan now is to spend the next five years working and travelling overseas. After that, she says she may return to Taranaki.

"I know that if the industry is strong when I return then TW will be a great place to work. And New Plymouth is where my family is based so it's the obvious choice for me."

Ms Dallas says there are great people at TW. "I feel really lucky to have worked with them and been given such great challenges and experiences while there."

*Article reproduced courtesy of Transfield Worley.*

## Revised Online Work History Recording Tool Proving Popular With IPENZ Members

The number of IPENZ Members maintaining work history and competence records online has increased significantly following the introduction of a revised recording tool in May 2008. The number of records entered into the system in February and March this year is nearly twice the number entered for the same period last year.

The take-up suggests that the value of progressive record-keeping is being recognised by Members as they prepare for a competence assessment. The new tool aims to minimise the work involved by focusing on recording information at the level required for a competence assessment. For example, recent graduates are encouraged to simply record work roles and key projects or activities. They do not need to document specific details of work that is helping to develop competence against each element of the competence standard, as it is only examples of actual competence demonstration that are required to be provided as part of a competence assessment submission.

The new tool does not just cater for Graduate Members, as competence-graded Members can also use the tool to record key projects and particular examples of competence in preparation for their next competence assessment.

Different reports enable Members to reproduce the information at different levels and these can be used directly as part of a competence assessment application portfolio. A particularly helpful enhancement is that Members can now create an editable draft of a competence self review, incorporating the particular examples of competence that they have progressively recorded in the system.

A tutorial on the tool and its use is available in the Members' Area of the IPENZ web site, but for more information please contact Brett Williams, Director - Learning and Assessment by emailing [dir-la@ipenz.org.nz](mailto:dir-la@ipenz.org.nz)

# Who are New Zealand's Engineers?

IPENZ has been working with the Department of Labour and the Association of Consulting Engineers New Zealand to characterise the New Zealand engineering workforce, estimate demand and relate it to the supply of engineers. This article presents findings from the 2006 census on the characteristics of the engineering workforce. A later article will present the supply and demand findings.

## Age of New Zealand's Professional Engineers and Engineering Technicians

The 2006 census shows that engineering occupations (those who called themselves engineers) had a higher proportion of workers in the 25–54 year age group than for all occupations. In 2006, 72.8 per cent of professional engineers and 72.5 per cent of engineering technicians were aged 25–54 years. This compares to 65.7 per cent for all occupations.

The 2006 census data also shows that engineers were slightly less likely to be aged 55 and over than for all occupations. However, there are some particular occupations (such as civil engineering and engineering technical manager) that have a higher proportion of workers aged 55 and over. Unfortunately the census will not detect engineers who classify themselves as other occupations such as managers and this may explain the apparent anomaly.

## Ethnicity of New Zealand's Professional Engineers and Engineering Technicians

The figure below shows the ethnic profile of New Zealand's professional engineers and engineering technicians.

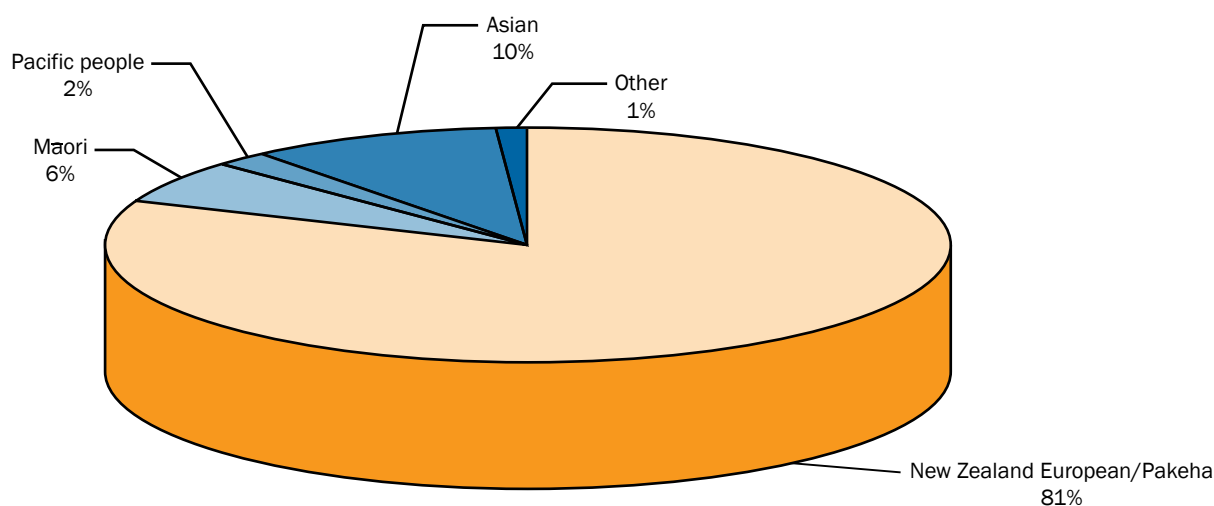
This figure shows that the vast majority of New Zealand's engineering population is of New Zealand European ethnicity.

