



employer link

AN IPENZ NEWSLETTER FOR PROFESSIONAL DEVELOPMENT PARTNERS DECEMBER 2008

Another Round of Successful Professional Development Partner Applicants

Those of you who have already gone through the process will know that the two-stage application process is structured in such a way as to offer an assurance to all involved that a quality process is in place.



From left to right Kevin Thompson – Chief Executive and Managing Director of OPUS, Bill Darnell – General Manager Technical, Bas Walker – IPENZ President

This month another five applications have been completed, with those who have been assessed having had recommendations submitted to the IPENZ Standards and Accreditation Board for a decision.

We are pleased to say that these have resulted in a positive outcome with all five employers achieving success.

They are:

- Opus International Consultants**
- New Plymouth District Council**
- URS (NZ) Ltd**
- Maunsell Ltd**
- Fletcher Construction (Engineering Division)**

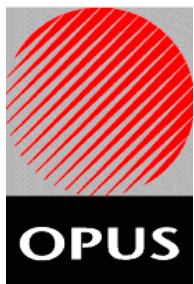
We would like to thank and welcome all those who had an involvement in the submission of the applications, and look forward to working with you in the future.

We are currently processing applications from another 12 organisations that we hope to welcome into the programme in the months to come.

For more information on the Professional Development Partner programme, please email:

Paul Gardner, Professional Development Manager at pgardner@ipenz.org.nz

Christine Eilts, Professional Development Advisor at ceilts@ipenz.org.nz



Greater Clarity Expected From New Career Model

For several years, IPENZ has used a four-stage career model based on the one used in Engineers Australia. Whilst there were no specific criticisms of the model, in practice it was found to be insufficiently comprehensive. A major shortcoming was that the career route for holders of BEngTech degrees and Diplomas of Engineering were not understood. For this reason we have sought changes. The diagram sets out the new five-stage model. The definitions of the terms “complex”, “broadly defined” and “well-defined” engineering problems/activities are those used in our competence standards and graduate profiles. Key features of the model are:

- The first two stages (graduate development and independent practice) are now more closely related to the graduate profile and competence standard.
- There is clarification between technical deepening (learning more engineering knowledge so that more complex engineering problems can be tackled) and development of management capability (developing skills to take responsibility for more than one’s own activities). It should be clear that technical deepening is not necessary to progress in management.
- The differing amounts of engineering knowledge between different qualifications are shown to reflect the complexity of the engineering problem that can be solved in line with international best practice.
- The previous third stage has been split into two stages – team leadership in which the engineer is still the most expert, and technical management where the engineer is supervising and taking responsibility for the work of others of greater or wider competence. In fact, between team leader and technical manager the scope of activity widens as the diagram shows.
- The final stage is now based on general management and there is less emphasis on directorships, not because they are unimportant

or not worthwhile as an outcome, but because young people tend not to think as clearly of such roles as they do of becoming a chief executive.

