



STRATEGIC CORPORATE PLAN

2012 - 2022



The Voice of engineering in Papua New Guinea

FORWARD

The Institution of Engineers Papua New Guinea Inc is proud and excited to launch its ten year Corporate Plan for the period 2012 to 2022. It is a proud achievement and milestone as the Institution spells out its contribution to partner the Government of Papua New Guinea to fulfill the PNG Vision 2050 Plan.

From its small humble beginning in 1973 as the Society of Professional Engineers, the Institution has grown to becoming the leading Professional body for engineers in PNG and the South Pacific. We have establish partnerships and affiliations with Engineers Australia

We will work systematically to realize our vision contained in our ten objectives to fulfill our Mission which states *'The Institution of Engineers PNG Inc is dedicated to enhancing the quality of life of the people of Papua New Guinea by the responsible and creative application of engineering and be the leader in engineering innovations in PNG, the Pacific and the World by 2020'*.

In responding to our aspirations contained in our Mission Statement, our Corporate Plan has ten key objectives which are closed aligned to the PNG Vision 2050. We know that engineering is the key to the effective implementation of the Vision 2050 and the strategies developed for each of the objectives will greatly contribute toward making PNG a prosperous and safe country to live and work in.

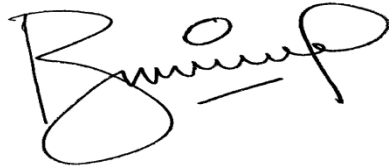
Our Members are the center of all our efforts during the next ten years. The Institution is dedicated towards providing the direction and pathway to enable our members to enhance their skills and profession to enable them to remain competent and competitive in the engineering profession.

We will continue to develop and maintain partnerships with Institution of Learning in PNG to motivate and encourage young Papua New Guineans to be involved in the engineering profession. We believe that engineering programs offered by Institutions of Learning must be to international standards and will work very closely with UNITECH and other Institutions offering engineering programs to have the programs accredited to international standards.

We also value and appreciate input and support from our partners and stakeholders and would like to encourage constructive dialogue between all of us to ensure that the Institution of Engineers PNG Inc and the Professional Engineers Registration Board of

PNG do contribute meaningfully to the development of engineers and the engineering professions in our country.

BENEDICT T MICK

A handwritten signature in black ink, appearing to read 'B. Mick', with a large loop at the end.

CHIEF EXECUTIVE OFFICER - IEPNG

REGISTRAR - PERB

JOSEPH HAMILTON

A handwritten signature in black ink, appearing to read 'J. Hamilton', enclosed within a large, irregular oval shape.

PRESIDENT – IEPNG

CHAIRMAN - PERB

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Why is this PLAN important to us?

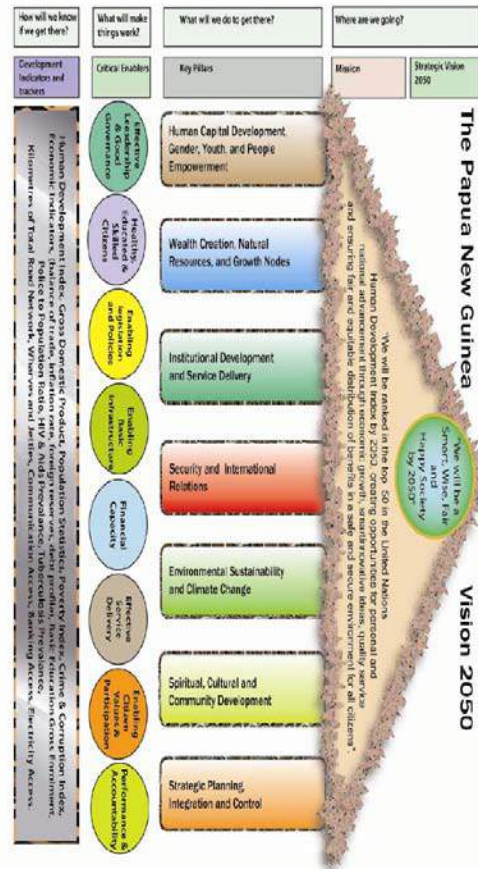
The Institution of Engineers Papua New Guinea Inc is the only association for engineers in Papua New Guinea and is being recognised around the region as the most effective engineering organisation.

Our Mission Statement clearly states that the Institution is dedicated to enhancing the quality of life of the people of Papua New Guinea by the responsible and creative application of engineering and be the leader in engineering innovations in PNG, the Pacific and the World.

The Government of Papua New Guinea has put out the PNG Vision 2050 Plan which clearly maps out what must be done by all Papua New Guineans to make our country become a prosperous nation. In summary, opportunities will be created for Papua New Guineans to take part in the development processes as stipulated in the Vision 2050 Plan by :

- empowering the people through improved education and life-skills;
- working the land and benefiting from spin-offs from major projects;
- enhancing the level of service delivery and basic infrastructure; and
- increasing trade volume.

The IEPNG Corporate Plan maps out the way for the Institution to work with; support and empower the engineering professionals working in PNG to work and partner other stakeholders towards the attainment of the seven main pillars of the 2050 Vision.



What sort of ORGANISATION are we?

We are the voice of the engineering profession in Papua New Guinea that is trusted and respected to provide leadership and effective management in engineering to attain a prosperous and sustainable nation resulting in a high quality of life for all Papua New Guineans.

What is our core purpose?

To provide direction and pathway for the Papua New Guinea Professional Engineers Registration Board and the Institution of Engineers PNG Incorporated to enhance and advance the engineering profession in Papua New Guinea by the ongoing sustainable development of our members.

