

ANNUAL REPORT

1 April 2021 – 31 March 2022



Engineering Associates Registration Board

Hiranga Tohu – to hold up and qualify excellence

Engineering Associates Registration Board

Hiranga Tohu—to hold up and qualify excellence

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LEGISLATIVE CONTEXT

The Board's objectives are to encourage, support and promote excellence in engineering technology in New Zealand

Legislative Context; Role and functions of the Board

The Engineering Associates Registration Board (EARB) operates under the Engineering Associates Act 1961 (the EA Act). Its role is to establish and maintain a register of individuals who apply and qualify to be registered as Engineering Associates. The Board's EARB's objectives are to encourage, support and promote excellence in engineering technology in New Zealand.

Registration as an Engineering Associate is a quality credential recording that the registered individual has met specified academic and practical engineering competency standards as

well as having experience in positions of responsibility as described in the EA Act.

Registered Engineering Associates (REAs) are generally senior engineering technicians or technologists employed in a wide range of disciplines. These include engineering infrastructure design, implementation, and maintenance or in engineering management roles.

The Board is appointed by the Minister of Building and Construction and is administered by the Ministry of Business, Innovation and Employment (MBIE) reporting to the Minister for Building and Construction, Hon Dr Megan Woods.

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2021/2022 AT A GLANCE

The Engineering Associates Registration Board is pleased to submit this report for the year ending 31 March 2022 to the Minister. The report is presented in accordance with Section 10 of the Engineering Associates Act 1961.



2021/2022 AT A GLANCE

Total Registered Engineering Associates

747

Registered under clause (a)

6

Registered under clause (b)

709

Registered under clause (c)

32

New applicants registered

6

Other changes

(Net reduction from retired, resigned, restored, removed and deceased)

56

REAs with REAcap (REA competency assessed practitioner)

23

Complaints

0

Appeals

0

FROM THE CHAIR - DEBORAH CRANKO FNZIA

Introduction

During 2021-2022, the Engineering Associates Registration Board has continued to actively promote the Registered Engineering Associate (REA) credential as a mark of excellence for engineering technicians, technologists and allied professionals.

Connections have been actively maintained with stakeholders, and related organisations in meetings, using professional social media and the introduction of a regular newsletter.

We have worked with officials in Ministry of Business, Innovation and Employment (MBIE) to enhance their understanding of REA's many roles in the engineering, science, and technology sectors. The officials advised EARB that the Minister for Building & Construction's Cabinet paper in March 2022 gained approval in principle for REAs to transition into the new regulatory regime for engineering within their own Register. Enactment of the legislation and the new Regulator will be brought in over the next few years.

Numbers of REAs and financial viability

A younger cohort of practitioners has applied for REA during this year, several of whom have gained their academic qualifications abroad and experience in both Aotearoa New Zealand and abroad. This contrasts with the continuing attrition of numbers of REAs, mainly due to retirement.

This decline in numbers of REAs continues to be the key risk to the Board's on-going financial viability.

Survey about registration fees for REAs

In June 2021, the Board collaborated with MBIE's consultant Sapere to survey REAs about raising the annual registration fee. (The fees were last reviewed in 2013). Most (65% of the 299) respondents agreed with the increase. Regulations were passed to raise the fee with effect from 1 April 2022.

Respondents also suggested increasing awareness of the credential, improvements to CPD (the REAcap Scheme) and co-ordination with the CPENG scheme. These comments provided the Board and MBIE with useful ideas for the new regulatory regime for which enabling legislation is likely to be presented to Parliament in the first half 2023.

Engagement with Minister

EARB submitted a "Briefing for Incoming Minister" to the-then Minister for Building and Construction, Hon Poto Williams in September 2021. It explained the important roles and responsibilities of REAs in the engineering, construction, and science sectors, and cited supportive key employers.

In January 2022, the Minister acknowledged and commended the EARB 2020/2021 Annual Report. The Minister noted all statutory obligations in the Performance Agreement had been met and that there were again no complaints about REAs.

