



Leading through collaboration

A shared vision

Australian engineering has shaped our nation for millennia and in the face of the challenges ahead holds the solutions to ensure we continue to thrive.

Engineers Australia as the voice of the engineering profession and Consult Australia as the voice of businesses in design, advisory and engineering, are proud to lead collaboratively to help realise this vision.

Our commitment through this Collaboration Agreement seeks a vibrant and growing engineering sector supported through a respected, prosperous and competitive profession and industry.

We are committing to continue to work collaboratively, to capture and apply the innovation, capability and knowledge that makes Australian engineering the envy of the world.

We recognise each of our unique roles as the voice of the profession and as the voice of business.

But we also understand the power of coming together and our commitment across a range of shared objectives as these build our workforce, support a more productive economy and ultimately deliver better outcomes for our environment and the community.

We are leading through collaboration supported by our signed terms of agreement, which is provided as both a statement of intent, as well as a reference point for our shared stakeholders as we work collectively to engineer a better Australia.



Acknowledgement of Country

Consult Australia and Engineers Australia proudly acknowledges the Traditional Owners and Custodians of Australia, and their continuing connections to the land, waters and communities. We pay our respects to them and to their Elders past, present and emerging and recognise the thousands of years of First Nations engineering achievements evident across Australia.

Forward

This partnership agreement marks a significant milestone in the nearly 90-year history of collaboration between Engineers Australia and Consult Australia. Steeped in a tradition of mutual respect and shared values, it underscores our commitment to advancing the engineering and consulting sectors.

Our organisations have long recognised the need to evolve together to better represent the interests of both employers and employees. Through deep engagement with our members, we have developed a unique synergy that bolsters our advocacy and leadership.

While each organisation preserves its distinct voice to reflect the specific priorities of our respective members, this agreement reinforces our joint commitment to collaboratively tackle a wide range of challenges and opportunities that impact our sector and the broader community.

From procurement and productivity to professional standards and public policy, our unified efforts aim to enhance our capacity to serve our members and the public effectively. Together, we are dedicated to fostering a thriving future for the engineering and consulting professions, driven by integrity, excellence, and a shared vision for positive change.



Dr Raj Aseervatham

National President
Engineers Australia

Australian engineering has long been at the forefront of our nation's development, offering solutions to complex challenges and shaping our built and natural environments. As we confront the uncertainties of the future, our collaborative leadership is more crucial than ever. Engineers Australia, representing the engineering profession, and Consult Australia, representing businesses in design and engineering, stand together to lead towards a more prosperous and sustainable future.

Through this agreement, we reaffirm our commitment to fostering a vibrant engineering sector supported by a respected and competitive profession and industry. Together, we are stronger as we harness innovation, capability, and knowledge to maintain Australia's engineering excellence on the global stage.

Recognising our distinct roles as the voice of the profession and the voice of business, we also understand the power of unity. By aligning our efforts and objectives, we strengthen our workforce, enhance economic productivity, and deliver superior outcomes for our environment and communities.

This collaboration builds upon nearly a century of shared history and values between Engineers Australia and Consult Australia. As we embark on this journey together, let us uphold the principles of integrity, inclusivity, and collaboration that define our profession and the industry.



Tasos Katopodis

President
Consult Australia

Consult Australia



Consult Australia, for over 70 years, is the sole association dedicated to the success of consulting businesses in design, advisory and engineering.

Our members, ranging from Australia's most innovative small and medium sized firms to global corporations, deliver the solutions to the nation's most complex challenges helping shape, create and sustain our built and natural environment.

We represent an industry comprising over 58,000 businesses employing over 285,000 people delivering over \$18 billion in revenue.

Our vision is for a thriving, competitive consulting industry that supports a prosperous economy and better outcomes for our members' clients including for governments and the communities they serve.

Engineers Australia



As the profession's peak body, Engineers Australia is the trusted voice of engineering, in Australia and overseas.

With approximately 115,000 members, as the voice of the profession, an integral part of our role is to publicly advocate on issues that affect the profession and the broader community.