As engineering professionals, we value the:

- pursuit of knowledge
- commitment to engineering code of ethics and standards
- Contributions from our Members, Government and Private Sector
- Successes of our members around PNG and the world



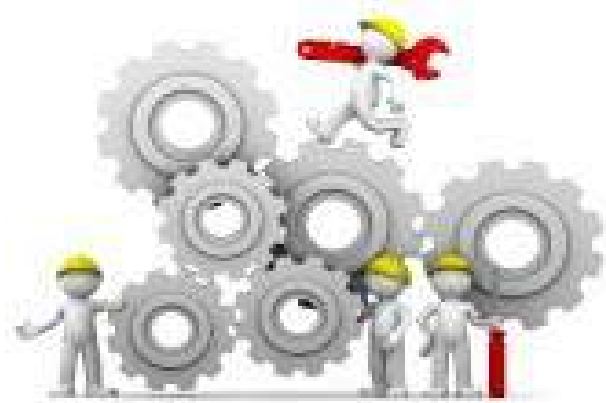
And our intentions are to ensure that our Members :

1. take all reasonable steps to protect life and to safeguard people.
2. shall use the planet's resources in a sustainable manner and minimise any adverse environmental impact of their engineering works or applications of technology for both present and future generations, while at the same time giving due consideration to the social and economic benefits associated with the work.
3. shall positively contribute to the well being of the community and when involved in any engineering project or application of technology do their best to ensure that affected parties are identified, properly informed and consulted.
4. shall undertake their professional duties with professionalism, competence, and integrity and in good faith.
5. shall continue the development of their own and others' knowledge, skill and expertise in the art and science of engineering and technology throughout their careers.

What are our KEY OBJECTIVES

The following are the ten key objectives that the Institution of Engineers PNG Inc in partnership with appropriate stakeholders will strive to achieve over the next ten years from 2012 to 2022.

1. Advance the practice of engineering in the interests of the safety, well being, and the quality of life of all Papua New Guineans.
2. Promote engineering management and practice style that will ensure sustainable development of the environment.
3. Assure the community of the quality of the engineering profession by a continuous process of accreditation of qualifications and monitoring the competency standards of the profession.
4. Determine, encourage and sustain high technical and ethical standards and enforce discipline.
5. Encourage innovative solutions to engineering issues and challenges using the latest technology and knowledge.
6. Acquiring, sharing, providing and promoting engineering knowledge to improve the profession and to continuously sustain engineering competency throughout their career.
7. Represent the interests of the Members by establishing and maintaining partnerships and relationships with all stakeholders.
8. To increase the number of young Papua New Guineans to develop a career in engineering and technology
9. To create an environment where each member or potential member and each staff member feels that their contribution will be valued on merit and their needs understood regardless of their professional or personal background.
10. Build and own “engineering technology haus”.



What **STRATEGIES** will we use for each of the ten key objectives?

OBJECTIVE 1

Advance the practice of engineering in the interests of the safety, well being, and the quality of life of all Papua New Guineans.

To achieve the advancement of the practice of engineering in Papua New Guinea, we will do the following:

1. Work to ensure that all engineering related work complies to international best practices and standards
2. Ensure that all engineering professionals from are registered in compliance to the Professional Engineers Registration Act of PNG.
3. Ensure that all engineering professionals comply to the Engineers Code of Ethics
4. Develop partnership with key Government agencies and departments to provide advise and knowledge on key infrastructure developments.
5. Develop and maintain professionalism, integrity and honesty
6. Always deliver objectivity and factually-based judgment
7. Ensure that there is ethical, fair and impartial behaviour inclusion of all age-groups, genders and cultures



What **STRATEGIES** will we use for each of the ten key objectives?

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OBJECTIVE 2

IEPNG will promote engineering management and practice styles that will ensure sustainable development of the environment in PNG

To promote engineering management and practice styles that will ensure sustainable development of the environment in PNG we will be:

1. Working in partnership with other disciplines and professions to ensure that we are focused on achieving community and environmental benefits for the resource owners and the people of this country.
2. Adopting a communications strategy to educate the community on the environmental impact of infrastructure development.
3. Valuing the safety and well-being of the community.
4. Avoiding or mitigating the adverse impacts of our work.
5. Reducing the risks of loss of life, injury or suffering.
6. Minimizing potential dangers associated with our work.
7. Apprising stakeholders of identified risk.
8. Recognizing the long-term imperative of sustainable management.
9. Using resources efficiently to encourage environmentally sound reuse, recycling and disposal



OBJECTIVE 3

Assure the community of the quality of the engineering profession by a continuous process of accreditation of qualifications and monitoring the competency standards of the profession.

To create a ethos where communities and organizations in PNG feel secured, safe and the infrastructure is well constructed and managed by engineering professionals of international status in PNG we will:

1. Work with Senior Staff at UNITECH to ensure that the IEPNG accreditation system drives the improvement of engineering education in PNG.
2. Work with UNITECH to raise the benefits of rationalised program offerings, improving development and delivery productivity through more common program structures and the re-use of academic subjects across program boundaries. Raise also the possible benefits of organisational restructure to realise a single engineering school or umbrella entity with unified leadership and representation.
3. Lobby government for policy change that will stimulate serious engagement of multi-national and local industry in engineering education and competency development through taxation based offset credit or other incentive schemes. Such engagement could include mechanisms such as:
 - i. Lobby government/university for policy change to increase the domestic market allowance. This needs to better reflect the true loadings necessary to approach salary levels offered for engineering professionals working in the PNG private sector.
 - ii. Foster a more strategic alliance between government, industry and academia to recognise strategic priorities and ensure that university curriculum tracks national needs.
 - iii. With government, explore potential benefits that could arise from an overseas engineering school establishing a foreign branch campus in PNG, providing complementary offerings and healthy competition for UNITECH.
4. Offer all PNG engineers the opportunity to undertake the Engineers Australia Stage 1 Competency Assessment for: Professional Engineer, Engineering Technologist and Engineering Associate :
 - a) Initially, **IEPNG** would act as the clearing house for all Stage 1 Applications.
 - b) As soon as **IEPNG** Staff have been trained and accredited in the techniques of assessment, the responsibility for assessment would be rationally and progressively handed over by EA.
 - c) To address the need for formal, individual recognition of the foundation

(Stage 1) competencies of existing PNG engineering graduates and locally registered engineers with PNG **UNITECH** qualifications, such that they can proceed to seek professional recognition for practice in jurisdictions other than PNG

- d) Replace the existing registration assessment approach with a competency-based assessment system aimed at matching the requirements of **APEC** Engineer and/or the Engineers Mobility Forum under the International Engineering Alliance (**IEA**).
 - e) Strengthen structured Continuing Professional Development (**CPD**) training opportunities for PNG engineers which are tuned towards national priorities and development needs as well as the key competencies needed for independent practice.
5. Build an **IEPNG** engineering program accreditation system based on a competency-based graduate outcome framework which can achieve substantial equivalence with the education assessment standards recognised under the **APEC** Engineer Register and/or the **IEA** Washington Accord framework.
6. Build an accreditation system at the technician (Dublin Accord) level which will set standards for graduate outcomes within the Diploma/Advanced Diploma levels of the Papua New Guinea's Technical Vocational Education and Training (**TVET**) framework and drive educational development within the technical college/institute network.



