



President's Message

Pillars of Society

The lifetime contributions in structural engineering of Emeritus Professors Tom Paulay and Bob Park were recently honoured at a one-day symposium in Christchurch. I was privileged to attend, and say a brief word of thanks to them on behalf of IPENZ.

They've been around long enough to be considered part of the furniture – pillars of engineering society. Tom arrived on the staff while I was at Canterbury University, but Bob had already taken leave to lecture at Bristol University, returning in 1965 after I had left. Both have trained, or guided the research of, many of our structural engineers, who now themselves occupy senior positions. They have led research on understanding and improving the seismic performance of concrete in all its forms. Through their influence earthquake engineering design in New Zealand has been refined, and their innovative techniques have spread to many overseas countries. Several overseas delegates took the time to attend the symposium and celebratory dinner.

Engineering – particularly structural engineering – is about managing risk by matching a relatively accurate design process with a probabilistic event, within whatever resource constraints apply. How well this has been done can often only be fully evaluated in the aftermath of an event, such as an earthquake of sufficient force.

Explaining to the public why a building can't necessarily be guaranteed to survive a large earthquake event is difficult but not impossible. What is perhaps more difficult is explaining why there are debates within the profession about how things should be done. For example, take the debate on earthquake strengthening of older buildings – to what percentage of what code?

At one point in the symposium the comment was made that it was fortunate the press weren't there! I disagree. As an electrical engineer, I found the whole symposium fascinating, and I can imagine it could have been used to educate the media on how engineers approach the difficult task of applying judgement in the face of incomplete knowledge.

The event was a golden opportunity to celebrate the success of these two respected savants. The symposium attracted a syndicated feature article (commissioned by IPENZ) in *The Press*; it is also to appear in the *Listener*, and a glossy magazine has also been approached. Commissioning and generating copy is one thing, persuading independent editors to run it is another; but ensuring that engineering-related news gets appropriate coverage is important, and the Board is in the process of ensuring that IPENZ is appropriately resourced to do so.

Back in the 80s when I chaired the Public Affairs committee, we had access to external advice, a clippings service to monitor what was in the media, plus a stable of Institution spokespeople, drawn from Fellows who were experts in their fields. We talked of getting a five-minute slot on Morning Report, and there was no shortage of ideas. Fifteen years later the infrastructure is smaller, and we make it into print less often. But our intention is that this will change.

On the public relations front, another stumbling block is still the generally retiring nature of engineers. I must admit it was somewhat disconcerting to walk into a magazine shop and see myself staring out of the cover of *e.nz* – I prefer the cloak of anonymity. But for the sake of promoting the profession of engineering I, and you, have to live with the idea of putting on a public face, and talking in public about what we do. Saying nothing could be taken to mean we have nothing to say.

Gerry Te Kapa Coates
President


Electricity system submission

A group of Members facilitated by John Gardiner, IPENZ Deputy Chief Executive, has developed an IPENZ submission to the Commerce Select Committee on its enquiry into the Electricity Industry. This submission complements IPENZ's submission to the Ministry for Economic Development on the "detail design" of the proposed Electricity Commission's mandate for security of electricity supply, also developed by the group. The group, which represented the range of roles in the electricity sector from Chief Executives of generating companies to energy management consultants, worked through the complex issues by email.

The conclusions of the Parliamentary submission were:

- Changes to the New Zealand electricity system over the last 15 years have achieved mixed outcomes.
- Policy development leading to the changes did not sufficiently consider the complexity and unique nature of electricity.
- The creation of an Electricity Commission, as recently announced, would appear to go some way to improving the operation of the market. However its structure and operation mean it is less equipped than we would like to evolve to meet changes in the market.
- Challenges facing the electricity system, if not managed properly, could result in significant failings in the future. Regular assessment is required to ensure that challenges are addressed. A body needs to be mandated to take a leadership role in the development and enhancement of our electricity system. The Electricity Commission is the body to do this.

To view both submissions, please visit the IPENZ website, http://www.ipenz.org.nz/ipenz/media_comm/issues.cfm

The group is now working on an additional submission, which will be presented by IPENZ when the Select Committee hears oral submissions later this year. 

Consistency in representing competence - 2003 and beyond

National Office is seeking to develop consistent use of postnominals by Members so we can carry a single message to the users of engineering services, employers and regulators on how to interpret professional engineers' business cards and capability statements. The rationale is described below.