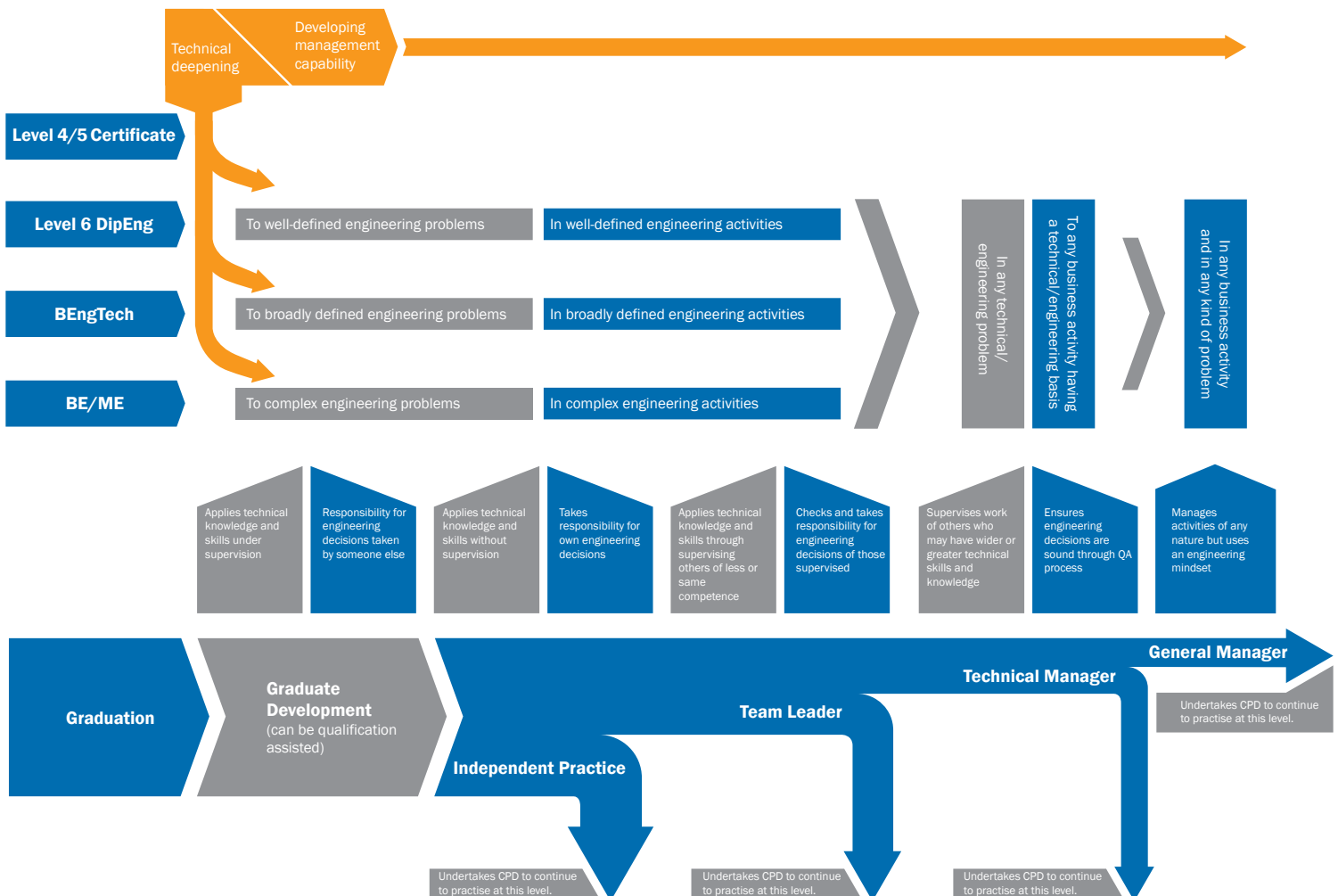
- Each of the potential career stages from independent practice across is shown to be a worthwhile career in itself with the diagram showing many engineers undertaking CPD to continue to practice.

The new model has been consulted with a number of students, graduates and HR advisors and received praise for greater clarity, especially for those who do not hold BE degrees. We consider that it will assist young people making career choices.

A corollary of adopting this model is that our career promotional material will now focus much more on the types of engineering problems tackled with each type of qualification and not on job titles. The latter approach could cause confusion. For example, our graduate profiles state that all engineers can “design solutions” (but depending on their knowledge, the complexity of the problem they could design a solution for changes). Therefore, trying to differentiate between a BE and another qualification on the basis that one can design and the other cannot is inappropriate.

We have asked the tertiary sector to make reference to this career model in its promotional material. It is expected that the new career model will be adopted in time for the 2010 academic year. We will also progressively work the model into the Professional Development Partner scheme. As the model is a better fit to what happens in practice than the four-stage model, we see that the scheme will be assisted by the new model.

If any Member has any suggestions on further refinements we would be pleased to hear them. Please contact our Professional Development Manager, Paul Gardner by emailing pgardner@ipenz.org.nz



International Engineering Agreements



There are six international agreements promoting the mutual recognition of engineering qualifications and professional competence, which are governed under the collective framework of the International Engineering Accord. This month, we focus on the three agreements governing qualification recognition and their value to employers.

The three agreements are:

	Signatories
The Washington Accord – for professional engineering education	Australia, Canada, Chinese Taipei, Hong Kong China, Ireland, Japan, Korea, New Zealand, Singapore, South Africa, United Kingdom and USA
The Sydney Accord - for engineering technologist education	Australia, Canada, Hong Kong China, Ireland, New Zealand, South Africa, United Kingdom
The Dublin Accord - for engineering technician education	Australia, Canada, Ireland, South Africa and United Kingdom



As well as aiding graduates in their international mobility, these agreements are playing an ever increasing role in setting international benchmarks for entry to the engineering profession and provide important assurances to employers about the attributes of graduates in an increasingly global market for engineering talent.