The Registrar and I as Chair then met the Minister on 29 September 2021 with the Manager, Building Policy at MBIE in attendance. We discussed her commitment to reform of the regulatory regime for engineering. She acknowledged that we are 'modernising' many of our processes and working with MBIE and Engineering NZ to 'grandparent' the REA credential across to the new regulator. She agreed that we should continue to liaise with vocational tertiary education providers such as within Te Pūkenga. We noted the REAcap CPD programme and adoption of the Code of Ethics by REAs.

In February 2022, the Minister accepted EARB's invitation to host a function at Parliament to celebrate the 60th anniversary of the inaugural meeting of the Board and to be the keynote speaker (Hon Poto Williams was replaced as Minister in June 2022 by Hon Dr Megan Woods in a Cabinet reshuffle.) An account of that anniversary event, held in September 2022, will be included in the next annual report.

Engagement with MBIE

We maintained regular liaison with MBIE officials particularly on its discussion document *A Proposed Regulatory Regime for Engineers* on which the Board made a submission in June 2021. We largely supported the proposals in relation to REAs. I conferred with MBIE about Board member re-appointments.

Engagement with NZQA, VEENZ and ENZ

In May 2021 the Chair and Registrar met separately with the NZ Qualifications Authority (NZQA) officials and Vocational Engineering Education NZ (VEENZ) (part of Engineering NZ) Executive Director to discuss technician &

technologist training and credentials. In December 2021, the Chair and Registrar met with Engineering NZ (ENZ) policy staff about the proposed regulatory regime. We discussed the ENZ's continuing professional development (CPD) requirements and possible co-ordination with current REAcap for REAs, and possible pathways from REA to CPEng or its equivalent within the new regulator.

Board Appointments and work

In December 2021, the Minister re-appointed the Chair and five of the incumbent Board representatives from the recognised associations under the EA Act. The re-appointments provide experience and governance continuity to maintain the Board's financial viability and the transition into a new regulatory regime.

We continue to monitor operational costs for effectiveness and value, including holding some Board meetings by teleconference to minimise travel and accommodation costs.

Audit report

MBIE undertook to fund the 2021 annual audit on a 'one-off basis'. They noted that the increased number of new registrations from younger applicants was encouraging and that the fee increase from 1 April 2022 indicated EARB was a going concern enabling a break-even or better financial situation for this year and beyond. The audit report for the year ended 31 March 2022 was received on 31 August 2023. The auditor has acknowledged the audit was completed later than required by the Engineering Associates Act 1961. This was due to an auditor shortage in New Zealand.

Registration Numbers, Complaints Investigations and Engineering Associates Appeals Tribunal

At 31 March 2022, there were 747 REAs on the register, 56 fewer than at the same time in 2021.

No formal complaint about an REA was received and there was no requirement for MBIE to convene an Engineering Associates Appeals Tribunal during the reporting year. In August 2021, the Chair attended a Ministry of Justice workshop reviewing the roles and methodologies of tribunals (although EARB has not had a single complaint upheld as yet).

Occupational Regulatory Regime for Engineers

MBIE invited public submissions on a review of the occupational regulatory regime for engineers in May 2021. The emphasis of the review was

professional engineers, but it included REAs. The Board's submission focused on REAs. MBIE drafted a Cabinet Paper which was agreed to in March 2022. It recommended that REA be transitioned into a new register with a requirement for CPD to meet annual registration. The equivalent of REA seems assured under a new single engineering regulator.

Sapere, an independent economist organisation, was commissioned by MBIE to carry out a cost analysis of the proposed occupational regulation. I mentioned that technicians' and technologists' training is both at tertiary institutions such as polytechnics and 'on the job'. The record of job experience and responsibility is a key criterion to meet the bar of becoming an REA. This is a cost-effective means of gaining a quality credential.

Communication with REAs and other stakeholders

We have maintained the Board's LinkedIn page which continues to grow connections with REAs and others. We scan industries in which REAs operate, so that we may illustrate the valuable work that REAs perform and so to promote the current value of the credential.

The annual circular was replaced with an modern format REAs Newsletter with four issues being published during the year. The newsletters feature an 'REA Story' which highlights the background and contribution of an individual. The newsletters continue to provide regular information to REAs and others

The Electrical Workers Registration Board invited the Chair and Registrar to attend part of their strategic planning meeting. The will be reported in the next annual report.