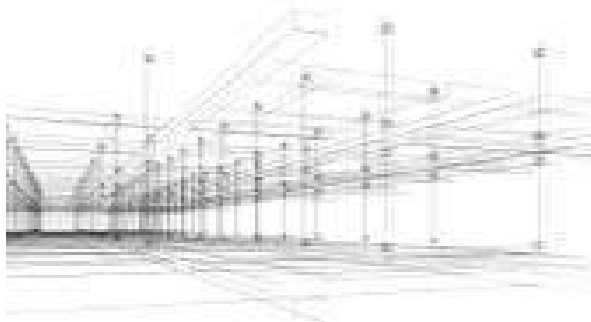
7. Work with UNITECH to :
- a. develop incentives for industry to train students, e.g. to provide discounted fees for supervisory staff to attend short courses;
 - b. to explore having an insurance scheme to cover students on placements, removing one of the hurdles for employers;
 - c. to develop a policy whereby IEPNG finds places and invokes penalties for employers who do not cooperate;
 - d. to appoint a Careers Officer to facilitate open communications with industry and with responsibilities in the area of graduate employment and student placements
 - e. to provide a timetable for student placements well in advance of the need for deployment
8. Work with PNG Government to :
- a. intervene to make it mandatory for government departments to take students for placements;
 - b. help with funding or introduce tax incentives to assist industry to provide industrial training places;
 - c. Make it mandatory for any international company bringing in engineers to take one indigenous engineer for training for every imported engineer.

OBJECTIVE 4

Determine, encourage and sustain high technical and ethical standards and enforce discipline.

To ensure that persons involved in any engineering related work in PNG must be competent and must adhere to the code of ethics and perform to internationally accepted best practices and standards; we will:

1. Ensure that every Member is aware of the requirements of the professional Engineers Registration Act
2. Encourage and educate members to uphold the engineering code of ethics
3. Evaluate the degree of implicit compliance through quality assured management processes
4. Uphold diligence in applying the code of practice
5. Demonstrate and promote the technical and ethical standards to the industry as expected of all members
6. Lobby Government Departments and agencies to include the Institution of Engineers representation on Boards that make decisions on public funded engineering projects.

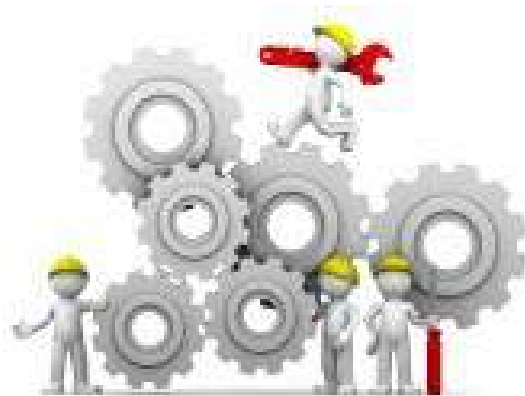


OBJECTIVE 5

Encourage innovative solutions to engineering issues and challenges using the latest technology and knowledge.

To encourage, support and motivate engineering professionals to find innovative solutions to issues and challenges that the communities and people of PNG come up with; we will:

1. Ensure members are kept abreast with the latest technology
2. Encourage members to advance their knowledge in their field of expertise
3. Promote and sharing of informative publications by way of newsletters, journals, magazines etc
4. Facilitate workshops, conferences, luncheons on challenges faced in their work places
5. Affiliate with other institutions and like minded bodies to foster professional development activities



OBJECTIVE 6

Acquiring, sharing, providing and promoting engineering knowledge to improve the profession and to continuously sustain engineering competency throughout a engineering professional's career.

To enable the engineering professionals to demonstrate competency in their field of expertise and to continuously improve their on their knowledge and skills; we will:

1. Facilitate workshops, conferences, luncheons to disseminate information on emerging technologies and knowledge
2. Entering into partnership and working relationships with other engineering professional bodies around the world.
3. Ensure that Engineering Graduates undertake a four year Graduate Professional Development Program
4. To be eligible for registration as a Professional Engineer, a candidate must prove that he/she has attended workshops, short courses or participated in CPD programs
5. Develop and maintain consultation with providers of engineering educational programs to ensure that the programs meet the standards as prescribed under the Washington, Sydney and Dublin Accords.

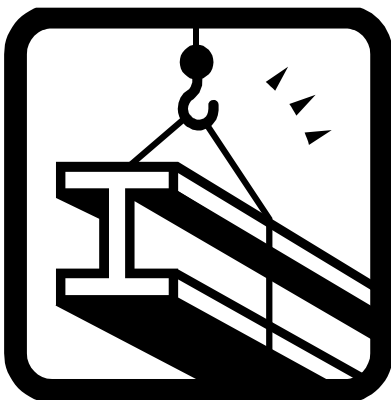


OBJECTIVE 7

Represent the interests of the Members by establishing and maintaining partnerships and relationships with all stakeholders.

To enable the engineering professionals to benefit in and be a part of the global engineering community on a equitable basis; we will:

1. Liaise with the Public and Private sectors to come up with a common criterion to use when negotiating remuneration packages for our members.
2. Ensure that stakeholders have a Training and Localisation plan for national engineers.
3. Develop incentives for industry to train students on work attachments and to lobby Government support to make it conducive and viable for stakeholders to participate.



OBJECTIVE 8

To create an environment where each member or potential member and each staff member feels that their contribution will be valued on merit and their needs understood regardless of their professional or personal background.

To enable the engineering professionals to benefit in and be a part of the global engineering community on a equitable basis; we will:

1. Advise members, intending members and staff to be aware of other interest groups and professional bodies that they can affiliate to
2. Find ways for more members to contribute back to the profession through such avenues as service on committees, boards, conferences, workshops etc
3. Encourage intergenerational exchanges of ideas, knowledge, skills and activities
4. Introduce and explain more effective arrangements for the support of groups such as graduate engineers, student engineers, technicians and members living and working in rural areas in Papua New Guinea
5. In engaging with employers, IEPNG will demonstrate and promote the ethical, equitable and inclusive behaviour expected of all members of the engineering team, and the consequential benefits for success in the work place.