Professionalism

A widely accepted definition says that a profession is: *... an occupational group which specialises in the performance of such highly developed skills for the meeting of complex human needs, that the right use of them is achieved only under the discipline of an ethic developed and enforced by peers and by mastery of a broader contextual knowledge of the human being society, the natural world and historical trends.*

There are two key elements to this definition:

- a profession, rather than the employers of its members, determines what are acceptable standards of behaviour, ethically and in terms of competence;
- a professional has responsibilities to society at large, which may take precedence over responsibilities to the employer.

These special responsibilities can best be exercised through a collegially-governed professional body – in our case IPENZ. An engineer's acceptance into the professional body, acceptance of its role as standard-setter and gatekeeper, and contribution to the collegial activities of that body, are the signs of a true professional. For this reason National Office promotes Membership, indicated by the postnominals FIPENZ, MIPENZ etc. as the mark of professionalism. This is important to both employers and clients and to non-practising engineers who wish to retain their engineering identity. (Of course, IPENZ Membership bestows far more than just a brand – it also gives access to many other services to assist professional engineers in their working life).

Registration

Registration (as CPEng or on the international register as IntPE) serves a different, but also important purpose. Registration's value is that it bestows the quality mark of current competence as a practitioner – but not the mark of professionalism as defined above. After all, a person trying to get by with a minimum-effort approach to maintaining registration only need (a) keep their nose clean by observing a minimum code of ethical conduct (less comprehensive than that of the professional body) and (b) show up once every five years to demonstrate both their current competence and that they have taken reasonable steps to retain the currency of their knowledge and skills. However, with a low commitment to professionalism they may have

difficulty in compiling suitable evidence.

There are many things that a healthy profession needs – the evolution of codes of ethics as societal values change, development of standards and codes of practice for engineering work, the mentoring of young people etc. In itself, creation of a registration system does not make these happen, so a strong and vibrant professional body is needed if the registration system is to be effective.

Practice Areas

What exactly is the 'practice area'? Under the CPEng Rules, the practice area is personally defined for each engineer; the engineer demonstrates competence in his or her practice area, defined by the kind of specialised knowledge he or she holds, and the nature of his/her engineering activities. In effect no two engineers have exactly the same practice area.

Members almost unanimously rejected the idea that practice areas be prescribed in the CPEng Act. They argued that engineering is multi-disciplinary, and practice areas are personalised and diverse. Creating "boxes" in law could result in an environment where regulators, and possibly even insurers, would permit only activities that fitted the prescribed boxes, which is fundamentally incompatible with the way that the profession practises. It would also be difficult to define a small enough number of boxes to be comprehensive in coverage without limiting valid engineering practice. To illustrate the difficulty, a structural engineer could be competent on certain (but not all) types of laminate wooden buildings, competent in some but not all types of steel structure, and competent for only the most basic concrete structures. How would their practice area be accurately defined?

IPENZ has consistently taken the position that where a regulator needs to be assured that an engineer is competent in a specific area of practice, the assurance must be by way of self-certification by the engineer.

Practice Fields

Nevertheless, there remains a need for engineers to inform prospective clients or employers regarding their area of practice. Some do this by stating the discipline of their degrees, others by including wording such as "structural engineer" on their cards. There is no consistency of usage, so it is hard for us to inform users how to find out about engineers' areas of practice.

In 2002 IPENZ decided to create the IPENZ Practice College to recognise the group of Members who are currently competent according to the CPEng definition. We also decided to use the Practice College to offer those Members a consistent way of

indicating the broad practice field within which their own individual, specific practice area falls. The chosen means was an extended IPENZ postnominal in the form MIPENZ(X) – X being the practice field descriptor.

IPENZ is promoting this single means of indicating broad practice fields, to make it clear to potential users that the descriptor is a general guide to, and not a specific statement of, an engineer's exact practice area. The structural engineer above would thus use MIPENZ(Structural). It was agreed to align practice field descriptors (boxes) to the established international list, and to allow Members to use only those descriptors pertaining to fields within which they had demonstrated their competence. Not a perfect system, but better than a proliferation of approaches.

Overseas Competence-Based Titles

Lastly there was a need to make a distinction between the New Zealand version of CPEng, the Australian CPEng, the UK's CEng and North America's PEng. The simplest possible device was to record the jurisdiction awarding the title in each case.