For more than 100 years the work of the organisation along with its members has underpinned the progress of our nation. Our mission and vision for the future is to continue to advance the science and practice of engineering to benefit the community.

An historic collaboration

The collaboration that informs our work today is built on an historic relationship, now spanning close to 90 years.

The long history of Engineers Australia (as it was the Institution of Engineers Australia (IEAust) and Consult Australia (as it was the Association of Consulting Engineers Australia (ACEA)) reflects the principles formalised here.

The IEAust understood the need for their own Consulting Engineer Panels, as established within the IEAust divisions in 1934, to evolve and ensure more effective representation for both employer and employee interests. In 1951 the decision to form the ACEA was agreed through discussions by the IEAust Sydney Consulting Engineers Panel and reflected the increasing importance of a distinct voice for employers of consulting engineers to support collective advocacy.

Committed to leading collaboratively

Across a range of issues Engineers Australia and Consult Australia work collaboratively to effect positive change. Our advocacy is informed by deep member engagement that offers unique and often complementary perspectives on shared challenges and related opportunities.

Importantly Consult Australia and Engineers Australia also provide distinct voices on critical issues that reflect the priorities of businesses and the profession respectively. Consult Australia's focus on those issues at the intersection of procurement, people and productivity deliver our vision for a thriving consulting industry. Engineers Australia engages deeply through its members supporting rigorous, evidence-driven policy that reflects the highest professional standards, informs public debate and issues critical to the future of engineering.

Our shared agenda, grappling with the most pressing challenges facing businesses and the profession across our people, the industry and the outcomes it delivers is summarised below.

This agreement provides an overview of how we work independently and together to inform and lead.



A stronger agenda informed by the voice of the profession and the voice of business

Ethics and values

The values and behaviours that characterise the industries in which our members work, as businesses and professionals, informs our shared culture. This culture in turn determines the health and wellbeing of our people alongside the sustainability and productivity of their sectors and supply chains.

Engineers Australia Code of Ethics

The Engineers Australia Code of Ethics and Guidelines on Professional Conduct defines the values and principles that shape the decisions made and provides a framework for members of Engineers Australia to use when exercising their judgment, in engineering practice and as members of Engineers Australia.

Consult Australia Code of Ethics

Consult Australia's members commit to upholding standards underpinned by the principles outlined in the Consult Australia Code of Ethics. When dealing with clients, the community, and other members, Consult Australia's members agree to uphold the standards expected of a professional consultant, committing to three core principles of collaboration, fairness and integrity.

Our shared commitment to an ethical profession and industry supports better outcomes for clients, customers, governments and our people. We are committed to leading and lifting the culture that shapes our members' peers and stakeholders. This culture is upheld both through the shared ethics, values and behaviours of individuals, but also through the creation of diverse and inclusive enabling environments for businesses and the profession.

Increasing diversity and inclusion

Engineers Australia and Consult Australia are committed to working proactively to achieve an engineering profession that is as diverse as the community it serves.

The Champions of Change Coalition, through the Consult Australia Champions of Change, and the Champions of Change STEM reflect the shared commitment of Consult Australia and Engineers Australia to advance women in leadership and build respectful and inclusive workplaces.

Alongside our collaborative work through the Champions of Change Coalition we have a shared commitment to increasing:

- the promotion of women in engineering
- the take up of engineering studies by women
- the profile of women with engineering or technology qualifications working in design, advisory and engineering careers.

Supporting wellbeing and mental health

Engineers Australia and Consult Australia recognise the importance of mentally healthy workplaces that support wellbeing and a positive culture that enables people to thrive.

We understand that cultural change must be championed by industry leaders. Embedding ways of working that help overcome stigma and unconscious bias is critical across the profession, our workplaces and those organisations our members work with through the supply chain.

We are champions for supporting better mental health and the benefits for our people, for business productivity and the broader community.

Recognising the importance of the engineering profession

Consult Australia and Engineers Australia champion the recognition of engineering as a profession supported by benchmarked education, training, professional conduct and competency standards.

Australia's world-class engineering sector reflects the integrity and ethics characteristic of the people that shape the profession and the businesses that drive the economy.