Signatories maintain listings of qualifications that they have accredited and which are recognised under the agreement. These listings provide a useful reference for employers considering recruiting staff with overseas engineering qualifications and can be accessed through the IEA website at www.ieagreements.org

IPENZ is a founding signatory to both the Washington and Sydney Accords and became a provisional signatory to the Dublin Accord in 2006. Graduates from an Accord accredited qualification are eligible for Graduate Membership of IPENZ and are considered to have the exemplifying level of academic knowledge required for entry to the relevant competence based membership class or register. Employers can have confidence that such qualifications provide an academic preparation that is comparable to their New Zealand equivalent. If you are unsure about which New Zealand qualifications are accredited by IPENZ, you can check the current listings directly at www.ipenz.org.nz/ipenz/education_career/accreditation

Named after the city in which they were signed, the growing influence of these agreements is exemplified by the level of interest in Membership of the Washington Accord, which was the first agreement signed in 1989. The seven founding signatories have been joined by South Africa, Japan, Singapore, Korea and Chinese Taipei, while countries including Germany, India, Russia, China, Malaysia and Sri Lanka are all actively working towards membership.

If you have any queries in relation to standards of New Zealand or overseas qualifications, contact Brett Williams, Director Learning and Assessment at bwilliams@ipenz.org.nz

So That's What They Do!



One of our aims in introducing the new career model (described on the previous page) is to provide greater clarity on possible career directions and opportunities. We aim to supplement the model with a portfolio of real-life examples across the range of engineering disciplines of the sorts of engineering problems and activities that different engineers engage with at each career stage.

To help us to achieve this, we invite your engineering professionals to contribute examples of typical engineering problems or activities of varying levels of complexity (“complex”, “broadly defined” or “well defined”) drawn from your sector or industry.

We are also interested in profiling individual engineers to showcase different career pathways. We would be particularly keen to hear from engineering professionals who might have followed something other than a “standard” career path!

If you can contribute to either piece of work, please contact our Professional Development Manager, Paul Gardner by emailing pgardner@ipenz.org.nz

Continued Registration Assessments for 2009



Registrants on the Chartered Professional Engineer (CPEng) and International Professional Engineer (IntPE) registers must undertake ongoing competence assessments at intervals not exceeding five years to remain registered. As these registers opened in 2003, there are now a number of registrants who must undertake a continued registration assessment during 2009 to remain registered.

All such engineers have been notified in writing of this requirement and have been asked to submit a portfolio of evidence by a specific date in 2009 (being a period of not less than three months, as required by the relevant regulations). This date has been set to spread assessors' workload evenly throughout the year, and registrants have been asked to work to the deadline rather than seek an extension. Any extension would defeat the purpose of the deadlines and create a workload peak for assessors later in the year. No matter when a registrant is required to submit a portfolio of evidence, his or her registration will continue to be valid until 31 December 2009.

Each registrant has been assigned to a Staff Assessor, with the Practice Area Assessor being appointed after receipt of the registrant's portfolio of evidence. This will enable assessors to plan their workload and

allow any conflicts of interest to be addressed.

The purpose of continued registration assessment is to show that registrants are "still able to" practice as a competent professional engineer in their current practice area, and that they have taken reasonable steps to maintaining their professional engineering competence. Registrants are asked to prepare a portfolio of evidence consisting of three copies of the following documents:

- CA02 – *Submission for Continued Registration Assessment Form*.
- CA13 – *Competence Self-Review Form* – this is perhaps the most critical document of the portfolio of evidence, as it provides the assessment panel with an example for where registrants consider they have demonstrated evidence to meet the requirements for each of the 12 elements of the competence standard.
- CA04 – *Work History Summary Form* (or a current CV so long as it contains the information requested by the CA04 form).
- CA05 – *Continued Professional Development Activities Form* (or copies of the online recording system if that was used to record CPD activities). Registrants should also list any

qualifications completed since their last assessment, along with certified certificates of those qualifications.