Māori and Pacific people are under-represented in the engineering profession. In 2006 just 4.6 per cent of professional engineers and 6.4 per cent of physical science and engineering technicians identified as Māori.

For Pacific people, the figures were even lower, with just 1.6 per cent of professional engineers identifying as being Pacific peoples. Only 2.4 per cent of physical science and engineering technicians identify as being Pacific people.

However, amongst engineering students, the proportion of New Zealand Asians has grown rapidly and approaches 50 per cent at some tertiary providers. The engineering workforce will therefore change with time.

Ethnicity of New Zealand engineers  
(professional engineers and engineering technicians)



## Gender of Engineers

The vast majority of professional engineers and engineering technicians in New Zealand are male. In 2006, 86.8 per cent of professional engineers and 83.9 per cent of engineering technicians were male. However, in some specific occupations, such as chemical engineering, females make up a larger proportion of the population. In 2006, 38.3 per cent of chemical engineers and 33.2 per cent of chemical engineering technicians were female.

For the IPENZ Membership, approximately four per cent of Professional Members are female, but this is because there are few over the age of 40. Below the age of 40 the proportion of females is larger.

## The Changing Face of Engineers

The proportion of female professional engineers in New Zealand is expected to rise in future. Of all those domestic students who completed qualifications of Bachelors of Engineering or above in 2006, 18 per cent were female. The IPENZ Membership also indicates that the proportion of female professional engineers will increase with the Graduate Membership comprised of approximately 20 per cent females.

The ethnic diversity of the engineering workforce is also expected to increase as more migrants come to New Zealand and as the more diverse engineering students join the workforce.

These results show that the engineering workforce is in good heart. Although females and some ethnicities are currently under represented, this is expected to change over time.

The next question is, does New Zealand have enough engineers? In the next edition of *employer link* we will present further findings on the supply and demand of engineers.

For more information, contact:

### Tim Davin

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# Amending the Resource Management Act



## Background

In December 2008, IPENZ was invited by the Minister for the Environment, Hon. Nick Smith FIPENZ, to give its views on potential changes to the Resource Management Act 1991 (RMA). The IPENZ view, along with other stakeholders' views, was provided to help with a reform of the RMA.

Prior to the General Election, National promised that if elected, the government would introduce a Bill to reform the RMA within 100 days of taking office. On 19 February 2009, Dr Smith did just that.

The Resource Management Act (Streamlining and Simplifying) Amendment Bill ("the Amendment Bill") was introduced into Parliament and referred to the Local Government and Environment Select Committee.

The Amendment Bill was drafted to:

- reduce the costs and delays from submissions and appeals that are frivolous or vexatious or motivated by anti-competitive behaviour
- reduce the time it takes to reach decisions on proposals of national significance and establish an Environmental Protection Authority to administer proposals of national significance
- reduce the time and cost associated with the development and updating of planning documents
- reduce the time and costs associated with resource consent processes
- ensure that the RMA enforcement regime is an effective deterrent to non-compliance.

This Amendment Bill is the first part of a two-step reform process and makes the more simple changes to the RMA.

Part two of this reform will consider issues with infrastructure, water, urban design and

the purpose and role of the Environmental Protection Agency.