OBJECTIVE 9

To increase the number of young Papua New Guineans to develop a career in engineering and technology

To increase the number of young Papua New Guineans developing careers in engineering and technology; we will:

1. With assistance from the government and industry, develop a strategy to create opportunities for young engineering graduates to be involved in
2. Create interest in youth orientated programs and events to promote engineering in Papua New Guinea
3. Encourage members to be involved in local schools to promote engineering through activities such as engineering school projects
4. Ensure that the education accreditation system is responsive to the expectations of the industry



TEXT

OBJECTIVE 10

Build and own “engineering technology haus” building.

To have a place where technical professionals such as engineers, architects, surveyors and others can all be housed in the one place to create an environment where Governments and stakeholders will be able to easily get access to key technical professionals; we will:

1. Liaise with relevant government departments to acquire and develop land in Port Moresby
2. Secure funding through the government and donor agencies to construct the building
3. The institution to set aside excess funds towards the construction of the building



STRATEGIC DIRECTIONS

LONG TERM OBJECTIVE 1

Advance the practice of engineering in the interests of the safety, well being, and the quality of life of members of the community.

STRATEGIES	OUTPUTS	PERFORMANCE INDICATORS	RESPONSIBILITY
Work to ensure that all engineering related work complies to international best practices and standards	<ul style="list-style-type: none"> Work /Projects done in compliance to international best practices and standards 	<ul style="list-style-type: none"> Durable and long lasting infrastructure with minimum maintenance 	<ul style="list-style-type: none"> NISIT Building Boards DOW IEPNG Industry
Ensure that all engineering professionals are registered according to the Professional Engineers Registration Act of PNG.	<ul style="list-style-type: none"> A up to date register of engineering professionals 	<ul style="list-style-type: none"> Certification of registration All engineers in PNG are registered 	<ul style="list-style-type: none"> IEPNG PERB Engineers
Compliance to the Engineers Code of Ethics	<ul style="list-style-type: none"> Professional work ethics 	<ul style="list-style-type: none"> professionalism, integrity and honesty objectivity and factually-based judgment ethical, fair and impartial behaviour inclusion of all age-groups, genders and cultures 	<ul style="list-style-type: none"> IEPNG Industry Engineering professionals
Develop partnership with key Government agencies and departments to provide advise and knowledge on key infrastructure developments.	<ul style="list-style-type: none"> Legislation empowering IEPNG representation to Boards of relevant organisations and government agencies 	<ul style="list-style-type: none"> IEPNG representation on Boards 	<ul style="list-style-type: none"> Government IEPNG Industry

LONG TERM OBJECTIVE 2

Promote engineering management and practice style that will ensure sustainable development of the environment.

STRATEGIES	OUTPUTS	PERFORMANCE INDICATORS	RESPONSIBILITY
Work in partnership with other disciplines and professions to ensure that we are focused on achieving community and environmental benefits for the resource owners and the country.	<ul style="list-style-type: none"> • Clean and safe drinking water • Hygienic Sanitation • Reliable power supply to homes, workplaces, schools etc • Easy Access to road, water, sea & air transport • Easy Access to Health, Education , Law & Order services • Affordable & durable housing 	<ul style="list-style-type: none"> • Healthy Community • Clean surroundings • Economic growth at all levels • Increase in investments 	<ul style="list-style-type: none"> • Government • NGO's • Donor Agencies • Private Sector • IEPNG
Adopt a communications strategy to educate the community on the environmental impact of infrastructure development.	<ul style="list-style-type: none"> • Community accepts and appreciates the changes in their lives 	<ul style="list-style-type: none"> • No compensation demands • Peaceful community 	<ul style="list-style-type: none"> • Government • Community • NGO's • Donor Agencies
Valuing the safety and well-being of the community	<ul style="list-style-type: none"> • Happy, secure and healthy community 	<ul style="list-style-type: none"> • Long life span • High standard of living 	<ul style="list-style-type: none"> • Government • Community • NGO's • Donor Agencies
Avoiding or mitigating the adverse impacts of our work	<ul style="list-style-type: none"> • Community accepts and appreciates the changes in their lives 	<ul style="list-style-type: none"> • No disputes or compensation demands • No law suits • Long life span • High standard of living 	<ul style="list-style-type: none"> • Government • Community • NGO's • Donor Agencies
Reducing the risks of loss of life, injury or suffering	<ul style="list-style-type: none"> • Healthy community 	<ul style="list-style-type: none"> • Low death rates • No accidents 	<ul style="list-style-type: none"> • Government • Community • NGO's • IEPNG
Minimizing potential dangers	<ul style="list-style-type: none"> • Healthy community 	<ul style="list-style-type: none"> • Low death rates • No accidents 	<ul style="list-style-type: none"> • Government • Community

associated with our work			<ul style="list-style-type: none"> • NGO's • IEPNG
Appraising stakeholders of identified risk	<ul style="list-style-type: none"> • Work is on schedule 	<ul style="list-style-type: none"> • No death s • No accidents • No down time 	<ul style="list-style-type: none"> • Government • Community • NGO's • Donor Agencies
Recognizing the long-term imperative of sustainable management	<ul style="list-style-type: none"> • A healthy community 	<ul style="list-style-type: none"> • Work is on schedule and within budget 	<ul style="list-style-type: none"> • Government • Community • NGO's • Donor Agencies
Using resources efficiently to encourage environmentally sound reuse, recycling and disposal	<ul style="list-style-type: none"> • A healthy community • Safe and sustainable environment 	<ul style="list-style-type: none"> • Long life span • High standard of living 	<ul style="list-style-type: none"> • Government • Community • NGO's • Donor Agencies

LONG TERM OBJECTIVE 3

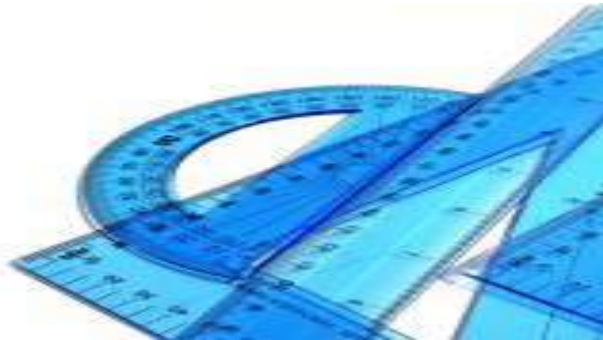
Assure the community of the quality of the engineering profession by a continuous process of accreditation of qualifications and monitoring the competency standards of the profession.