- Details of two referees who hold CPEng, IntPE or a recognised quality mark of equivalent competence (these referees need to submit a completed CA06 – *Referee Declaration and Evaluation Form* directly to IPENZ).
- Any other evidence (such as work samples) that registrants wish to be considered by the assessment panel as part of the assessment.

One of the first steps that registrants should take is to identify two suitable referees and advise them that they wish then to be referees for the continued registration assessment, along the time deadlines involved. Referees need not be CPEng but they must have "CPEng equivalence". For the purpose of being a referee "CPEng equivalence" includes any Professional Member of IPENZ (or other recognised professional engineering body). Information on eligibility of referees is given in the *Competence Assessment Reference Guide* (CARG), which is accessible via the IPENZ web site.

If registrants are able to successfully demonstrate they meet the required level of competence, the term to their next assessment will be set effective from 1 January 2010.

Please note that there is no fee payable when submitting portfolios of evidence for a continued registration assessment. However, if an assessment panel requires an interactive assessment, registrants will be notified of the requirement and invoiced for the additional cost involved. The details of the interactive assessment will be notified once payment has been received.

If no portfolio of evidence is received by the specified date, an assessment panel will be appointed (as provided for under Rule 24 of the *CPEng Rules*) to make an assessment based on the limited information available. In such circumstances, registration will be at risk of either being suspended or removed.

Recognised Engineers

IPENZ has provided training for assessors in readiness to conduct assessments of Recognised Engineers. Guidelines for assessment of Recognised Engineer (as defined in the Building Act and subsequent regulations) have been developed, and the New Zealand Society on Large Dams (NZSOLD) has given its approval for use of the guidelines.

The guidelines are available on the IPENZ website to assist prospective Recognised Engineers compiling their portfolios of evidence for assessment.

CPEng registration is a co-requisite for recognition as a Recognised Engineer, so engineers looking to become Recognised Engineers who are not already CPEng need to make an application for competence assessment in the usual way; taking account of the Recognised Engineer guidelines in the process. Engineers who are already CPEng should contact Jeff Wastney, Registrar jwastney@ipenz.org.nz to discuss their particular situation and the application process that they will need to follow.

New Course Spotlight

Professional Portfolio building for young engineers



Ever played a leading role in a successful project but have nothing to show for it?

The engineering profession places a strong emphasis on continuing professional development (CPD), technical advancement and peer recognition. Typically, five years of structured work experience and learning post-graduation is needed to develop and build up the evidence required for a successful competence assessment.

It is beneficial for graduate engineers to get into the mindset of reflecting on their competency development, and recording their best

work samples in a professional portfolio. Progressive record keeping will give graduate engineers a head start towards professional membership and provide them with a useful and personalised career management tool during staff appraisals, mentoring meetings and professional interviews.

Learning outcomes

This one-day course has been designed to show a young engineer how the development of self-reflective skills impact on professional development, the fulfillment of career aspirations and professional membership. By the end of the course, participants should be able to:

- understand core competencies and critical weaknesses in experience
- understand the application of management and motivational theory to career development of a professional engineer
- develop a well presented self-reflective professional portfolio for IPENZ registration
- develop personal strategies for advancement in the engineering profession.

This course is new to the calendar for 2009 and has been adapted from the University of Auckland's Master of Engineering Studies (MEngSt).

The course is available as part of the public course calendar and deliverable in house at an employer request. Contact the team for further information on cpd@ipenz.org.nz

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 be publicising lists of those who have successfully progressed through a competency assessment in the preceding two months.

Approval of applicants who have undergone competency assessments August – October 2008