Consistency in Use of Post-Nominals

According to this rationale, the way we recommend that Members report their post-nominals, and the way we are actively promoting postnominals to prospective clients, employers and regulators is as follows:

Joe Bloggs BE(Hons), MIPENZ(Chemical), CPEng, IntPE

which means that Joe Bloggs:

- holds an honours engineering degree (our advice is not to show the discipline unless it aligns with the practice field descriptor)
- holds the quality mark of professionalism (MIPENZ)
- has a personal practice area that lies within the chemical field
- is currently competent in his own (personal) practice area, to the statutory-backed New Zealand competence standard (CPEng)
- is currently competent in his practice area to the international competence standard shared by 13 countries (IntPE)

If Joe was also CPEng from Australia and CEng from the UK he would have to write:

Joe Bloggs BE, MIPENZ(Chemical), CPEng, IntPE, CPEng(Aust), CEng(UK)

Or, to have a truly international business card, he might prefer to write:

Joe Bloggs BE, MIPENZ(Chemical), CPEng (NZ), IntPE, CPEng(Aust), CEng(UK)

Recognising our leaders and heroes

Nominations for Distinguished Fellow, Honorary Fellow, Fellow

Nominations are called for engineers at the top of the profession to be promoted to the class of Fellow. Fellows are members of IPENZ who have made a substantial contribution to the engineering profession, its practices or IPENZ itself.

Each candidate for Fellowship of IPENZ is expected to have excelled in one of the following areas:

- advancement of engineering knowledge
- advancement of engineering practice
- application of engineering or technology in the community
- advancement of technological education
- innovation in the creation of engineering works
- innovation in the creation of technological products
- leadership in the profession of engineering
- development of the Institution

and also to have

- contributed to some aspect of the Institution's work, or that of an organisation with similar objectives, for at least one to two years
- a stable work history including roles with significant responsibility, and projects with a significant impact on stakeholders
- been a Member of IPENZ for at least three years.

Those who are already Fellows and have achieved a degree of eminence may be nominated for elevation to Distinguished Fellow status.

Honorary Fellowship is available to individuals who are not engineers but are professionally engaged with engineers and have made an outstanding contribution relevant to engineering.

Fellowship nominations should follow the guidelines set out in the Fellow nomination documents, which are available from www.ipenz.org.nz/ipenz/who_we_are/honours/fellows.cfm or by contacting Trish Virtue, tvirtue@ipenz.org.nz

Nominations should be submitted by 30 September

Convention

and Members' perceptions

In May we conducted a survey of Members to ascertain their opinions on how to reshape Convention. From the replies received it became obvious that Convention was not well understood, and was confused with its predecessor Congress. Hence we need to be clear:

Conference, held annually prior to 1998, was a multi-stream technical conference. It included a small number of keynote papers, but consisted largely of submitted technical/research papers, delivered in parallel sessions managed by Technical Groups.

Congress, held in 1999, 2000 and 2001, was an outreach event at which the engineering profession sought to engage with other stakeholders on solving the problem of stimulating economic growth. It was single-theme, "high level" event, with invited speakers only, and was about engineers contributing to the community rather than discussing engineering matters.

Convention was held in 2002 (Wellington) and 2003 (Hamilton). It is an event for all Members, not just senior managers and external stakeholders. It includes keynote papers around a key leadership theme for the engineering profession - economic growth in 2002, engineering and the human body in 2003. We re-introduced the Newnham lecture in 2002, and over 1000 members of the public attended. Convention also includes parallel technical streams featuring invited speakers chosen to update Members on matters of wide interest. There is also opportunity for debate on topical engineering issues, e.g. in 2003 the Building Act and the Scarry open letter. In 2003 Project Showcase was introduced, giving Members an opportunity to speak about their innovations.

In spite of modest turnouts for Convention (at least better than Congress attracted) it has been decided to continue developing the concept. Convention 2004 will be in Christchurch, from 24 to 26 March. In line with the responses to the survey of Members we have:

- moved it to a time-slot late in the week
- reduced it to a two-day event (Thursday and Friday) with the Newnham lecture the preceding evening
- timetabled the Awards Dinner for the Thursday evening, the only evening out-of-town delegates need spend away from home
- maintained the policy of presenting all Fellowships as well as Awards at the Dinner
- chosen a theme for the outreach programme and some of the keynote sessions – *engineering and the creative industries*
- dedicated a keynote session to a debate on infrastructure
- established two parallel technical themes
- sought to keep the cost down to about \$200 per day
- retained the Project Showcase


Murray Isdale will be taking primary responsibility for the technical programme, and John Gardiner for the keynote sessions. The Canterbury Branch has indicated their support for the keynote theme, and we are seeking to work with other partner organisations such as IEE. Members with ideas for papers or sessions, or wanting to present in Project Showcase, are asked to contact Murray Isdale misdale@ipenz.org.nz

City Design appoints first CEO



Barry Potter MIPENZ has been appointed the first chief executive of City Design Limited, a consultancy specialising in engineering, architecture and urban infrastructure planning, and wholly owned by Auckland City Council.