## IPENZ Actions in Relation to this Amendment Bill

The RMA is an important piece of legislation in New Zealand and is of particular relevance to engineers. Due to this, IPENZ holds regular professional development courses for Members and other engineers to help them understand the RMA.

In the case of this Amendment Bill, IPENZ took the opportunity to hold workshops with Members in Auckland, Wellington and Christchurch. These workshops were very successful and provided a two way exchange of information – Members learnt what the proposed changes meant for them and provided their comments on the Amendment Bill.

IPENZ is active in preparing submissions on relevant nationally important policies (such as this Amendment Bill) to ensure that the engineering perspective is considered and to ensure that IPENZ is a visible thought leader on behalf of the engineering profession.

Members' comments from the workshops were used as the basis for an IPENZ submission on the Amendment Bill which was sent to the Local Government and Environment Select Committee. In summary the IPENZ submission stated the following:

- IPENZ supports the principles of the RMA and the objectives of the Amendment Bill.
- IPENZ considers that the majority of the proposed amendments will create positive changes. In particular, IPENZ considers that enabling resource consent applicants to request at least one commissioner on a hearings panel and to have direct referral of their application to the Environment Court will provide applicants with more control

over the process that their resource consent application goes through.

- IPENZ notes the introduction of an additional national importance criterion, which now includes network utility operations that extend to more than one region. IPENZ considers that the Environmental Protection Authority may receive many applications that are not nationally significant and we recommend that the criteria for national significance be considered carefully and tightened.
- IPENZ received mixed views from its Members on the merits of changes to the decision-making for designations (where a final decision would be made by the relevant local authority rather than the requiring authority).
- IPENZ recommends that the non-complying activity remain in the RMA unchanged.

In addition to providing a written submission, IPENZ's Director – Policy, Tim Davin, and Policy Advisor, Tracey Ayre, appeared in person before the Select Committee. This process was positive, with IPENZ having the opportunity to articulate its views and the Select Committee being able to work through issues by asking IPENZ questions.

IPENZ looks forward to seeing the finalised Amendment Bill and informing its Members of the changes through professional development courses.

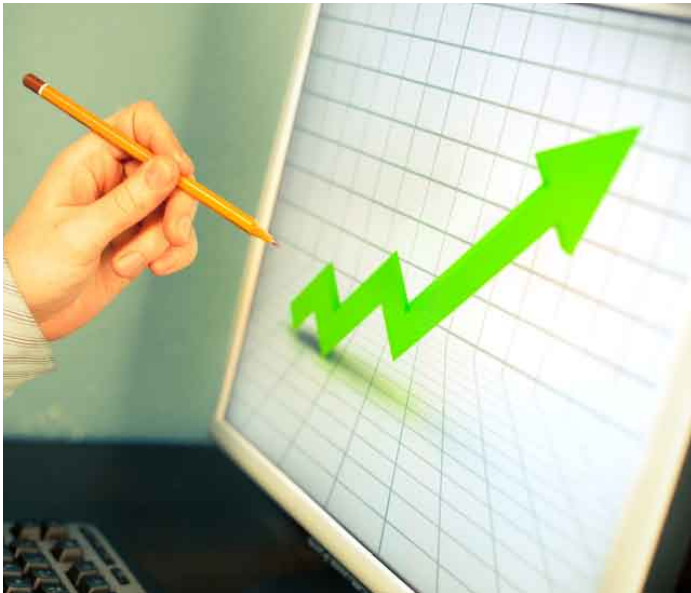
The full IPENZ submission on the Amendment Bill can be found at [www.ipenz.org.nz/ipenz/media\\_comm/documents/finalsubmission-rmaamendment.pdf](http://www.ipenz.org.nz/ipenz/media_comm/documents/finalsubmission-rmaamendment.pdf)

For more information, contact:

### Tim Davin

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# Enhanced Reporting to Professional Development Partners



IPENZ will be assisting Professional Development Partners (PDP) monitor the progress of their engineering staff towards the attainment of professional membership and/or registration. Annual reports will be issued on the anniversary of a PDP's acceptance onto the scheme and will cover the following elements:

- the number of IPENZ Members currently employed (by class)
- net changes in Membership numbers over the last period
- number of registrants employed (by register)
- net changes in registrant numbers over the last period
- number of successful and unsuccessful applicants through the competence assessment process
- list of staff due for reassessment and scheduled date for submission.

