

A HISTORY OF  
THE MUNICIPAL  
ENGINEERING  
FOUNDATION  
VICTORIA

1966 to 2016

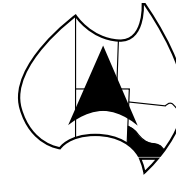


**Robin Nuttall OAM**

Emeritus Member, Institute of Public Works  
Engineering Australasia

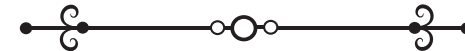






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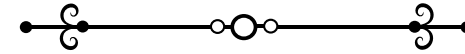
Dedicated to Keith Henkel Wood AM, 1928-2011  
Emeritus Member, Institute of Public Works  
Engineering Australasia  
Colleague, Friend, and Mentor to myself and  
many Municipal Engineers

Robin J Nuttall, OAM, FIEAust, CPEng(Ret)  
Emeritus Member, Institute of Public Works  
Engineering Australasia  
December 2015

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## Foreword



The Municipal Engineering Foundation Victoria was established in 1966 and in 2016 will celebrate its 50th Anniversary. The Foundation has been actively involved in supporting and developing public works engineers through the provision of opportunities to attend training courses, conferences and awards for national and international study tours.

These awards have totalled over 170 national and international study tours, 34 conferences and training programs and support for over 110 students to attend IPWEA conferences. Conservatively, the Foundation has contributed to the personal and professional development of over 314 engineers and promoted Local Government Engineering as a career.

Given this significant milestone it was appropriate to record the history of the Foundation and highlight the work and achievements of the organisation over that period.

Robin Nuttall OAM, a former Chairman of the Foundation, commenced the task in 2014 and over the next two years assembled the information from myriad sources, including the memories of former Trustees, the families of deceased Trustees and the archival records of the Foundation.

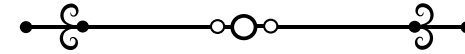
The current Trustees of the Foundation are extremely grateful to Robin for producing a most informative document that recognises the work of many people who have contributed to the establishment and the ongoing success of the organisation and acknowledges those who have benefited from the opportunities provided by the Foundation.

The history that follows and the future work of the Foundation promote the aims of past and present Trustees with the main objectives of making available the resources and opportunities, to progress the personal career development of individuals and to make available the knowledge gained to assist councils in the provision of services to their communities.

The Trustees acknowledge and thank all who have contributed to the history of the Foundation.

*Warren Roberts  
Chairman of Trustees  
December 2015*

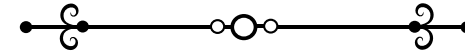
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## Prologue



### “What’s in a Name?”

#### “The Foundation for the Technical Advancement of Local Government Engineering in Victoria” – What a mouthful!

This is the title that appeared on the first Trust Deed and it was used in full on all external and internal documentation however it was always considered to be clumsy in discussions about the Foundation, particularly with non-municipal organisations. As a result, after using this title for more than 8 years, in December 1974 the Trustees asked the Secretary to report on the means of changing the title to “*Municipal Engineering Foundation*” and adopting the acronym “MUNEF”. At a following meeting the Trustees determined to adopt this title subject to review if criticism was received from the Local Government Engineers Association Victoria (LGEAV) and whilst there is no documentation to verify the matter, “MUNEF” disappeared and the original continued to be used.

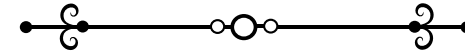
The next change occurred in April 1983 when the Foundation decided to shorten the title to “*Foundation for Local Government Engineering in Victoria*”, acknowledging that the full title which appears on the Trust Deed was required for all official correspondence. This relatively minor change was used intermittently on internal documentation such as reports to the Foundation meetings, and sometimes as the header for the Minutes of those meetings, but this also disappeared at the end of 1987 after which all documentation again reverted to the full title. Then in December 1988 the Foundation adopted “*Municipal Engineering Foundation Victoria*” for

letterhead and general usage however the full Trust Deed title was still required for all official correspondence.

This shorter title became common use, and in April 1990 the Foundation determined to include the change of title in proposed amendments to the Trust Deed, and this was formally adopted at a meeting of Members of the Foundation in November 1991.

For the purposes of simplicity in this document, the author will refer to the Trust, the Foundation, or the acronym MEFV.

# Chapter 1



## Evolution of Municipal Engineering:

### The Beginnings

In the mid 1800's settlement in Australia was mainly confined to major coastal towns and cities however with the taking up of large tracts of pastoral land and the lure of gold, the rural areas were being progressively settled away from the coastal strip.