Summary

The REA registration regime is the only statutory recognition available for engineering technicians, technologists, and allied professionals in Aotearoa New Zealand. For more than sixty years, the registration process has been effective and robust. In recent years though there has been a continuing decline in numbers of REAs maintaining their registration. Recently, however there have been more registrations by younger applicants and from those who have gained qualifications and experience outside New Zealand.

An increase in the annual registration fee will maintain the Board's financial operations for the immediate future. There are early indications the REA credential will become part of a new

FROM THE CHAIR...continued

occupational registration scheme for engineers under a new and larger regulatory body.

Our initiatives during the last year have continued to focus on being an effective registration board, updating our procedures for the contemporary environment and planning for the future under a new regulatory regime with the first changes likely to be introduced in 2024.

I thank our Board which has been very engaged on our task to ensure continued financial viability and to ensure the REA credential

remains recognised and positioned appropriately leading into the new regulatory regime.

I also particularly acknowledge our Registrar who has supported the Board and me in this work and is the first point of contact to many REAs.

Deborah Cranko FNZIA

Chair

Engineering Associates Registration Board



ABOUT US - BOARD MEMBER PROFILES

Associations recognised under the EA Act nominate suitable individuals to be Board members. The Minister then appoints those with a range of relevant knowledge and experience, together with three members from outside the nominating associations. The Minister also appoints the Chair. The Board elects the Deputy Chair. Board Members' terms are two years but terms can be extended and members re-appointed at the discretion of the minister.



Deborah Cranko (Chair)

Deborah has been a Ministerial appointment since 2012. She is a registered practising architect working mainly in the Wellington region. She holds BBSc and BArch (Hons) and is a Fellow of the NZIA *Te Kāhui Whaihanga*. She has extensive governance experience in the building sector, within her profession (NZRAB and NZACS), with the former BIA and also is member of the Plumbers, Gasfitters and Drainlayers Board. She has chaired and served on many architectural, school and community boards.

In practice projects, the architectural practice team works on a daily basis across many sectors of the construction industry, with commercial, residential and heritage projects. She works with REAs and CPENG engineers including structural, geotechnical, mechanical and electrical engineering, and surveying and quantity surveyors. She founded a consultancy with both architects and structural engineers in 1987.

Deborah was Deputy Chair from 2015 and was appointed Chair in April 2020.



Phil Huse-White (Deputy Chair)

Phil was appointed in February 2020 on the nomination of the Design Association of NZ (DANZ). Phil is qualified with NZCE (Civil), holds REA and REAcap. Phil started his career as a civil draughting officer working on major motorway projects. He later he moved to a smaller civil and structural engineering consultancy where he progressed from staff engineer to Associate Director over 14 years. Phil established his own civil consulting business in Auckland ten years ago.

He recently worked with WaterCare in Auckland to ensure that REAs were included in the final version of their Compliance Statement Policy for Producing Water and Wastewater Infrastructure. Phil is keen to continue to work with other territorial authorities to ensure that the REA is continued to be recognised as a valuable professional registration within the industry.

Phil was elected Deputy Chair in December 2020.

ABOUT US - BOARD MEMBER PROFILES



Glynn Cowley

Glynn was appointed in December 2012 on the nomination of the NZ Institute of Refrigeration Heating & Air Conditioning Engineers of NZ Inc (IRHACE), Glynn is currently Chair of the Refrigerant Licence Trust Board (RLTB).

With more than 40 years experience in the HVAC&R industry, Glynn completed his refrigeration trade apprenticeship with Ellis Hardie Symington. He founded Cowley Refrigeration Ltd and was its Managing Director and CEO until he retired in 2010. Glynn is actively involved within the HVAC&R Industry as an IRHACE Councillor and is its representative on IIR's NZ National Council. He brings wide-ranging experience to the Board, with a keen personal interest in ensuring that the HVAC industry maintains sustainable specific compliance training within a changing environment.



Warren Crawley

Warren was appointed in March 2016 on the nomination of the NZ Institute of Healthcare Engineering. Warren started his career in the NZ Railways prior to entering the health industry in the late 1980's. He is qualified with NZCE (Electrical) and holds REA and REAcap. He graduated from Massey University with a Diploma in Business Studies and a Master of Technology (Distinction).