Glenn Ellis	Auckland	Opus International Consultants Ltd	CPEng
Elliot Duke	Christchurch	Davis Ogilvie & Partners	CPEng
Geoffrey Dillon	Hamilton	Hamilton City Council	CPEng & IntPE
Royce Greaves	Nelson	Opus International Consultants Ltd	CPEng
Blair Currie	Hamilton	Holmes Consulting	CPEng
Mark Cruden	Queenstown	MWH New Zealand Ltd	CPEng
Kieran Bryne	Blenheim	Marlborough Lines	CPEng
Eman Bahho	Hastings	Strata Group Consulting Engrs	CPEng & IntPE
Jade Kirk	Christchurch	Kirk Roberts Consulting Engineers	CPEng
Selvem Raman	Wellington	Opus International Consultants Ltd	CPEng
Oliver Lang	Hamilton	Opus International Consultants Ltd	CPEng & IntPE
Azam Khan	Auckland	Pattle Delamore Partners Ltd	CPEng & IntPE
Ian Ho	Auckland	Harrison Grierson Consilts Ltd	CPEng
Kelvin Moody	Australia- Sydney	Opus – New South Wales	CPEng
Thomas Cripps	Orewa	GHD	CPEng
Johnny Man	Auckland	Beca Carter Hollings and Ferner	CPEng & IntPE
Craig Cooper	Auckland	Babbage Consultants	CPEng & IntPE
Terry Cochrane	Auckland	Opus International Consultants Ltd	CPEng & IntPE
Laurence McDonald	Auckland	Opus International Consultants Ltd	CPEng & IntPE
David Hughes	Dunedin	Opus International Consultants Ltd	CPEng
Cameron Wylie	Havelock North	Resource Development Consultants	CPEng
Bruce Nancekivell	North Shore	Nancekivell Cairn Ltd	CPEng & IntPE
Paul Reilly	Christchurch	PB New Zealand Limited	CPEng & IntPE



Gear-up Your Technical Training in 2009!



You may already be familiar with our engineering calendar as a hub of information on learning events available to engineering professionals, from public short courses to distance learning and anything in between.

The key information for you is that our public courses can be run in-house at any location, at a time that suits you. Courses may be tailored to meet organisational requirements incorporating organisational policies, terminology and procedures as appropriate. They may be customised for the recent entrant to the workplace, the mid-career professional or senior professional. In 2009, we will be offering a range of new technical courses for both in-house and public delivery. This is not a rigid list however, so if you have any suggestions of what you would like to see available, then let us know.

They currently include:

- Lean Thinking: How to Banish Waste & Create Wealth in Your Organisation!
- Rechargeable Batteries and Battery Management Systems Design
- New Metallic Materials
- Surge Protection of Electronic Products and Systems
- Modern Digital Instruments for the Waveform Generation and Display – Their Capabilities and Limitations
- On-site Wastewater Management Programme: Environmental Implications and Design Principles

www.ipenz.org.nz/ipenz/nzecal/default.cfm?ks=yes

Four reasons to choose us

- **Convenient** – Delivered in-house anywhere in New Zealand on agreed dates with a view to minimising disruption to the operation of your business.
- **Relevant** – Not only are our facilitators well-seasoned professionals with experience delivering courses for engineering audiences, but our courses can also be customised and contextualised to meet the specific training needs of your organisation.
- **Cost-effective** – Our facilitators have a long-standing relationship with IPENZ with whom we have agreed substantially reduced rates. This in turn allows us to pass on those savings to employers. In-house courses benefit more staff for less, as compared to external public courses.
- **Competence Assessment and IPENZ Membership** – IPENZ courses are aligned with the 12 elements of the Competence Standard for CEng, ETPract and CertETn, as well as professional IPENZ Membership.

For more information contact the IPENZ Professional Development Advisor on 04 474 8984 or email profdevadvisor@ipenz.org.nz

In-house Course Delivery for 2009

This proposal outlines the opportunities available for the delivery of IPENZ courses in-house, in any location on agreed dates.

Courses are offered on the following basis:

- Set fee (for a maximum of 20 course participants) based on a sliding scale (refer to the cost table below); and
- Course materials supplied at \$8.50 per person excl. GST.

The participating organisation is responsible for:

- Presenters' travel and accommodation costs (if based in another location); and
- Provision of a venue, data projection and catering.

Fees applicable for 2009 (incl. GST)

IPENZ Members pay a very competitive fee of \$520 (incl. GST) per one-day public course. This proposal for the delivery of in-house courses provides significant cost savings while ensuring that learning is tailored to address specific organisational needs.

Calculations are based on 10 and 20 delegates per course. Cost benefits improve as the number of courses and delegates increases.