Outside the major population areas the principal concern of the widespread settlers was the lack of roads and other amenities which would provide a modicum of civilisation for these "battlers of the bush" and members of these far-flung communities began to place pressure on central governments to establish local government areas.

In Victoria during the 1860's this pressure resulted in the steady development of Shires, Boroughs, Towns, and Cities and these municipalities employed staff including Engineers. The early engineers had a wide range of formal qualifications, experience, and expertise and were thinly spread throughout the State, however as funding gradually became available over the next 50 or so years the Engineers were instrumental in dramatically improving road conditions and community facilities.

As early as 1905 a loose association of Local Government Engineers was established in New South Wales and at the first ever engineering exhibition held in Exhibition Park, Sydney, in 1909 this group was formalised as the "Institute of Local Government Engineers of Australasia". On 1st January 1919, the various engineering associations within Australia combined to become the "Institution of Engineers, Australia" with Local Government

Engineers being only one section within that organisation. This was not an ideal situation and in order to maintain their professional standing, the Local Government Engineers' Association of New South Wales was created in 1920.

In Victoria, Local Government Engineers remained as the Municipal Branch of the Institution, however this resulted in the gradual loss of identity of Municipal Engineers as they were absorbed into a Civil Engineering Branch, and although most remained as members of the Institution there was an increasing loss of interest in its activities.

Subsequently, on 9 October 1959 and on the instigation of Lloyd Bower, City Engineer of the City of Heidelberg, six Victorian metropolitan City Engineers met at a luncheon to discuss the prospect of forming an association to provide a separate forum for the discussion of local government issues. At a formal meeting following the luncheon it was agreed that *“those present at this meeting constitute the nucleus of an Institute of Municipal Engineers”*.

In the following months this “Institute” grew rapidly with the joining of most metropolitan Engineers, and in the early 1960's membership spread to all corners of Victoria as country branches were established based on the then Country Roads Board Divisions geographical areas. During this time the name was changed to “Local Government Engineers Association-Victoria” (LGEAV), and after further name changes and incorporation within Australia, the Victorian Association is now the “Institute of Public Works Engineering Australasia - Victoria” (IPWEA Vic).

### **The Local Government Engineers**

In the 1950's there were 211 municipalities in Victoria designated as Cities, Towns, Boroughs, and Shires and many of these did not have full time qualified engineers appointed to oversee the technical operations of the Councils. The appointment of part time Municipal Engineers was most notable in the rural municipalities. In fact several Councils relied on part-time services from qualified Municipal Engineers, an example being in Central Victoria where six adjacent Shires were serviced by two Municipal Engineers, each being responsible for three Councils.

This outdated system existed in a time of burgeoning funds being made available for road infrastructure, and particularly in the large Shires part-time engineering caused considerable dissatisfaction and under servicing, but in the 1960's the State Government legislated to require all municipalities to have full-time qualified Municipal Clerks and Municipal Engineers. Part-time still applied in a few Municipalities as late as 1968 when the Author became the first full-time Municipal Engineer to a central Victorian Shire which had a substantial works budget but which had operated with a part-time Engineer for the past 70 years.

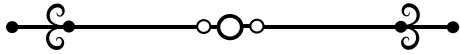
The profession of Municipal Engineering had moved from one in which many appointees had obtained qualifications through cadet-ships to one in which all aspiring Municipal Engineers were required to have completed a full time engineering course at an approved educational facility, and also completed the study course and examinations required by the Municipal Engineers Board to be recognised as a Certificated Municipal Engineer.

In the 1950's Municipal Engineers recognised that working in isolation was undesirable and that there were many advantages in networking with their peers, resulting in the establishment of the LGEAV as described above. Ian Taylor, then City Engineer, City of South Melbourne, explained the situation as *“About this time, without us knowing it, there was obviously stirring in the ranks of the local government engineers and a feeling that there was a need for greater communication in a time of change. There was an improvement in the standards of construction, a change in the nature of the management of municipalities, and greater awareness of the need for cost control. The early days of implementation of town planning, the struggles associated with evolving a satisfactory management organisation, combined with the newly felt demands of traffic engineering all made it necessary for engineers to get together to help each other solve their common problems, quickly, flexibly, and informally.”*

This document does not purport to provide an accurate history of the early days of the LGEAV, suffice to say that from its inception one of its primary aims was to provide opportunities for Municipal Engineers to advance their knowledge via training and overseas study.