Warren is currently employed as Principal Hospital Engineer with the Mid-Central District Health Board in Palmerston North. He is a member of the three Standards Committees overseeing four NZ and Australian Joint Standards.



Danny Muthumala

Danny was appointed in March 2018 on the nomination by the NZ Institution of Gas Engineers (NZIGE). Danny is qualified with NZCE (Civil) and holds REA. He has had a long career within the gas industry undertaking a variety of technical and management roles over the past 37 years. His career in the gas industry began in 1983 with the Natural Gas Corporation (NGC) in New Plymouth. In 1986 he joined the local gas distribution company "City Gas" in New Plymouth and has continued his journey in the gas industry working for Powerco Ltd as a project engineer.

Danny is Treasurer and Grants Coordinator for the Sri Lanka Association of New Zealand and volunteers at the NZ Translation Centre.

ABOUT US - BOARD MEMBER PROFILES



Bruce Hurley

Bruce was appointed in December 2014 on the nomination of the NZ Electronics Institute where he serves as National Secretary/Treasurer. He joined NZPO as a radio technician and qualified with a Radio Technicians Certificate, NZCE (Telecoms) and holds REA.

He has a long career within the telecommunications industry with many technical and management roles as the former NZ Post Office and into the new entities of Telecom and Spark. His experience includes design and deployment of radio networks, field force management and commercial relationship management.

Currently Bruce is Procurement Business Partner for Spark utilising his technical knowledge to get best value for supplier spend.



Joanne Johnston

Jo was appointed in September 2020 on the nomination of Survey and Spatial New Zealand. Jo qualified as BSurv from University of Auckland, is a Registered Professional Surveyor, a Licensed Cadastral Surveyor and MS+SNZ.

Jo has a 30 year career spanning both public and private sector. Her interest lies in occupational regulation and she leads the Survey and Spatial Examinations Committee. The Committee leads policy and arranges competency examinations for the Cadastral Surveyors Licensing Board of New Zealand for surveyors to become Licensed Cadastral Surveyors.

Jo has many working relationships in Government and the private sector providing advice to Crown and Māori on Treaty

Settlements, the Office of the Surveyor-General on Rule changes, Land Information New Zealand with input into the enhanced Landonline system and local councils working through subdivisional consents.

ABOUT US - BOARD MEMBER PROFILES



Colette McCartney

Colette has been a ministerial appointment since September 2020. Colette is a registered practising architect working mainly in the Waikato/Bay of Plenty region, based in Tauranga.

Colette's 25 year career features a broad range of experience in commercial architecture and interior design for award-winning firms in Sydney and London as well as at home in New Zealand. She works effectively to deliver complex interior and architecture, fit out and refurbishment projects for major clients. Colette graduated from Auckland University in 1999 with Bachelor of Architecture (Hons), holds a Masters in Construction Management (Distinction) and is an Associate of the NZIA *Te Kāhui Whaihanga*.

Colette's role as Business Group Leader at GHD, means that she oversees a national team of employees in Wellington and Auckland. Her role also entails leading projects for many Government Departments including Ministry of Justice, ACC and NZ Police.



Joyana Finch

Joyana has been a ministerial appointment since September 2020. She graduated from the University of Auckland in mechatronic engineering. Her initial work was design of sheet metal products servicing the IT, electrical distribution and earthquake resilience markets.

She then designed, programmed and commissioned controls for the aviation logistics industries through to SCADA level (Supervisory Control and Data Acquisition). Project work has both on site and remotely for the company's international clients.

Her current role at Daifuku Oceania involves overseeing and recruiting a team of multi-disciplinary technicians, technologists and engineers to work on projects for large logistics companies and in aviation.

Joyana also promotes careers in STEM (science, technology, engineering and maths) initiatives for younger New Zealanders.

ABOUT US - OFFICE AND REGISTRAR

Office

The Board's office is staffed on Tuesdays, Wednesdays and Thursdays from 9.30 am to 3.30 pm (except public holidays and leave periods).