STRATEGIES	OUTPUTS	PERFORMANCE INDICATORS	RESPONSIBILITY
Work with Senior Staff at UNITECH to ensure that the IEPNG accreditation system drives the improvement of engineering education in PNG.	<ul style="list-style-type: none"> Acceptance and involvement by Unitech Staff and management of IEPNG accreditation systems 	<ul style="list-style-type: none"> Implementation of IEPNG accreditation systems 	<ul style="list-style-type: none"> Unitech IEPNG OHE
Work with UNITECH to raise the benefits of rationalised program offerings, improving development and delivery productivity through more common program structures and the re-use of academic subjects across program boundaries.	<ul style="list-style-type: none"> Internationally accredited academic programs 	<ul style="list-style-type: none"> Graduates attaining internationally recognised qualification 	<ul style="list-style-type: none"> Unitech IEPNG OHE IEAUST
Work with Unitech to raise also the possible benefits of organisational restructure to realise a single engineering school or umbrella entity with unified leadership and representation.	<ul style="list-style-type: none"> Single engineering school to comprise of all engineering disciplines with one leader 	<ul style="list-style-type: none"> shared resources effective management controls 	<ul style="list-style-type: none"> Unitech IEPNG OHE
Lobby government for policy change that will stimulate serious engagement of multi-national and local industry in engineering education and competency development through taxation based offset credit or other incentive schemes.	<ul style="list-style-type: none"> Government granting tax exemptions on training provided by the industry 	<ul style="list-style-type: none"> Better training facilities Attractive remuneration packages 	<ul style="list-style-type: none"> Unitech IEPNG OHE Industry
Lobby	<ul style="list-style-type: none"> DPM awarding attractive remuneration packages 		<ul style="list-style-type: none"> Unitech OHE

government/university for policy change to increase the domestic market allowance. This needs to better reflect the true loadings necessary to approach salary levels offered for engineering professionals working in the PNG private sector.	compatible to the private sector	<ul style="list-style-type: none"> Retention of staff Motivated and competent staff 	<ul style="list-style-type: none"> DPM Industry
Foster a more strategic alliance between government, industry and academia to recognise strategic priorities and ensure that university curriculum tracks national needs.	<ul style="list-style-type: none"> An MOU or MOA between industries, government and Unitech entered into 	<ul style="list-style-type: none"> National needs are met 	<ul style="list-style-type: none"> Unitech OHE Industry
With government, explore potential benefits that could arise from an overseas engineering school establishing a foreign branch campus in PNG, providing complementary offerings and healthy competition for UNITECH.	<ul style="list-style-type: none"> Proposal to the government on the findings of establishing a world class engineering schools. 	<ul style="list-style-type: none"> Decision from the government 	<ul style="list-style-type: none"> Government IEPNG Unitech OHE Industry
Offer all PNG engineers the opportunity to undertake the Engineers Australia Stage 1 Competency Assessment for: Professional Engineer, Engineering Technologist and Engineering Associate.	<ul style="list-style-type: none"> All PNG engineers completing stage 1 competency assessment 	<ul style="list-style-type: none"> Certification of stage 1 competency assessment 	<ul style="list-style-type: none"> IEPNG IEAUST Donor Agencies
<p>1. IEPNG would act as the clearing house for all Stage 1 Applications.</p>	<ul style="list-style-type: none"> IEPNG competently assessing all stage 1 applications 	<ul style="list-style-type: none"> Completion of stage 1 competency assessments 	<ul style="list-style-type: none"> IEPNG IEAUST
<p>2. As soon as IEPNG Staff have been trained and accredited in the techniques of assessment, the responsibility for assessment would be rationally and progressively handed over by EA.</p>	<ul style="list-style-type: none"> IEPNG takes ownership of all stage 1 assessments 	<ul style="list-style-type: none"> Fully certified stage 1 PNG national assessors 	<ul style="list-style-type: none"> IEPNG IEAUST

<p>3. To address the need for formal, individual recognition of the foundation (Stage 1) competencies of existing PNG engineering graduates and locally registered engineers with PNG UNITECH qualifications, such that they can proceed to seek professional recognition for practice in jurisdictions other than PNG</p>	<ul style="list-style-type: none"> All current graduates and locally registered engineers with PNG qualifications attain international recognition 	<ul style="list-style-type: none"> Internationally recognised national engineers 	<ul style="list-style-type: none"> IEPNG IEAUST
<p>4. Replace the existing registration assessment approach with a competency-based assessment system aimed at matching the requirements of APEC Engineer and/or the Engineers Mobility Forum under the International Engineering Alliance (IEA).</p>	<ul style="list-style-type: none"> Implementing competency-based assessment system 	<ul style="list-style-type: none"> Engineers assessment based on competency 	<ul style="list-style-type: none"> IEPNG IEA IEAUST APEC
<p>5. Strengthen structured Continuing Professional Development (CPD) training opportunities for PNG engineers which are tuned towards national priorities and development needs as well as the key competencies needed for independent practice.</p>	<ul style="list-style-type: none"> A CPD program that adds value to the engineering profession 	<ul style="list-style-type: none"> Competent engineering professional 	<ul style="list-style-type: none"> IEPNG IEAUST Institution of Higher learning
<p>6. Build an IEPNG engineering program accreditation system based on a competency-based graduate outcome framework which can achieve substantial</p>	<ul style="list-style-type: none"> IEPNG owned accreditation system 	<ul style="list-style-type: none"> International Professional recognition to the Washington 	<ul style="list-style-type: none"> IEPNG IEAUST IPENZ SPEA APEC