Supporting insurance

The availability and affordability of insurance is a fundamental requirement for businesses to thrive and for the profession to deliver its services.

Consult Australia

Consult Australia has the deep knowledge of the interplay between insurance, contracts, risk and other business critical issues. Consult Australia advocates and educates on this interplay on behalf of businesses.

Engineers Australia

Engineers Australia supports the work of Consult Australia in advocacy and education on business insurance including the connection to registration requirements for professionals. Engineers Australia, through EngInsure and a joint initiative with Whitbread Insurance Brokers, makes business insurance options available to engineering professionals.

Government registration of engineers

Consult Australia

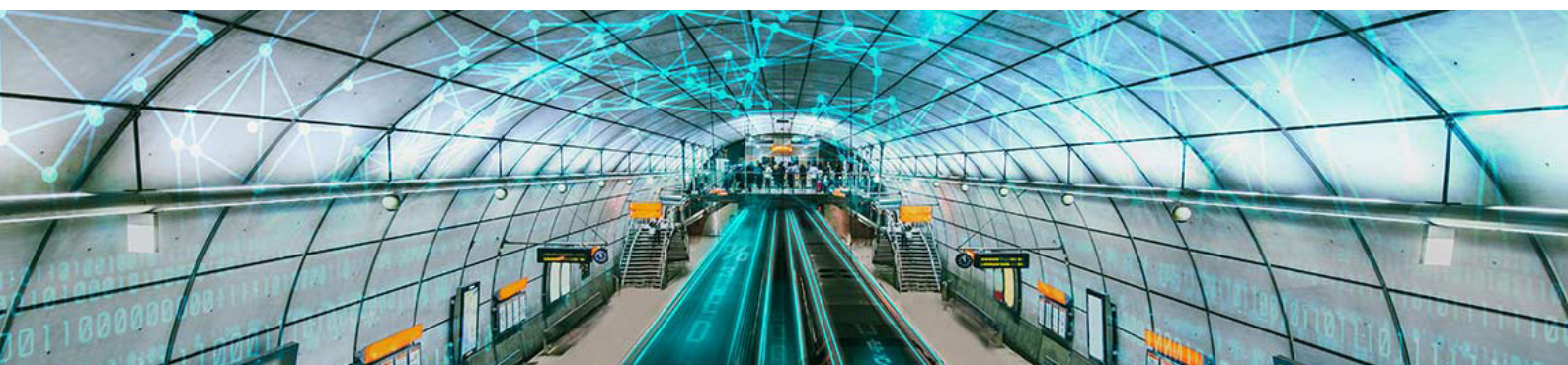
In recent years a number of states and territories have drafted or introduced requirements for the registration of engineers that impose new regulatory burdens and costs on both businesses and practitioners. These burdens are particularly acute for those that are operating across state and territory boundaries.

What is now a federated and fragmented approach to the registration of engineers is delivering poorer value for money outcomes, burdening businesses, and limiting labor mobility in an environment where industry productivity is falling and labor constraints are critical.

Consult Australia advocates for automatic mutual registration across all jurisdictions as required and enabled with the payment of a single registration fee.

Consult Australia understands the importance of Engineers Australia's role as the Australian custodian of the National Competency Standards for engineers and as the Australian representative to the International Engineering Alliance.

Consult Australia recognises the role of Engineers Australia as an assessment entity in the statutory registration of engineers, as the owner of the National Engineers Register (NER) and as the custodian of recognised credentials such as Chartered Professional Engineer.



Engineers Australia

Registration of engineers enhances public confidence by demonstrating that the engineering services have been delivered by qualified, experienced, and competent professionals who practice ethically, develop safe and sustainable solutions, apply local engineering knowledge, and manage risks effectively.

Engineers Australia supports the co-regulatory model of registration. This approach allows industry and assessment entities, like Engineers Australia, to assess the qualifications and competency of individuals to the agreed national standards required. This then allows government to implement and maintain a formal register, including prosecution for unregistered work.