Over time, it is hoped that the IPENZ report will allow PDPs to embed the programme into their own employment practices and assist them with reviews of their professional development support systems and policies.

As well as providing annual reports, we will be working to identify other ways in which we can improve the flow of information to our PDPs. Two recent enhancements are the provision of a monthly list of successful applicants through our competence assessment process and the development of a facility for staff from PDPs to enable their employer to access information on the progress of their competence assessment application online.

## Reports on Successful Candidates

All decisions on competence-based Membership and registration are made by our Competency Assessment Board, which meets on the first Wednesday of each month (except January). Within a week of that meeting we will now be publishing a list of successful candidates, sorted by employer, in the Partner Area of the PDP page at [www.ipenz.org.nz/ipenz/pdp](http://www.ipenz.org.nz/ipenz/pdp)

We hope that the list will enable you to give appropriate and timely recognition to staff, particularly those achieving the significant career milestone of independent peer recognition of their engineering competence for the first time.

## Application History Tracking

All IPENZ Members applying for competence-based Membership or registration are able to access a history of the progress of their application by clicking the "View Application History" link in the Assessment section of the Members' Area of the IPENZ web site.

Members who are employed by a PDP can now choose to authorise their employer to access this application tracking information. Applicants authorise access when they view their application history online and employers can access the application history for any staff who have granted authorisation in the Competence Assessments section of the Partner Area (password protected).

The information has been made available to assist PDPs to support their staff through the assessment process.

For more information, contact:

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## International Professional Registers Recognised

Engineering staff in your organisation who have trained and practised overseas may be interested to know that we recently updated our "credit schedule", which sets out the credit given within our competence assessment process (for IPENZ Membership and registration) to engineers who have undergone a comparable assessment for independent practice in another jurisdiction.

We are committed to maximising the recognition given to engineers who have been previously assessed in another jurisdiction, and the expanded credit schedule, reflects this: [www.ipenz.org.nz/ipenz/forms/pdfs/credit\\_for\\_registrants\\_from\\_other\\_jurisdictions.pdf](http://www.ipenz.org.nz/ipenz/forms/pdfs/credit_for_registrants_from_other_jurisdictions.pdf)

The requirements for evidence of current competence and competence to practice in the New Zealand jurisdiction limit the credit that can be given to applicants for registration (CPEng, ETPract or CertETn), but Professional/Technical or Associate Membership can be granted without any further assessment or fee to applicants who can evidence a previous assessment that we are able to recognise.

## Women in Engineering

The Women in Engineering Society (WIE) is a student-run group at the University of Canterbury. The organization strives to provide a social and educational network for female engineering students, in order to promote professional engineering as a career for females. The Women in Engineering Society invites all professional engineers to join the club, and would also like to hear from anyone who would consider being a speaker at one of WIE's Industry Connections evenings.

For more information please visit our website [www.wie.org.nz](http://www.wie.org.nz) or email the Secretary at [mrh79@student.canterbury.ac.nz](mailto:mrh79@student.canterbury.ac.nz)

# Celebrating Success

What makes a strong leader? Find out at the New Zealand Leadership Week.



The Sir Peter Blake Trust aims to inspire great leadership through the annual Sir Peter Blake Leadership Awards, New Zealand Leadership Week and a range of programmes designed to develop young leaders across all sectors of activity.

On 26 June 2009, following the Sir Peter Blake Leadership Awards, five Blake Medallists and 30 Emerging Leaders will be recognised.

The Emerging Leader award recognises younger leaders of considerable potential and encourages them to develop their leadership potential and to make an even wider contribution to society. The award

recipients span all sectors of society. By working together, they are forming a strong base for continued and extended leadership excellence.

The Sir Peter Blake Leadership Awards kick off New Zealand Leadership week, which the Trust facilitates. The New Zealand Leadership Week provides an opportunity to focus on and explore the value and relevance of leadership in shaping the future. It provides a forum for lively debate around the attributes of great leadership – why we need it, how can we become better at developing it, and from whom we can learn.