<p>equivalence with the education assessment standards recognised under the APEC Engineer Register and/or the IEA Washington Accord framework.</p>		<p>and Sydney Accord</p>	
<p>7. Build an accreditation system at the technician (Dublin Accord) level which will set standards for graduate outcomes within the Diploma/Advanced Diploma levels of the Papua New Guinea's Technical Vocational Education and Training (TVET) framework and drive educational development within the technical college/institute network.</p>	<ul style="list-style-type: none"> • IEPNG owned accreditation system 	<ul style="list-style-type: none"> • International Professional recognition to the Dublin Accord 	<ul style="list-style-type: none"> • IEPNG • IEAUST • IPENZ • SPEA • APEC
<p>8. IEPNG and UNITECH to develop a policy whereby IEPNG finds places and invokes penalties for employers who do not cooperate;</p>	<ul style="list-style-type: none"> • Policy for employers to employ students on industrial training and penalise employers who do not comply 	<ul style="list-style-type: none"> • Graduates with industrial work experience 	<ul style="list-style-type: none"> • IEPNG • Unitech • Industry • Government
<p>9. IEPNG to lobby PNG Government to intervene to make it mandatory for government departments to take students for placements;</p>	<ul style="list-style-type: none"> • Mandatory laws for student placement 	<ul style="list-style-type: none"> • Increase in student on industrial training 	<ul style="list-style-type: none"> • IEPNG • Unitech • Industry • Government
<p>10. IEPNG to lobby Government to make it mandatory for any international company bringing in engineers to take one indigenous engineer for training for every imported engineer.</p>	<ul style="list-style-type: none"> • Graduate exchange training program 	<ul style="list-style-type: none"> • PNG graduates on a exchange training 	<ul style="list-style-type: none"> • IEPNG • Unitech • Industry • Government



LONG TERM OBJECTIVE 4

Determine, encourage and sustain high technical and ethical standards and enforce discipline.

STRATEGIES	OUTPUTS	PERFORMANCE INDICATORS	RESPONSIBILITY
Ensure that every Member is aware of the requirements of the professional Engineers Registration Act	<ul style="list-style-type: none"> Compliance to PERA 	<ul style="list-style-type: none"> Every member attains Professional registration Compliance to PERA 	<ul style="list-style-type: none"> IEPNG PERB Stakeholders
Encourage and educate members to uphold the engineering code of ethics	<ul style="list-style-type: none"> Professional work ethics 	<ul style="list-style-type: none"> professionalism, integrity and honesty objectivity and factually-based judgment ethical, fair and impartial behavior inclusion of all age-groups, genders and cultures 	<ul style="list-style-type: none"> IEPNG Industry Engineering professionals
Evaluate the degree of implicit compliance to standards through quality assured management processes	<ul style="list-style-type: none"> World class infrastructure 	<ul style="list-style-type: none"> Durable and long lasting infrastructure with minimum maintenance 	<ul style="list-style-type: none"> NISIT Building Boards DOW IEPNG Industry
Uphold diligence in applying the code of practice	<ul style="list-style-type: none"> World class infrastructure 	<ul style="list-style-type: none"> Durable and long lasting infrastructure with minimum maintenance 	<ul style="list-style-type: none"> Building Boards IEPNG Industry
Demonstrate and promote the technical and ethical standards to the industry as expected of all members	<ul style="list-style-type: none"> Compliance to standards by the industry 	<ul style="list-style-type: none"> Durable and long lasting infrastructure with minimum maintenance 	<ul style="list-style-type: none"> NISIT Building Boards DOW IEPNG Industry
Lobby Government Departments and agencies to include the Institution of Engineers representation on Boards that make decisions on public funded engineering projects.	<ul style="list-style-type: none"> legislation empowering IEPNG representation to boards of relevant organisations and government agencies 	<ul style="list-style-type: none"> IEPNG representation on Boards 	<ul style="list-style-type: none"> Government IEPNG Industry

LONG TERM OBJECTIVE 5

Encourage innovative solutions to engineering issues and challenges using the latest technology and knowledge.

STRATEGIES	OUTPUTS	PERFORMANCE INDICATORS	RESPONSIBILITY
Ensure members are kept abreast with the latest technology	<ul style="list-style-type: none"> • Innovative application of engineering knowledge to engineering projects 	<ul style="list-style-type: none"> • World class Engineering projects 	<ul style="list-style-type: none"> • IEPNG • EMPLOYERS • Engineering Professionals
Encourage members to advance their knowledge in their field of expertise	<ul style="list-style-type: none"> • An expert in the field of expertise • Innovative application of engineering knowledge to engineering projects 	<ul style="list-style-type: none"> • Professional engineer • World class Engineering projects 	<ul style="list-style-type: none"> • IEPNG • Members
Promote and sharing of informative publications by way of newsletters, journals, magazines etc	<ul style="list-style-type: none"> • Publication of Newsletters. Journals and magazines 	<ul style="list-style-type: none"> • Increase of engineering knowledge 	<ul style="list-style-type: none"> • IEPNG • Subscribers • Publishers
Facilitate workshops, conferences, luncheons on challenges faced in their work places	<ul style="list-style-type: none"> • Successful workshops, conferences and luncheons 	<ul style="list-style-type: none"> • Increase in attendance • Increase in knowledge 	<ul style="list-style-type: none"> • IEPNG • Stakeholders • Members
Affiliate with other institutions and like minded bodies to foster professional development activities	<ul style="list-style-type: none"> • MOA and MOU with other professional bodies 	<ul style="list-style-type: none"> • Sharing of ideas and knowledge 	<ul style="list-style-type: none"> • IEPNG • Other professional bodies

LONG TERM OBJECTIVE 6

Acquiring, sharing, providing and promoting engineering knowledge to improve the profession and to continuously sustain engineering competency throughout their career.