## Chapter 2



### An Approach to Funding Studies

From the earliest times in the development of the profession of Municipal Engineering there was a recognition of the need for funding of scholarships for research and study and it appears that in the period between the World Wars the Associations were able to make some scholarships available, however in the period post World War 2, rapidly changing technology accelerated this need.

It was clear to the fledgling LGEAV that a reliable source of funding for study scholarships for Local Government Engineers was required and thoughts naturally turned to State Government as a potential source.

At some time prior to 1958, Sir Thomas Maltby, Minister of Public Works, when opening the Country Road Board conference said that he was continually approving the sending of departmental engineers overseas for experience and training and that he considered it a great pity that Local Government Engineers were not also going overseas. In 1984 Garnett Price, Shire Engineer, Shire of Keilor recorded that *“My recollection is that he (Sir Thomas) said his Department would be willing to contribute towards the cost if some form of Fellowship or Trust was set up to select candidates. The proposal was taken up by the Municipal Division of the Association of Professional Engineers Australia and it was suggested that we should run a Field Day to raise funds as it had been done for many years in New South Wales. For various reasons this was never brought to fruition”*. From Garnett’s further comments it appears that this proposal was rejected by the newly formed Department of

Local Government on the grounds that if the grant was made to Engineers it would also have to be made for other officers in Local Government.

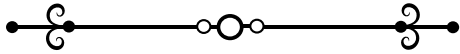
As the direct result of this failed approach LGEAV turned its attention to Field Days as a source of funding.

At this time (1961) LGEA-NSW had been holding successful Field Days annually since 1957 and in 1958 had established a *“Foundation for the Technical Advancement of Local Government Engineering in New South Wales which is funded by members, donations from Councils and industry through the Field Day”*. Shortly after this event their Foundation was able to make its first grant available to the Engineers.

In March 1961 LGEAV members Laurie Wills, City Engineer, City of Collingwood, and Ian McDonald, City Engineer, City of Geelong, attended the LGEA-NSW annual conference and Field Days and on their return presented a detailed glowing report which strongly supported the NSW approach to their annual conference, and to the establishment of similar Field Days as a means of funding the Victorian Municipal Engineering study tours.

The LGEAV grasped this concept with both hands and almost immediately determined to hold a Field Day at Yarra Bend National Park in May 1962.

## Chapter 3



### Fate Steps in

Roy Lloyd and Laurie Wills were appointed to organise the first Field Day however by one of those strange quirks of fate this was not to be.

Lloyd Bower, City Engineer, City of Heidelberg, relates the story of the development of this Field Day and subsequent events in an article which appeared in a 1977 issue of the LGEAV's magazine, MEMO:

*“Field Days started quite away from LGEA. The “Made in Australia” Council staged an exhibition of the earthmoving equipment at Yarra Bend National Park, which at that time was within the City of Heidelberg.*

*As City Engineer I was approached by Mr F Squires of the “Made in Australia” Council on various matters of assistance. The exhibition was quite successful from their point of view but they felt that any further exhibitions would be beyond their capacity as their Constitution did not provide the organisational resources to cater for such major exhibitions. They suggested a joint-venture with “Made in Australia” staging and administering if some engineers could provide organisation.*

*With the help of several of my fellow Engineers, in particular Laurie Wills, City Engineer of Collingwood, the second “Made in Australia” exhibition was staged at Yarra Bend National Park. This event saw some equipment demonstrations and some work done to benefit the Park, although most of the time rain was pouring down. I feel that the weather rather dampened the spirits of the “Made in Australia” Council for further exhibitions, but it was so obviously filling a need*

*in the earthmoving equipment field, as well as providing a showcase for Engineers and Contractors, that its continuation was desirable. The “Made in Australia” Council agreed to abdicate the field if the Engineers would take over the show.*

*However it was obviously beyond the capacity and time of several Engineers to handle, so I introduced the concept of an Annual Field Day to the LGEA with the thought that funds derived there-from could be used for an overseas study tour.*