Engineers Australia supports automatic mutual registration, with the effect that an individual professional engineer need only be registered in the engineer's home state to do professional engineering work while present in, or for a project located in, any other Australian jurisdiction without further application, assessment, or fees. Engineers Australia recognises that the provision of engineering services is not bounded by jurisdictional boundaries and there are productivity and administrative efficiencies through effective mutual recognition.

Professional standards

Consult Australia and Engineers Australia recognise the importance of robust internationally recognised professional standards for the engineering profession.

As the Australian representative to the International Engineering Alliance (IEA), Engineers Australia is the recognised custodian of professional standards and the National Competency Standards for the engineering profession in Australia.

It is critically important that professional standards for engineering work conducted for Australia are set and maintained within Australia to ensure the qualifications, competency and experience of individuals providing the work are at a high level expected by the community.



Increasing participation in STEM education

Consult Australia and Engineers Australia recognise the importance of collaboration between government, businesses and the profession to increase access and awareness of STEM (Science, Technology, Engineering and Mathematics) pathways. This includes increasing accessibility for STEM education in regional and remote areas, and providing practical stepping stones to STEM qualifications.

Improving access to global and local skills

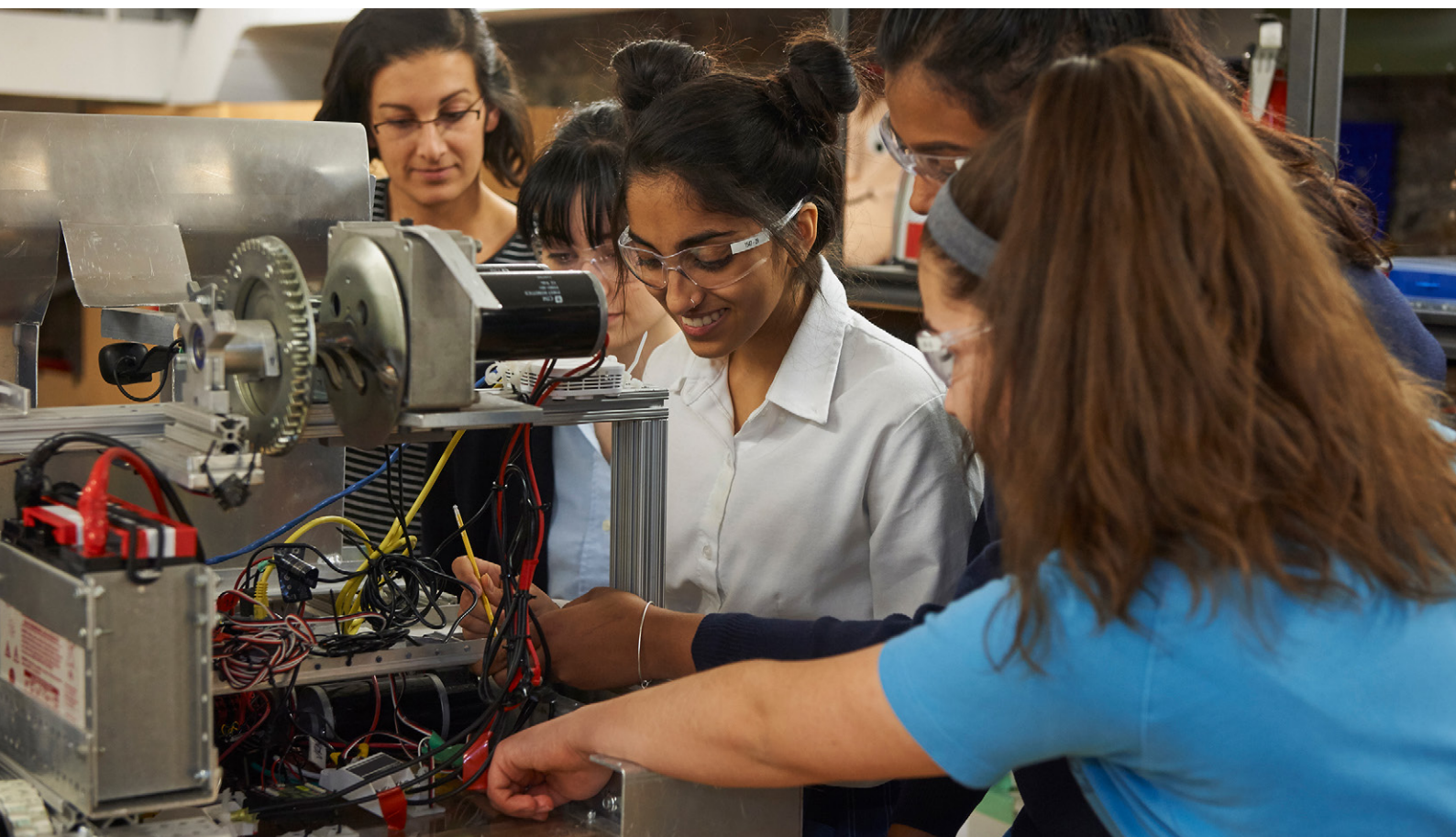
Extreme engineering skills and labour shortages necessitate that we work collaboratively and across governments and with industry to improve access to global and local skills.