Schools, businesses and organisations around the country participate in a wide range of events, both formal and informal, aimed at developing leadership potential and motivating future leaders.

New Zealand requires exceptional leadership to guide our organisations. And as the global challenges we face grow ever pressing and more complex, the need for strong and principled leadership in the engineering profession remains as relevant as ever. We need leaders with the courage to challenge and question the established societal norms by using their analytical ability and engineering skill-set. We must invest in developing leaders who have the ability and motivation to engage in issues broader than their own immediate problems and desires; leaders capable of, and dedicated to, unfurling the problems affecting the wider community and to developing workable solutions.

We must also focus on effective succession planning so that new leaders are developed for future responsibility. By spotting our talent early, developing it through mentoring and professional development and by giving young engineers the opportunity and encouragement to succeed, talented individuals with the right attitude will rise to the challenge.

It is my hope that, by continuing to focus on developing and celebrating strong and ethical leaders, the engineering community will be capable of playing its part in building a safer, healthier and more prosperous New Zealand.

**Sir Ron Carter**

For more information on the New Zealand Leadership Week, please visit [www.sirpeterblaketrust.org](http://www.sirpeterblaketrust.org)

## Reach Engineers through *engineering direct*

Advertising opportunities are available in *engineering direct*, the electronic newsletter for IPENZ Members. *engineering direct* is sent by email to more than 7,500 Members each Thursday with a short time-out over the Christmas and New Year break. *engineering direct* has a

notices section, an events section, and a very well-supported situations vacant section which is linked to the JobHunt web site. For more information please contact Chris Burr, phone 04 474 8947, or fax 04 474 8933, or send an email to [sales@ipenz.org.nz](mailto:sales@ipenz.org.nz)

## *student direct*

*student direct* is a electronic newsletter which is distributed to IPENZ Student Members. Advertising in this publication is limited to 12 advertisers and available to IPENZ Professional Development Partners or IPENZ Endorsed Employers only. Bookings are now being taken for the 2009 calendar year. The cost to advertise in five issues of *student direct* is \$900 excluding GST. If your organisation is interested in advertising, please contact Kavita Kansara on 04 474 8980 or [marketing@ipenz.org.nz](mailto:marketing@ipenz.org.nz)

# IPENZ Centre for Professional Development

Check the Engineering Calendar for events in your region and contact [cpd@ipenz.org.nz](mailto:cpd@ipenz.org.nz) to express your interest.

IPENZ Courses	Location	Date
<a href="#">Avoiding Ethical Dilemmas</a>	Wellington	9 June 2009
<a href="#">Finance for Engineers</a>	Wellington	10 June 2009
<a href="#">Onsite Wastewater Management</a>	Palmerston North	11 June 2009
<a href="#">Contract Management for Engineers</a>	Wellington	15 June 2009
<a href="#">Rapid Prototyping Technologies</a>	Auckland	16 June 2009
<a href="#">New Metallic Materials</a>	Wellington	16 June 2009
<a href="#">Managing Variations and Claims in a Project/Contract Environment</a>	Dunedin	17 June 2009
<a href="#">The Role of the Expert Witness</a>	Wellington	17 June 2009
<a href="#">Leadership and Management Essentials for Engineering Professionals</a>	Auckland	23 June 2009
<a href="#">Onsite Wastewater Management</a>	Queenstown	24 June 2009
<a href="#">Specification Practice</a>	Queenstown	26 June 2009
<a href="#">Modern Digital Instruments for the Waveform Generation and Display</a>	Wellington	30 June 2009
<a href="#">Lean Thinking</a>	Hamilton	30 June 2009
<a href="#">Surge Protection of Electronic Products and Systems</a>	Wellington	1 July 2009
<a href="#">Contract Management for Engineers</a>	New Plymouth	1 July 2009
<a href="#">Surge Protection of Electronic Products and Systems</a>	Christchurch	2 July 2009
<a href="#">Risk Analysis for Engineers: Engineers@Risk!</a>	Nelson	2 July 2009
<a href="#">Onsite Wastewater Management</a>	Rotorua	7 July 2009
<a href="#">Professional Portfolio Development</a>	Whangarei	8 July 2009
<a href="#">Risk Management Techniques for Engineers</a>	New Plymouth	9 July 2009
<a href="#">Contract Management for Engineers</a>	Dunedin	10 July 2009
<a href="#">Finance for Engineers</a>	Hamilton	14 July 2009
<a href="#">New Metallic Materials</a>	Christchurch	14 July 2009
<a href="#">Leadership and Management Essentials for Engineering Professionals</a>	Christchurch	16 July 2009
<a href="#">Effective Report Writing</a>	Palmerston North	17 July 2009
<a href="#">Value Engineering and Value Management</a>	Auckland	28 July 2009
<a href="#">Managing Variations and Claims in a Project/Contract Environment</a>	Nelson	29 July 2009
<a href="#">Value Engineering and Value Management</a>	Christchurch	30 July 2009
<a href="#">Resource Management Act for Engineers</a>	Auckland	30 July 2009