Mr Potter has extensive local and overseas experience in consulting architecture/engineering management and business development. He was a director of Carson Group Project Managers, and his role was as Project Director for a significant broadband wireless access project.

His recent experience includes eight years as Director Facilities Group for Meritec Ltd, and he has led design teams on large infrastructure and institutional projects in New Zealand and overseas. Mr Potter holds a BE degree in Civil Engineering from the University of Auckland, a MBA from Massey University and is a Member of IPENZ. 

Need to register for the Member-only area?



Then we need your correct email address. Please update your details now – bkonia@ipenz.org.nz

For the young


& not so young

During interactions with engineering students, Chief Executive Andrew Cleland has found poor understanding of the simplest theorem of all; that the remuneration one receives is less than or equal to the value one brings to ones employer/clients. Feedback to National Office suggests that the misunderstanding of this theorem might be more widespread.

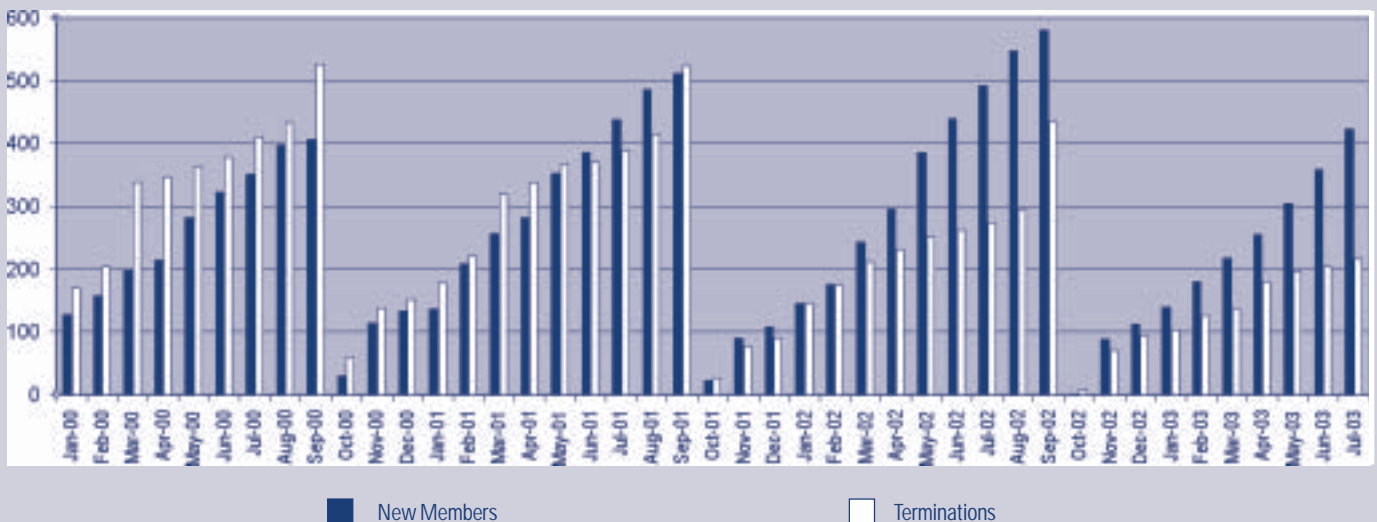
As a profession we pride ourselves on the creativity, ingenuity and constructive endeavour we bring to our work – adding value we call it, and we sometimes scoff at other professions, implying they add less value. If what we say is true, then our employers or clients are doing very well – remunerating us far less than our value. But the question of reasonable charges is a story for another day.

We challenge students to look at themselves, and their remuneration goals, which typically are to treble their income from what they expect to receive as a raw graduate, in the face of the theorem. The implication is simple. Each engineer needs a plan to treble their value through increasing their competence (knowledge and skills), and to maintain that value as it would otherwise erode through discovery and application of new and better knowledge by others. For many engineers that plan is somewhat haphazard, but with the increasing pressure on professionals many are finding the need for more structured plans.