Registrar

The Registrar is responsible to the Board for the register and to exercise the Board's directions and policies. The Registrar also acts as Secretary during Board meetings.



Roger Woods

Roger has been Registrar since July 2018, after a period of familiarisation from May 2018. Prior to his appointment Roger had more than 30 years experience in public service leadership and management, including at executive level. He has successfully led teams through technological innovation, organisational and process change. A career highlight was his appointment as Acting Chief Information Officer (CIO) and member of the senior executive group for an agency within the NZ Intelligence Community.

Roger began his engineering career as an electrical and electronics technician with a fire protection and electronic security engineering company in Christchurch. Roger moved to Wellington to join the public service as a technical officer advising on electronic security systems. He then assumed more senior technical, supervisory and later management roles in protective security, risk advice and information management.

Roger is qualified with ETC (Electrical), NZCE (Telecoms) and holds REA. He has undertaken business studies at Massey University and has completed professional development programmes in NZ, UK and US.

BOARD BUSINESS

Responsibilities

The members of the Board are accountable to the Minister for the performance of their duties including direction, oversight and implementation of the EA Act. The Board is responsible for the appointment of the Registrar. The Staff Committee is responsible for the Registrar's conditions of employment. The Chair, Registrar and Board continue to have effective working relationships with MBIE.

The EA Act requires the establishment of an Investigation Committee if there are complaints against an REA, or an Appeals Tribunal to hear appeals against decisions of the Board. There were no complaints or appeals received during the 2021-2022 period.

Committees

The Board's committees are:

- Finance and Audit Committee – Deborah Cranko, Phil Huse-White, Glynn Cowley and Roger Woods
- Staff Committee – Glynn Cowley and Bruce Hurley

Meetings

The Board held four meetings during the year; June 2021, September 2021, January 2022 and March 2022. In addition to the routine overview and approval of

the registration of REAs, discussions continued with MBIE about the declining numbers of registrations.

Remuneration

Board remuneration rates are set by MBIE through the Fees and Travelling Allowances Act 1951. The current daily rates were effective from March 2014:

- Chair \$530
- Deputy Chair \$386
- Member \$309

BOARD BUSINESS

Recognised Associations

Associations currently recognised under the Act are:

- Design Association of New Zealand Inc
- Institute of Automotive Mechanical Engineers of New Zealand Inc.
- New Zealand Institute of Healthcare Engineering Inc.
- New Zealand Institute of Refrigeration, Heating & Air Conditioning Engineers Inc.
- New Zealand Electronics Institute Inc.
- New Zealand Institution of Gas Engineers Inc.
- Survey and Spatial New Zealand

The Board has an ongoing responsibility to keep the recognised associations informed of its activities and to encourage the advancement of technical engineering issues and standards. The Institute of Automotive Mechanical Engineers is not represented on the Board.

Promotion & Communication

Website engineering-associates.org.nz

The website is the Board's primary means of public communication and promotion of the REA credential. The website continues to receive a monthly average over 1,000 visits. The 'List of REAs' is the often most visited page. This provides the public access to the details of current REAs, searchable by surname and initials, registration number, regional location. It states the REA's engineering discipline, commencement year for continuous registration and any applicable REAcap validation. The 'List of REAs' is usually updated soon after each Board meeting.

A Registration Pack and all required forms for REA applicants are available on the website. The Board continues to encourage initial registration and promotes the REAcap scheme. There is also link to the NZQA website for those with overseas qualifications to have these recognised.

REAs Newsletters

The annual circular, which was previously sent to REAs with fees notices, has been replaced with a more regular 'REAs Newsletter'. We sent newsletters in October 2021, December 2021 and March 2022. The contemporary layout and increased frequency aims to update REAs on topical industry issues. A regular feature has been an 'REA Story' highlighting an individual's work and the value and benefit of REA to career progression. We distribute the newsletters to selected employers, educational institutes and industry organisations.

LinkedIn

This social medium aimed at professionals was established in February 2021. It is aimed at raising awareness of the REA credential particularly among younger candidates.

ACCOUNTABILITY

The Board has an Accountability Agreement with the Minister for Building and Construction that records the Minister's expectations of the performance of the Board. The performance measures tabulated below record the Board's results against the outputs agreed with the Minister from April 2017. Financial performance is referred to separately.