Number of Courses in a 12-month Period	Delivered In-house *		Attending Individual Public Courses		Minimum Overall Savings	
	20 Attendees	10 Attendees	20 Attendees	10 Attendees	20 Attendees	10 Attendees
1-4	\$4,725 incl. GST (equates to \$236.25 p/p)	\$4,725 incl. GST (equates to \$472.5 p/p)			\$5,675 incl. GST	\$475 incl. GST
5-8	\$4,250 incl. GST (equates to \$212.50 p/p)	\$4,250 incl. GST (equates to \$425 p/p)	\$10,400 incl. GST (based on a fee of \$520 inc GST p/p)	\$5,200 incl. GST (based on a fee of \$520 inc GST p/p)	\$6,150 incl. GST	\$950 incl. GST
9+	\$3,800 incl. GST (equates to \$190 p/p)	\$3,800 incl. GST (equates to \$380 p/p)			\$6,600 incl. GST	\$1,400 incl. GST

* Excludes presenters' travel and accommodation expenses. Additional expenses may be incurred for customising the existing material to the needs of the organisation.

For more information, please contact the IPENZ Professional Development Advisor on 04 474 8984 or email profdevadvisor@ipenz.org.nz

Professional Development Events 2009

IPENZ Short Courses

January 2009

Professional Portfolio Development

Christchurch 21 January 2009

Contract Management

Christchurch 28 January 2009

February 2009

Risk Management

Wellington 5 February

Specification Practice

Christchurch 10 February

Risk Analysis

Auckland 12 February

The Role of the Expert Witness

Christchurch 17 February

Portfolio Development

Wellington 24 February

Effective Report Writing

Hamilton 25 February

Wastewater Management

Auckland 26 February

Cost for IPENZ short courses (incl. GST):

Please note that a change of fee applies for all IPENZ short courses run from 1 October 2008 onwards:

\$520 – IPENZ Members

\$540 – Technical Group members

\$605 – non-members

Amendment to our cancellation policy

Throughout the last 12 months, courses have on occasion been cancelled at short notice due to participants withdrawing their registration as soon as they receive notification that the course is confirmed via our automated e-mail system. In order to avoid the costs and inconvenience to members and the Institution associated with these late withdrawals, a fee equal to 100% of the full attendance fee will be payable upon receipt of the course confirmation email, which is generally 2 weeks prior to the course date. Substitutions for attendance will continue to be accepted.

We regret that such a step has had to be taken to address this issue and hope that employers will relate to the commercial reasons and the negative impact that this has on member services.

Discount vouchers available:

Professional Development Partner (PDP) flexi-pass	10 one-day events voucher	\$4,400 (incl GST) (equivalent to \$440 per day)
	Valid for 12 months	
Non-PDP flexi-pass	Five one-day events voucher	\$2,400 (incl GST) (equivalent to \$480 per day)
	Valid for 12 months	
Solo voucher for IPENZ Members	Two one-day events voucher	\$840 (incl GST) (equivalent to \$440 per day)
	Valid for 12 months	

Please note that the vouchers may not be used for affiliated courses with other training providers. Vouchers may be used for technical courses if fees for the course fall within the normal fee framework. Other than the solo voucher, vouchers are transferrable.

You can purchase a voucher online at www.ipenz.org.nz/ipenz/nzecal/buy-voucher.cfm

Want to know more?

- Contact us on cpd@ipenz.org.nz or call (04) 495 1643.
- Visit the Engineering Calendar at www.ipenz.org.nz/ipenz/nzecal for a full list of events taking place around the country.

Assessment Guideline Changes

Some minor changes have recently been made to the guidelines for assessment of engineers involved in structural engineering. These are located at www.ipenz.org.nz/ipenz/forms/pdfs/practice_field_guidelines-structural_final_version.pdf

Request from Overseas Engineering Student for Internship

The team has been approached by Julie Ginestet, a third year engineering student studying thermal and energy mechanics at Nantes Polytechnic in France, who is seeking an employer who would offer her a

placement for a year, from February 2009.

We would ask that all those who would consider offering such a placement, contact her directly on julie.ginestet@etu.univ-nantes.fr

A Seasonal Message From the Team

Now that Halloween has come and gone, shop-fronts everywhere are bursting with the reindeer finery of Christmas. Fire up the barbecue, it's almost the holiday season!

I hope that 2008 has been a year of prosperity and that your New Year

resolutions for the forthcoming year are as optimistic as ours are at IPENZ.

Our warmest thanks to you all and we look forward to another year of working together.



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