As well as its brand value IPENZ Membership has been designed to assist Members with their professional development plan. Hence our endorsed employer scheme where IPENZ works with major engineering employers, our mentoring schemes, our graduate development programmes and so on. Also our ongoing support for technical groups who provide access to very specialised new knowledge. With current competence registration now a reality IPENZ is expanding the service portfolio to assist Members maintain their competence by providing or brokering CPD opportunities better aligned with their needs.

The message we give to our engineering students is as relevant to Members of all ages, if indeed they believe the starting theorem above to be true. That is, as well as being the brand of professionalism, Membership of the professional body, IPENZ, should be part of their systematic plan to develop and maintain their earning asset (their competence). 

New Members & Reinstatements vs Terminations




Russell Dixon FIPENZ (1934-2003)

In the course of his career Russell Dixon built up a formidable reputation in New Zealand traffic and transportation engineering and planning. Born into an "engineering family" in Auckland, he was educated at Takapuna Grammar and Auckland University, where he completed a BE and a BSc majoring in mathematics.

There followed a spell in London with an international consultancy. On returning to New Zealand Russell joined the Ministry of Works and Development. He worked on the Waikato hydro projects, living in Mangakino with his family.

A move back to Auckland (he lived the rest of his life in Castor Bay) saw Russell involved in design development for the city's motorway system. In his spare time he studied for a Diploma in Town Planning. He was appointed District Highways Engineer, responsible for State Highways in the Auckland area.

Subsequently when Russell moved on he set up his own town planning and traffic engineering consultancy, which developed a reputation for excellence and professional integrity. He was noted especially for service station and supermarket developments, and safety audit work for Transit NZ. His election as a Fellow recognised his contribution to IPENZ, the Transportation Group and the profession.

Beyond work, from which he never retired, Russell enjoyed gardening, fishing, boating, and breeding budgies, and was involved with community and church in various ways. He is survived by his wife Dulcie, four sons (of whom three are engineers) and eight grandchildren. 

URGENT ACTION

Dissolution of the Benevolent Society


Thanks to the 795 members who have so far responded to the Dissolution Document for the Benevolent Society. While the IPENZ Board supports the dissolution proposal and urges you to sign the document, we want all members to respond whether or not they agree with the proposal – either **sign** the document supporting the dissolution, or tick the box signifying you oppose the proposal, **and return it to us using the freepost facility.**

Fill out your details on page 2 so we know who has returned the document. As we need the support of 75% of Members to act, we will actively contact members who have not responded by early August.

If you print or photocopy the two-page document double-sided, you can fold it up for posting back to us. Otherwise complete both pages, staple and place in an envelope, address

using the address on the form (don't forget to state the Freepost Number) and post back to us. Unfortunately overseas members can't make use of the freepost facility.

We can not accept emails or other electronic means of signifying support, as the documents for signature are legal documents, and will form the material that is submitted to the Registrar for Dissolution.

The Dissolution Document was enclosed in the May edition of *engineering dimension*. If you have lost your copy, you can download another (in pdf format) from the IPENZ website www.ipenz.org.nz/dissolution. Alternatively a pdf document can be emailed to you: to request one, simply email mrodden@ipenz.org.nz, placing Dissolution in the subject line. If you want a copy posted to you, email Megan Rodden mrodden@ipenz.org.nz, giving your name and postal address. 

Initial Competence Assessment closing date looms!

IPENZ has recently held seminars in the main centres on the Competence Assessment standard and process for first time applicants. These seminars have been well attended, and many attendees indicated that they aimed to gain professional membership (MIPENZ) and registration (CPEng) in 2003.

The closing date for Competence Assessments for 2003 for those not previously assessed is 12 September. Applicants need to ensure that their portfolio of evidence has arrived at National Office by this date. Referee Report Forms, which are confidential to the IPENZ Assessment Team, are normally forwarded to National Office by separate post and should be timed to arrive on or soon after 12 September. Applications cannot be processed until the Referee Report Forms have been received.

All first time Competence Assessment applicants are required to participate in an interactive assessment, involving a face-to-face meeting with IPENZ

Assessors. These meetings are held in Auckland, Wellington and Christchurch in the morning and applicants will probably be required to complete a written assignment in the afternoon (normally 1.00-4.00pm). Any travel arrangements should allow for a whole day at the assessment centre.