Output	Target	Performance Measure	Result
Registration System	Ensure the registration of engineering technicians / technologists is efficient, effective and balanced.	Applications for registration are considered within 100 days of receipt.	Achieved
Investigations into complaints	Ensure complaints regarding Registered Engineering Associates are investigated fairly and efficiently.	Complaints against REAs, investigations completed within 12 months.	No complaints were received
Governance	Provide advice on the effectiveness of the registration system.	Annual Report confirms registration system effective & shows assessment for: <ul style="list-style-type: none"> Registration & removals process Risks & opportunities & recommendations for future work. 	Achieved
Governance	Undertake an annual self-appraisal of the Board's performance and provide a summary to MBIE	The summary of the self-appraisal identifies areas which are working well, areas for improvement, and the action the Board intends to take as a result.	Achieved
Governance	Provide MBIE with the Board's view on the current skills and experience of Board members.	The Board's view shows the current skills and experience of Board Members and identifies any gaps and proposals for the Minister to consider in future appointment rounds.	Achieved
Governance	Meet all obligations under relevant legislation, including financial reporting and maintaining the Register in accordance with the Engineering Associates Act 1961.	All legislative obligations are met.	Achieved

REA CREDENTIAL AND REGISTRATION CATEGORIES

REA Credential

The EA Act authorises the registration of competent persons with an acknowledged academic qualification plus significant responsible practical experience in a recognised engineering or allied discipline. The benchmark qualification was originally the New Zealand Certificate in Engineering (NZCE).

NZCE was progressively phased out at New Zealand technical institutes from 2000 and was last offered in 2008. However, the Board recognises the approximate equivalent New Zealand Diploma in Engineering (NZDE) which became available from 2011.

The Board also recognises a large number

of other engineering and allied educational qualifications, including overseas qualifications, that have been assessed at Level 6 or higher on the New Zealand Qualifications Framework or are recognised under one of the international engineering accords (i.e. the Washington, Dublin or Sydney Accords).

REA recognises that a person is a senior engineering technician or technologist. The majority of REAs are employed in infrastructure design and implementation. Many also work in engineering management. There are several REAs who maintain their registration while working abroad, mainly based in Australia.

Registration Categories

There are 3 registration categories for REA defined in Section 11(1) of the EA Act 1961. They are:

- clause (a) Engineering technicians and technologists who have not completed a recognised technical engineering education qualification but have completed basic engineering training, and have at least 12 years of engineering experience, including 6 years in a responsible position, and were born before 1 January 1936.
- clause (b) Engineering technicians and technologists who have completed a New Zealand Certificate of Engineering (NZCE), First Class Marine Engineer's Certificate or a (recognised) equivalent qualification, plus basic engineering training and at least 6 years of engineering experience, including 1 year in a position of responsibility.
- clause (c) Engineering technicians and technologists who have not completed a recognised technical engineering academic qualification but have completed a basic engineering training, and have at least 12 years of engineering experience, including 6 years in a responsible position. The (c) applicants submit a 4,000 word written statement on an approved engineering topic, in lieu of an educational qualification.

REGISTRATION STATISTICS

Registration Numbers by Category

Registered under clause (a)	6
Registered under clause (b)	709
Registered under clause (c)	32

REAs registered @ 31 March 2022 747

Changes in Registration Numbers

REAs registered at 31 March 2021	797
New applicants registered	6
Net reduction from retired, resigned, restored, deceased and removed	56

REAs registered @ 31 March 2022 747



CURRENT COMPETENCY ASSURANCE, CODE OF ETHICS AND COVID 19 IMPACT STATEMENT

Current Competency Assurance - REAcap

REAcap is a voluntary competency assessment or reassessment scheme undertaken every four years (REA competency assessed practitioner). The REAcap scheme was established in 2005 by the Board as a way to assure the public and potential engineering employers that a currently registered REA remains competent in the specific work area. The initial registration competency criteria in the EA Act are also the standards used for REAcap competency assessment. These include current knowledge, experience and responsibility. Ongoing employment in the engineering industry is also a requirement for REAcap.