STRATEGIES	OUTPUTS	PERFORMANCE INDICATORS	RESPONSIBILITY
Facilitate workshops, conferences, luncheons to disseminate information on emerging technologies and knowledge	<ul style="list-style-type: none"> • Successful completion of workshops, conferences and luncheons 	<ul style="list-style-type: none"> • Increase in knowledge and competency 	<ul style="list-style-type: none"> • IEPNG • Stakeholders • Members
Entering into partnership and working relationships with other engineering professional bodies around the world	<ul style="list-style-type: none"> • MOA and MOU with other professional bodies 	<ul style="list-style-type: none"> • Sharing of ideas and knowledge 	<ul style="list-style-type: none"> • IEPNG • Other professional bodies
Ensure that Engineering Graduates undertake a four year Graduate Professional Development Program	<ul style="list-style-type: none"> • Graduates completing GPDP 	<ul style="list-style-type: none"> • Professional registration to PERB 	<ul style="list-style-type: none"> • IEPNG • IEAUST • SPEA • IPENZ
To be eligible for registration as a Professional Engineer, a candidate must prove that he/she has attended workshops, short courses or participated in CPD programs	<ul style="list-style-type: none"> • Successful completion of GPDP, CPD, workshops and short courses 	<ul style="list-style-type: none"> • Competent and knowledgeable engineers 	<ul style="list-style-type: none"> • IEPNG • IEAUST • SPEA • IPENZ
Develop and maintain consultation with providers of engineering educational programs to ensure that the programs meet the standards as prescribed under the Washington, Sydney and Dublin Accords.	<ul style="list-style-type: none"> • MOA and MOU with educational institutions • Internationally accredited programs 	<ul style="list-style-type: none"> • Certification to international standards 	<ul style="list-style-type: none"> • IEPNG • IEAUST • SPEA • IPENZ • APEC

LONG TERM OBJECTIVE 7

Represent the interests of the Members by establishing and maintaining partnerships and relationships with all stakeholders.

STRATEGIES	OUTPUTS	PERFORMANCE INDICATORS	RESPONSIBILITY
To liaise with the Public and Private sectors to come up with a common criteria to use when negotiating remuneration packages for our members.	<ul style="list-style-type: none"> • Standard salary structure for engineers working in the public & private sectors 	<ul style="list-style-type: none"> • Similar Remuneration package for all engineering professionals 	<ul style="list-style-type: none"> • DPM • Employers • IEPNG.
Ensure that stakeholders have a Training and Localisation plan for national engineers.	<ul style="list-style-type: none"> • National Engineering Professionals occupying senior management positions. 	<ul style="list-style-type: none"> • Trained & competent National engineering professional. 	<ul style="list-style-type: none"> • NTC • DLIR • DPM • IEPNG
Develop incentives for industry to train students on work attachments and to lobby Government support to make it conducive and viable for stakeholders to participate.	<ul style="list-style-type: none"> • Students with work experience 	<ul style="list-style-type: none"> • A competent and skilled graduate 	<ul style="list-style-type: none"> • Training Institutions • Employers • Government • IEPNG



LONG TERM OBJECTIVE 8

To create an environment where each member or potential member and each staff member feels that their contribution will be valued on merit and their needs understood regardless of their professional or personal background.

STRATEGIES	OUTPUTS	PERFORMANCE INDICATORS	RESPONSIBILITY
Advise members, intending members and staff to be aware of other interest groups and professional bodies that they can affiliate to	<ul style="list-style-type: none"> Membership to other professional bodies and groups 	<ul style="list-style-type: none"> Certification of membership 	<ul style="list-style-type: none"> IEPNG Other interest groups Other professional bodies
Find ways for more members to contribute back to the profession through such avenues as service on committees, boards, conferences, workshops etc	<ul style="list-style-type: none"> Representation on boards by MOA, M OU or legislation Appointed to or invited to 	<ul style="list-style-type: none"> Board membership Knowledgeable and competent member or staff 	<ul style="list-style-type: none"> IEPNG Government Members Staff
Encourage intergenerational exchanges of ideas, knowledge, skills and activities	<ul style="list-style-type: none"> A productive and efficient working environment 	<ul style="list-style-type: none"> Increase productivity 	<ul style="list-style-type: none"> Industry IEPNG
Introduce and explain more effective arrangements for the support of groups such as graduate engineers, student engineers, technicians and members living and working in rural areas in Papua New Guinea	<ul style="list-style-type: none"> Committed and supportive engineers to the institution of engineers PNG Inc 	<ul style="list-style-type: none"> A growing and vibrant institution 	<ul style="list-style-type: none"> IEPNG Members
In engaging with employers, IEPNG will demonstrate and promote the ethical, equitable and inclusive behaviour expected of all members of the engineering team, and the consequential benefits for success in the work place.	<ul style="list-style-type: none"> Compliance to engineering work ethics and international best practices and standards 	<ul style="list-style-type: none"> Safe and productive working environment 	<ul style="list-style-type: none"> Industry IEPNG Engineering professionals

LONG TERM OBJECTIVE 9

To increase the number of young Papua New Guineans to develop a career in engineering and technology

STRATEGIES	OUTPUTS	PERFORMANCE INDICATORS	RESPONSIBILITY
With assistance from the government and industry, develop a strategy to create opportunities for young engineering graduates to be involved in	<ul style="list-style-type: none"> • Strategy to develop opportunities for young engineering graduates 	<ul style="list-style-type: none"> • Young engineering graduates participating in engineering opportunities 	<ul style="list-style-type: none"> • IEPNG • Government • Industry • Engineering graduates
Create interest in youth orientated engineering programs and events to promote engineering in Papua New Guinea	<ul style="list-style-type: none"> • Innovative, interactive and motivational engineering programs 	<ul style="list-style-type: none"> • Competition in engineering projects 	<ul style="list-style-type: none"> • IEPNG • Educational institutional • IEAUST
Encourage members to be involved in local schools to promote engineering through activities such as engineering school projects	<ul style="list-style-type: none"> • Innovative, interactive and motivational engineering programs 	<ul style="list-style-type: none"> • Competition in engineering projects 	<ul style="list-style-type: none"> • IEPNG • Educational institutional • IEAUST



LONG TERM OBJECTIVE 10

Build and own “engineering technology haus”.