Application packs are available on the IPENZ website under the heading Never Previously Been Assessed as a Professional Engineer at http://www.ipenz.org.nz/ipenz/join/Register_Apply.cfm

Any enquiries regarding application documentation should be directed to Trish Virtue, IPENZ Competence Assessment Administrator tvirtue@ipenz.org.nz or ph 0-4 474 8940

CPEng Assessments for current MIPENZ and/or Registered Engineers


Those wishing to gain CPEng status in 2003 have only two months in which to apply. Applications have been arriving at IPENZ National Office in a steady stream. IPENZ has refined its processes so that assessments are generally presented to the IPENZ Competence Assessment Board for consideration within 8 to 12 weeks of receipt, depending on when assessments are completed and when the Board meets.

Applicants need to ensure that their portfolios of evidence are of sufficient quality - some applications are delayed by insufficient evidence. Therefore applicants are advised to have their portfolios peer-reviewed before sending them to National Office.

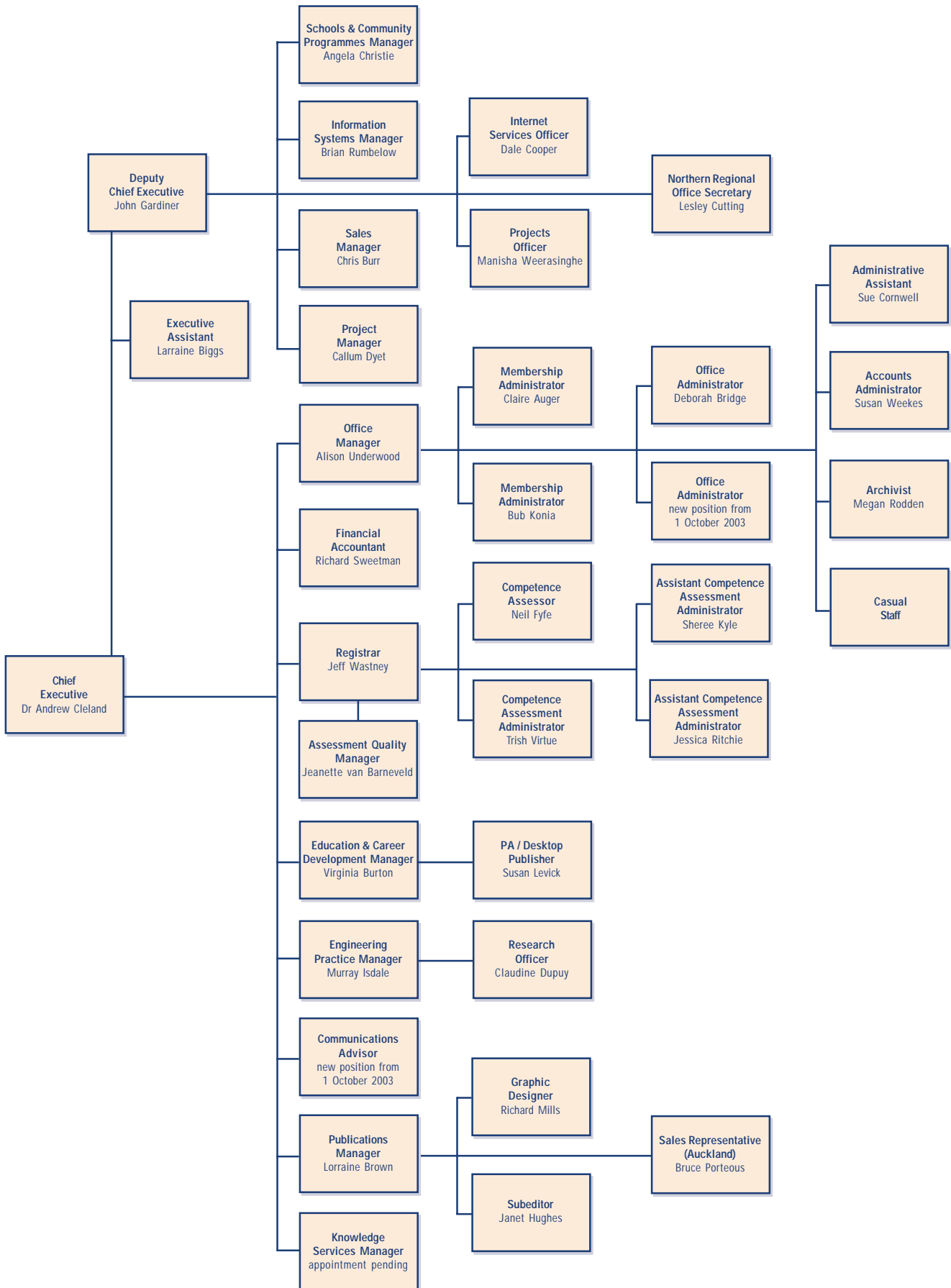
CPEng applicants who have been assessed within the last five years

Although the IPENZ Applicant Handbook PR100 asks for a work history since applicants Initial Competence Assessments, IPENZ Assessors find it very helpful if they receive a full work history, even if this is in the form of a CV, along with each portfolio of evidence. A full picture of the applicant's work experience helps to assess whether the applicant meets the Initial Registration Standard.