The Board considers that the absence of ongoing competency assessment requirements in the EA Act itself disadvantages the REA credential compared with other occupational registration legislation.

At 31 March 2022, the number of REAs with REAcap validation was 23 compared to 47

the previous year. The disruptions caused by Covid 19 during the previous 2 years resulted in a larger than normal number of outstanding REAcap re-validations. During the year a programme was initiated to update these re-validations, however, only 50% progressed this. This response is probably reflective of the aging REA demographic.

The Board remains concerned at the low number of REAcap validations and also the low level of new applications for REAcap. It endeavours to stimulate interest and notes that under the proposed engineering regulatory regime there are indications of a continuing professional development (CPD) requirement for REA. The requirements for this will be established by the new regulator at a later date, however, it is expected those holding REAcap may be "grand parented" into the new scheme.

The names of those holding REAcap is included on the "List of REAs" and regularly updated on the website.

Code of Ethics

The Code of Ethics is published on the Board's website and is in the information pack available to prospective applicants for registration. It is formally issued to all new REAs.

The Code of Ethics for REAs issued by the Board has remained unchanged for the 2021-2022 period.

Covid 19 Impact Statement

The Board's office closed from 17 August 2021 due to the national Level 4 lockdown imposed by Government. The impact on operations was minimal because the Registrar was able to work from home returning to the office at Alert Level 3 after 31 August 2021. There was a reduction in

the number of REAs during the year, however, this was in-line with previous trends and not attributable to Covid 19.

FINANCIAL REPORT

Auditors

The EA Act and the Public Audit Act 2001 requires that the Board engages Audit New Zealand as its auditor. For the year under	review Audit New Zealand assigned accounting firm Baker Tilly Staples Rodway as the appointed auditor.
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Financial Performance

Fees charged for registration during the period are set out in the Engineering Associates Fees Amendment Regulations 2013. Due to the decline in registered numbers fees revenue decreased by 6.9 %. Expenses decreased by 4.9% due to a reduction in Board expenses through teleconference meetings which cut travel costs. The Board also reduced other costs where possible. There was an overall deficit of \$29,580 bringing the Accumulated Fund to \$25,384 at 31 March 2022. Concerns about the Board’s financial	sustainability for the next two to three years is expected to be addressed with a registration fee increase approved under the Engineering Associates Fees Regulations Amendment 2022 which will take effect from 1 April 2022. The Board is also seeking to reverse the decline in registrations by ongoing discussions with industry groups, employer and government organisations, educational administrators MBIE, and other stakeholder groups.
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Audited Financial Statements

Audited accounts for the Engineering Associates Registration Board for the year ended 31 March 2022 are available upon request. Audit New Zealand’s appointed auditor, Baker Tilly Staples Rodway, completed its annual audit in August 2023. The only	significant comment from the audit was noting the decline in REA numbers and resultant reduction in fee income which casts doubt on the Board’s ability to continue as a going concern.
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..... D J Cranko NZ Reg Arch; BArch (Hons), FNZIA Chair Engineering Associates Registration Board	Dated..... 2023
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..... D Muthumala NZCE, REA Board Member Engineering Associates Registration Board	Dated..... 2023
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Accountants

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PO Box 633
Wellington 6140

Bank

Bank of New Zealand
North End
100 Lambton Quay
Wellington 6011



Hiranga Tohu – to hold up and qualify excellence

In 2019 the Board adopted a Te Reo by-line after consulting with a bearer of traditional knowledge and language abilities to provide appropriate guidance. The result was Hiranga Tohu which translates as “to hold up and qualify excellence”.

The concept for this naming option comes from reading and interpreting the overall aims that the Engineering Associates Registration Board represents. The narrative connection being:

Hiranga, excellence as always being strived for in a continuous and ongoing manner, and is built or underpinned by the notion of.

Tohu, the word Tohu in this context is a symbol or a mark and can be thought of as a qualification. In a nutshell a qualification of excellence.

The Board agreed that Hiranga Tohu would be used in conjunction with the English translation “to hold up and qualify excellence” because:

- the English translation more closely reflects the Board’s function.
- it is humble and respectful
- it is short and succinct
- it is easy to say



engineering-associates.org.nz