STRATEGIES	OUTPUTS	PERFORMANCE INDICATORS	RESPONSIBILITY
Liaise with relevant government departments to acquire and develop land in Port Moresby	<ul style="list-style-type: none"> • Ownership of the land with a clear title. • Fully developed land with all the basic utilities installed. 	<ul style="list-style-type: none"> • Clear title • Running water, electricity and sewerage system installed 	<ul style="list-style-type: none"> • Board • Minister for Works • Staff of IEPNG • Members
Secure funding through the government and donor agencies to construct the building	<ul style="list-style-type: none"> • Allocation of funds via budget allocation • Support from donors 	<ul style="list-style-type: none"> • Funds deposited into IEPNG accounts 	<ul style="list-style-type: none"> • Board • Staff
The institution to set aside excess funds towards the construction of the building	<ul style="list-style-type: none"> • Allocation of funds in the budget 	<ul style="list-style-type: none"> • Actual transfer of monies from IEPNG operations into the project account 	<ul style="list-style-type: none"> • Accounts section



MAIN UNDERTAKINGS

To ensure the support of the Institution, all members shall comply with the Professional Engineers Registration Act 2007 (amended) and the provisions of a Code of Ethics as shall be prescribed by the Board from time to time. The Code shall have the force of Regulations as set out in Section 25 of these Rules and complement the Professional Engineers Registration Act 2007 (amended). They are to be read as a whole. Prior to an applicant being accepted for admission as a member of the Institution, he must sign an oath undertaking to comply with the Code of Ethics and abide by the requirements of the Registration Act.

The Code of Ethics recognises, amongst other things, the following five fundamental ethical values on which it is based :

Protection of Life and Safeguarding People
Sustainable Management and Care for the Environment
Community Well Being
Professionalism, Integrity, and Competence
Sustaining Engineering Knowledge.

OPERATING ENVIRONMENT

The Institution is a Professional Body incorporated by the Registration Board to administer and implement the Professional Engineers Registration Act.

Papua New Guinea is currently experiencing steady economic growth due to the boom in the Mining, Petroleum and Gas sectors which has placed a huge demand on the country to produce highly qualified, skilled and competent engineering professionals. The institution will work in partnership with all relevant agencies to build manpower capacity over the next 10 years to meet the demands of the industry. We will continue to increase membership by implementing the Registration Act through awareness and encourage the members to be competent in the field of their expertise.

IEPNG will use the latest hardware and software to develop application systems to manage the operations of the institution by keeping up to date information on its members.

PLANNING ASSUMPTIONS

The Institution believes that over the next ten (10) years the quality of life in Papua New Guinea will be improved by building better infrastructures in line with the 2050 government vision.

Over the next ten years the institution will implement the Governments 2050 vision to improve the quality of life of ordinary Papua New Guineans by:

- a. Advancing the practice of engineering in the interests of the safety, well being, and the quality of life of members of the community.

- b. Promoting engineering management and practice style that will ensure sustainable development of the environment.
- c. Assuring the community of the quality of the engineering profession by a continuous process of accreditation of qualifications and monitoring the competency standards of the profession.
- d. Determining, encouraging and sustaining high technical and ethical standards and enforce discipline.
- e. Encouraging innovative solutions to engineering issues and challenges using the latest technology and knowledge.
- f. Acquiring, sharing, providing and promoting engineering knowledge to improve the profession and to continuously sustain engineering competency throughout their career.
- g. Representing the interests of the Members by establishing and maintaining partnerships and relationships with all stakeholders.
- h. Build and own “engineering technology haus”.

KEY RISKS

The Institution may encounter the following risks:

a) General Risk

- *Loss of assets through theft or natural disasters*
The Institution will insure all its assets including manpower
- *IT and communication systems failure*
The Institution will liaise with the Landlord to provide backup power supply on a continuous bases and have in place a backup system of IT applications.
- *Decline in membership*
The Institution will carry out awareness on the requirements of the Professional Registration Act.
- *High turnover of staff*
Annual review of staff remuneration packages to be based on performance outcomes.

b) Financial Risk

- Decline in revenue
Continuously explore avenues to generate revenues

- *Increase in expenditure*
Introduce and manage spending within the budgetary requirements
- *Change in Government tax regime*
Include the anticipated changes in the budget
- *Bad Debts*
Continuous follow up of defaulting customers

c) External Risk

- *Lawsuits*
Ensure that IEPNG complies with the requirements of the professional engineers registration Act and subscribe to its constitution
- *Graduates not meeting International standards*
The institution partners institutions of higher learning and other professional bodies to deliver internationally accredited academic engineering programs
- *Employment of unregistered engineers*
Educating all stakeholders about the requirements of the professional engineers registration Act
- *Industry not complying with International best practices and standards*
Introduce relevant legislation to enforce internationally accepted best practises and standards

PRICING ISSUES

Application Fee

The Board shall establish from time to time application fees payable on application for election for Fellows, Members, Companions, Graduate Members, Technician Members, and Student Members.

Annual Subscriptions

- a) Subscriptions fees for each year shall be determined by the Board and published in a schedule, a copy of which shall be sent to each member no later than thirty (30) days prior to the beginning of the subscription year to which they apply.
- b) The Board may reduce the subscription for each member who has retired from active practice or who has experienced reduced earnings for a significant period.

Payment of Subscriptions

- a) Each subscription shall be payable in advance and shall become due on the first day of the subscription year, provided that:
 - i) A member elected more than one quarter of the way through the subscription year shall pay a proportionately reduced subscription rounded up to the nearest quarter.
 - ii) A reduced subscription calculated as in (i) above should be granted only if any entrance fees and the reduced subscription is paid within two months of advice of election.
- b) Each member shall be liable for the payment of the annual subscription until submitting his resignation in writing to the Chief Executive or unless the member has been expelled from the Institution. A member shall remain liable for any subscription that fell due prior to the date of resignation or expulsion. On such resignation or expulsion the Board shall demand any arrears of subscription.

Arrears of Subscriptions

1. Each member whose subscription for the current year has not been paid within two months of its becoming due shall be *in arrears of subscription* as from the due date, and the member's rights of membership as defined in Rule 20 shall be suspended until the arrears have been paid.
2. If a member shall remain in arrears of subscription for nine months, the Board may remove the member's name from the Roll, and he shall cease to be a member.

COMMUNITY SERVICE OBLIGATION ISSUES

The Institution's Mission to the community is as follows.

- a) Advance the practice of engineering in the interests of the safety, well being, and the quality of life of members of the community.
- b) Promote an engineering management and practice style that will ensure sustainable development of the environment.
- c) Assure the community of the quality of the engineering profession by a continuous process of accreditation of qualifications and monitoring the competency standards of the profession.