Application packs are available on the IPENZ website under the heading Previously Assessed Candidates, at http://www.ipenz.org.nz/ipenz/Join/Register_Apply.cfm

Inquiries regarding CPEng portfolios of evidence or the assessment process should be directed to Trish Virtue, IPENZ Competence Assessment Administrator, tvirtue@ipenz.org.nz or phone 04 474 8940, or Jeff Wastney, Registrar, jwastney@ipenz.org.nz or phone 04 474 8983. 

IPENZ Staff Organisation Chart



Claudine Dupuy - the newest face at IPENZ


After completing her studies at Otago University in law and social work, Claudine left for her big OE, as you do. For three years she worked in a variety of roles – outdoor instructor at school-camp for 10 & 11 year olds in Scotland, receptionist in London, barmaid in Oxford, chalet girl on a ski-field in France. Then there was stewardess on a riverboat on the Seine. Why would anyone return to NZ?




But she did. From October 2002 Claudine first spent some time with her family in Riwaka before embarking on a Master's in Public Policy at Victoria University. She has moved from full-time to part-time study to take up her position here at IPENZ.

In her role as Research Officer/Policy Analyst Claudine will undertake research to assist in the development of policy for engineering practice across all disciplines. She will also assist with analysing the results and preparing submissions on policy issues impacting upon the profession.

In her spare time, Claudine likes to spend time outdoors, tramping, snowboarding, mountain-biking, rock-climbing, and battling against the wind in the Harbour City half-marathon. As if that isn't enough, she is currently training for the Manawatu half marathon, and enjoying the odd game of squash. When she comes indoors, she admits that she's addicted to reality TV – in search of more challenges for herself, perhaps?

We're still wondering where Claudine finds the time and energy for her challenging role here at IPENZ, but she has fitted into the team extremely well. 

Highlights from the IPENZ Board meeting held 4 & 5 August 2003.

- Revisions to the IPENZ strategic plan were approved, including a more inspirational vision statement, and creation of a new strategic goal entitled "leadership on national and community issues";
- A policy on the size and composition of Institutional reserves (accumulated Members' funds) was approved, with the goal to maintain approximately \$1.5m in reserve for the 2003/2004 financial year;
- The 2003/2004 budget was approved – for a turnover of approximately \$4.4m and an expected eventual breakeven result. Information on the proposed project outcomes and budget allocations to achieve them will be published in the September *engineering dimension*;
- It was agreed that there would be no changes in Membership subscription fees for the 2003/2004 financial year – we have succeeded in holding subscription increases well below inflationary increase over the last 4 years;
- A working group was established to review the IPENZ Code of Ethics in relation to recent legal advice suggesting that the present wording is outdated and increasingly unworkable. For example the concept of ethical behaviour when undertaking "duties" might need to be replaced by "engineering activities" to include the full range of activities in which Members are expected to behave ethically;
- Strategies for marketing our brand portfolio, now including CPEng, were approved – these are explained in the item on page 2.
- The terms of reference of the three subsidiary boards (Competence Assessment, Standards and Accreditation, Engineering Practice) were updated taking into account how their work has evolved over the last year or so, and to ensure that their activities can continue to be effective. 

New professional development opportunities for Members

IPENZ is in the process of appointing a Knowledge Services Manager, and hope to introduce the appointed person to Members in the September issue of *engineering dimension*. The rationale behind the introduction of the new role is as follows.

We are moving to a regime of current competence where the onus is on engineers to present evidence regularly (every five years is the current requirement) that they have maintained their current competence. The evidence will be expected to demonstrate that they have taken reasonable steps to maintain the currency of their knowledge and skills by actively participating in appropriate continuing professional development (CPD) activities.

In establishing the CPEng regime we have moved away from quantitative measures of participation in CPD, although hours of participation still represent a useful guideline. Instead, the quality of the outcomes of CPD experiences will be assessed.