Domestically, we have a shared interest in the establishment of a National Engineering Council to tackle the engineering skills shortage including representatives from industry, universities and government. A priority for the Council should be the development of a new model for funding engineering education including national priority places for engineering.

Consult Australia and Engineers Australia are proud to partner in the development of guidance and tools to help businesses access untapped potential within existing migrant engineers.

More broadly, we agree on the need for reforms to our migration system. The historical reliance on global talent continues to suffer from the impacts of border closures during the COVID-19 pandemic and increasing global competition for labour. This has created additional pressure on an already complex migration system that is difficult to access.

Consult Australia and Engineers Australia agree on the urgent need to continue to streamline our migration program, provide support to industry, ease the burden on business and applicants and increase the engineering profession here in Australia.



Fostering productivity and innovation

Consult Australia and Engineers Australia are committed to practical reforms and solutions to harness the potential of Australian engineering excellence to drive productivity and support value for money outcomes for the community.

The infrastructure and construction sector is plagued by unmanaged risks, disputation, adversarial contracting, insolvencies, skills gaps and low levels of productivity. For associated professional services this manifests in a professional indemnity (PI) insurance crisis, poor mental health outcomes, and high levels of uncertainty for business.

Consult Australia

Consult Australia is the sole advocate for those professional consulting businesses that are critical to the delivery of what is a generational investment in infrastructure and construction. Our focus is on capturing the opportunity for industry where government procurement, our businesses and their employees intersect to drive productivity and better outcomes for the community.

The opportunity for governments to deliver a broader legacy from their current investments is substantial. A thriving knowledge-led professional services sector built on a record of world-leading infrastructure supporting the broader construction and infrastructure supply-chain is an export opportunity. Governments can deliver this for Australia as they work with business to drive collaboration through better procurement, behave as model clients, engage early with the industry and capture the benefits from digitalisation. Our advocacy with governments across Australia is committed to delivering these outcomes, reducing regulatory burdens and ensuring our member businesses are positioned for success.

Engineers Australia

Engineers Australia shares this vision, and is committed to the success of engineering-based industries in Australia. We know Australia remains a chronic underperformer when it comes to the commercialisation of engineering innovation. Australia's science, technology, engineering and maths (STEM) start-up ecosystem is consistently ranked as one of the worst in the developed world. Engineers Australia is committed to improving models of collaboration and ecosystem development; reforming grant processes and tendering for government contracts; and reducing regulation and incentivising investment in STEM start-ups in line with global best practice.

A vibrant STEM ecosystem is critical to engage with the array of challenges confronting Australia, from COVID-19 and climate change to declining wage growth and skills shortages.

Driving sustainability and pathways to net zero emissions

We have a shared commitment to sustainability and actions that support a net-zero emissions future. We recognise the benefit of supporting collaborative solutions to these challenges that span both the engineering profession, business and government including through our shared support for Infrastructure Net Zero (www.infrastructurenetzero.org).





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