*Click on each course title for more information*

Cost for IPENZ Short Courses (incl GST)

**\$520** – IPENZ Members

**\$540** – Technical Group members

**\$605** – non-members

## Coming Up

A series of earthquake engineering seminars are currently being planned from the end of July and throughout August 2009. Confirmed dates and locations will be advertised shortly on [www.ipenz.org.nz/ipenz/nzecal](http://www.ipenz.org.nz/ipenz/nzecal). Please call Christine Elts on 04 474 8984 or Shannon Davidson on 04 495 1643 to register your interest.

## Want to Know More?

Contact us on [cpd@ipenz.org.nz](mailto:cpd@ipenz.org.nz) or call 04 495 1643 or visit the engineering calendar at [www.ipenz.org.nz/ipenz/nzecal](http://www.ipenz.org.nz/ipenz/nzecal) for a full list of events taking place around the country.

# First Time Successful Applicants

As part of our service to employers and to heighten the profile of the various IPENZ quality marks, the team will publish lists of those who have successfully progressed through a competency assessment.

## Approval of applicants who have undergone competency assessments between 1 February and 11 May 2009

John	<b>Aramowicz</b>	Eliot Sinclair & Partners Ltd	CPEng	MIPENZ	IntPE(NZ)	
Michael	<b>Arthur</b>	AECOM	CPEng	MIPENZ		
Marcel	<b>Bear</b>	Opus International Consultants Ltd	CPEng	MIPENZ		
Robbin	<b>Britton</b>	Britton Consultants Ltd				RecEng
James	<b>Burr</b>	Beca Carter Hollings & Ferner				RecEng
Michael	<b>Christeller</b>	Tauranga City Council	CPEng	MIPENZ		
Priscilla	<b>Chung</b>	Manukau Water Limited	CPEng	MIPENZ	IntPE(NZ)	
Brent	<b>Clough</b>	Beca Carter Hollings & Ferner	CPEng	MIPENZ		
Michael	<b>Conlon</b>	Fonterra - Hamilton	CPEng	MIPENZ	IntPE(NZ)	
Mike	<b>Cornwall</b>	Self Employed/Own business	CPEng			
Andy	<b>Cutts</b>	Opus International Consultants Ltd	CPEng	MIPENZ	IntPE(NZ)	
John	<b>De Ruyter</b>	Opus International Consultants Ltd	CPEng	MIPENZ		
Kelvyn	<b>Drinkrow</b>	Hyder Consulting Middle East Limited		MIPENZ	IntPE(NZ)	
Peter	<b>Evans</b>	Harrison Grierson Consits Ltd	CPEng	MIPENZ		
Brian	<b>Fauth</b>	Opus International Consultants Ltd	CPEng			
Bridget	<b>Fitzgerald</b>	Opus International Consultants Ltd	CPEng	MIPENZ		
Peter	<b>Foster</b>	MWH NZ Limited				RecEng
Kenyon	<b>Graham</b>	Hyder Consulting Ltd	CPEng		IntPE(NZ)	
Cyril	<b>Gunaratne</b>	New Zealand Transport Agency			IntPE(NZ)	
Bahjat	<b>Harach</b>	Spencer Holmes Limited	CPEng		IntPE(NZ)	