We believe that this will increase the overall demand for CPD opportunities, and create a demand for different types of CPD experience. A survey of Members earlier this year produced clear evidence that Members expect IPENZ to be proactive in ensuring that they have access to a full range of CPD opportunities.

Many of the Collaborating Technical Societies and Technical Interest Groups do a good job of providing access to new engineering knowledge in specialised areas, but the coverage of the groups is not comprehensive, and neither is that of programmes offered by the Universities. The role of the Knowledge Services Manager is to ensure that a comprehensive portfolio of courses is available, and to improve international access to knowledge.

IPENZ does not intend to be a developer of courses so much as a broker or facilitator. We will identify needs and then bring together the right speakers etc. to offer the kinds of CPD experience that the

membership want. Some will want CPD related to changing roles (such as moving into management), others will be concerned with gaining the competence to become registered or MIPENZ (for example, ethical behaviour). Different styles of experience from the classical short-course model may also be offered.

This activity is intended to self-fund after a year or two, course fees meeting costs including the Knowledge Services Manager's salary. The goal is not to make a profit so much as to ensure that the right types of CPD experience are available to Members at a reasonable price. We want to be able to keep fees in the \$200 – \$500 per day range, well below those of many commercial operators. We hope that Members will choose our own courses over those of other providers.

The Knowledge Services Manager is likely to begin work in National Office in late August, and will be keen to hear what CPD products you want. 

Training for Practice Area Assessors and Mentors

During September IPENZ will facilitate training courses in Auckland, Wellington and Christchurch for those wishing to become IPENZ Practice Area Assessors, and those wishing to gain a greater awareness of mentoring and its value.

The one-day courses will be conducted on consecutive days but organised separately. Preference will be given to applicants who enrol in both training days, since they are seen as complementary related. The first day gives participants a working knowledge of the IPENZ Competency Standard for Professional Engineers and the Competence Assessment processes. The second day builds on this knowledge by teaching participants to utilise it as coaches and mentors.

By the end of Day One, **Practice Area Assessor Training**, participants will:

- be familiar with the IPENZ competence assessment procedures and standards;
- have a good working knowledge of the Competency Standard for Professional Engineers;
- be comfortable with conducting interactive assessments according to the "professional conversation" assessment model;
- be equipped to fulfil the role of a Practice Area Assessor for MIPENZ and CPEng Assessments;
- be able to provide advice to engineers in their own organisation who are applying for IPENZ competence assessments.

By the end of Day Two, the **Effective Mentoring Foundation Workshop**, participants will:

- be familiar with the competencies an effective mentor needs;
- understand the role of mentors and IPENZ's expectations of them;
- know how to conduct structured mentoring sessions to achieve focused results;
- have improved their listening and communication skills;
- understand effective feedback and endorsement;
- have practiced key elements of mentoring in a variety of contexts.

The fee for training sessions is kept as low as possible to ensure it is not a barrier to attendance. Rebates are given to IPENZ Members and to Members who are employed by IPENZ Endorsed Employers.

Refer to *engineering direct* and the IPENZ events calendar for course details.

If you have any queries please contact Virginia Burton, IPENZ Education & Career Development Manager, vburton@ipenz.org.nz or ph 04 474 8936. ☺

Coming Events

EFNZ Conference on Climate Change Projects

This conference will focus on the Government's Climate Change Projects mechanism.

When: 19 August 2003

Where: InterContinental Hotel, Wellington

Cost: \$110 (EFNZ members), \$150 (non EFNZ members)

Contact: energy.fed@crl.co.nz

The 2003 Power and Fuel Solutions Summit

Reviewing fuel options and market structure to ensure the long term reliability of electricity supply. An overview of the impact of the most recent developments on the industry.

When: 25 & 26 August 2003

Where: Wellington Town Hall, Wellington

Cost: \$1,996.88

Contact: register@conferenz.co.nz

A New Environment for Structural Engineering

A presentation on proposed changes to the Building Act, CPEng, and the IPENZ Structural Practice Review, and the SESOC AGM

When: 26 August 2003

Where: Meritec, 121 Rostrevor Street, Hamilton

Cost: \$5

Contact: jill@gahughes.co.nz

New Zealand Robot Olympics

Massey University in conjunction with the Royal Society of NZ are holding the first ever NZ Robot Olympics. Auckland Regional Championships.

When: 30 August 2003

Where: Massey University, Albany Campus, Auckland

Contact: c.h.messom@massey.ac.nz



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