Kevin	<b>Hide</b>	URS New Zealand Ltd	CPEng	MIPENZ		
David	<b>Hipkins</b>	Wormald NZ	CPEng		IntPE(NZ)	
Ernst	<b>Hustedt</b>	Advanced Mechanical Eng Solution Ltd	CPEng			
John	<b>Jiang</b>	Tse Group Ltd	ETPract	TIPENZ	IntET(NZ)	
Rowan	<b>Johnstone</b>	Port of Tauranga Ltd	CPEng	MIPENZ	IntPE(NZ)	
Auttapone	<b>Karndacharuk</b>	Auckland City Council	CPEng	MIPENZ		
Venga	<b>Krishnasamy</b>	Opus International Consultants Ltd	CPEng		IntPE(NZ)	
Nick	<b>Lewis</b>	Opus International Consultants Ltd	CPEng	MIPENZ		
Alan	<b>Li</b>	LY Engineering Services Ltd	CPEng	MIPENZ		
Mark	<b>Martin</b>	Higgins Contractors Ltd	CPEng	MIPENZ		
Neil	<b>Mason</b>	Aurecon New Zealand Ltd	CPEng	MIPENZ		
David	<b>McDougall</b>	Opus International Consultants Ltd	CPEng			
John	<b>McNeil</b>	Aurecon New Zealand Ltd	CPEng	MIPENZ	IntPE(NZ)	
Johan	<b>Meintjes</b>	Opus International Consultants Ltd	CPEng		IntPE(NZ)	
Geoffrey	<b>Merryweather</b>	Lincolne Scott NZ	CPEng	MIPENZ	IntPE(NZ)	
Victor	<b>Mthamo</b>	Duffill Watts Consulting Group	CPEng	MIPENZ	IntPE(NZ)	
Daven	<b>Nair</b>	Opus International Consultants Ltd	ETPract	TIPENZ		
Jayesh	<b>Narsey</b>	URS New Zealand Ltd	CPEng	MIPENZ		
Rajesh	<b>Nighot</b>	Self Employed/Own business	CPEng	MIPENZ		
Kirsten	<b>Norquay</b>	MWH NZ Limited	CPEng	MIPENZ		
Scott	<b>Paton</b>	Auckland City Council	ETPract	TIPENZ		
Barry	<b>Pearson</b>	Opus International Consultants Ltd	CPEng	MIPENZ		
John	<b>Potgieter</b>	Aurecon New Zealand Ltd	ETPract	TIPENZ		
Ed	<b>Rafferty</b>	Opus International Consultants Ltd	CPEng		IntPE(NZ)	
Neill	<b>Raynor</b>	Aurecon New Zealand Ltd	CPEng		IntPE(NZ)	
James	<b>Reddish</b>	Capita Symonds Ltd		MIPENZ		
Luke	<b>Rutherford</b>	Powell Fenwick Consits Limited	CPEng	MIPENZ		
Tony	<b>Shears</b>	Opus International Consultants Ltd	CPEng		IntPE(NZ)	
Meagan	<b>Stewart</b>	URS New Zealand Ltd	CPEng	MIPENZ		
Iwan	<b>Sudarno</b>	Aurecon New Zealand Ltd	CPEng	MIPENZ		
Eliza	<b>Sutton</b>	Traffic Design Group Limited	CPEng	MIPENZ	IntPE(NZ)	
Robert	<b>Swears</b>	Opus International Consultants Ltd	CPEng			
Prasad	<b>Tekumalla</b>	Waitakere City Council	CPEng	MIPENZ	IntPE(NZ)	
Petar	<b>Tepsic</b>	Opus International Consultants Ltd	CPEng		IntPE(NZ)	
Federica	<b>Vaino</b>	Environmental Contracts Limited	ETPract	TIPENZ		
Blair	<b>Walker</b>	Chapman Oulsnam Speirs Ltd	CPEng		IntPE(NZ)	
Stephen	<b>Wang</b>	Aurecon New Zealand Ltd	CPEng	MIPENZ		



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