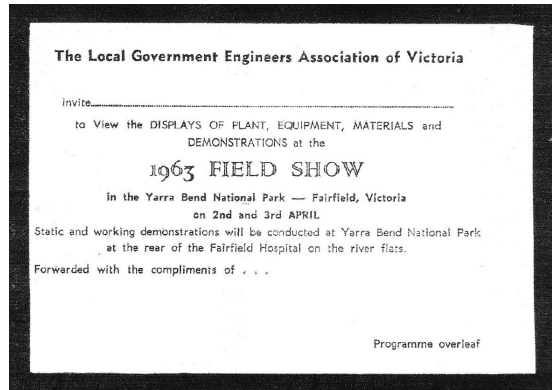
*Although the LGEA were small in numbers at that stage it took up the idea and thanks to some strong support from a number of Engineers and Engineering staff, Field Days became an established function”*



Although organised under the banner of the “Made in Australia Council” this Field Day at Yarra Bend National Park in May 1962 it was the first such event organised by members of LGEA and is remembered by Ian Taylor, City Engineer, City of South Melbourne, as a “disaster”:

*“It rained and rained and rained. The work involved the laying of a crushed rock pavement, together with the construction of a fly-casting pool. The prime thing was to demonstrate the equipment actually carrying out the work. It fell to my lot to play up the road work, get the design out, and supervise the construction. Kevin Adams, my offsider at South Melbourne helped. It was a small enthusiastic group who agreed that each would do so much. The whole exercise seemed to be at risk because of the weather and we struck so much trouble with the weather that gradually the date was altered to earlier in the year.”*

Garnett Price records that some dozen or so Engineers from an equal number of metropolitan municipalities answered the request from Laurie Wills for volunteers to assist with supervision.



The 1962 LGEAV Field Day did not make a profit and this together with the “*disastrous*” weather must have tested the resolve of the members of the Association to arrange an annual event to provide the means of funding research and study grants for Municipal Engineers, however the Association decided to take up the offer of “Made in Australia” to abdicate and began planning for the 1963 Field Day.

The 2nd Field Day, the first to be organised solely by members of the Association, was scheduled for the 2nd and 3rd of April 1963 again at Yarra Bend Park. Thirty-five firms provided static displays and 20 firms provided machinery and staff to carry out 10 projects within the Park, the Sub-Committee reporting that the event was highly successful and that many letters of commendation had been received from the participants.

The recommendations made by the 2nd Sub-Committee included holding Field Days annually but not later than the end of March, locating a more suitable venue where works would benefit worthy charities, preparing a more modest works program, and importantly, employing a paid organiser for future events. The balance sheet showed a modest profit and it was recommended that this be retained to finance future arrangements.

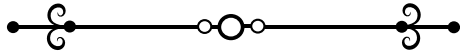
The Kew Cottages were selected as the venue for the 1964 Field Days held on the 7th and 8th April, the Sub-Committee reporting that the event was very successful and that the employment of a paid organiser had been extremely effective. Once again rain created challenges, and again it was recommended that the Field Day be scheduled for March. Importantly, the balance sheet showed a profit of £2,000, a large sum in 1964.

The 1965 Field Days were also held at Kew Cottages, but at the earlier date of 2nd and 3rd of March, and proved equally successful, and whilst the exact amount is unclear, the event was again financially profitable.

The trend had been firmly established and it was now clear that the primary objective of obtaining funds for study grants for the Municipal Engineers via profits from Field Days was achievable.



## Chapter 4



### Seeking a Foundation

Perhaps “prospecting” is a better simile.

Prospecting involves a great deal of time, considerable uncertainty, following false colours, and digging in areas with little chance of striking gold, and so it was with the beginnings of the Foundation.

New South Wales had a Foundation thus LGEAV felt it should strive for the same, however the process proved to be very lengthy and frustrating.

The report given by Laurie Wills on his return from the 1961 NSW Annual Conference commented on the excellence of the paper given by their returning Foundation Awardee, relating this to the effectiveness of their Foundation. As a direct result of this report, LGEAV at their April meeting determined to approach the Minister for Local Government in Victoria “concerning sending Municipal Engineers overseas, and requesting his support for this project.” This opinion concerning the Foundation was confirmed by the returning delegates from the NSW 1962 Annual Conference who in their report’s conclusion stated “the establishment of a Foundation for overseas study should also be given positive attention as the NSW system has many benefits in accrued knowledge and prestige”.

In prospecting jargon the Association seems to have been following a “dry lead” and nothing more is heard of the April 1961 motion until the meeting of August 1962 at which time the President, Ian McDonald, tabled a report on a conference “to be held” with the Minister for Local Government,

dealing with the formation of a Foundation for the Technical Advancement of Municipal Engineers in Victoria. (*Unfortunately, there is no evidence of this report in the Association’s records*). The President advised that he was personally dealing with the matter and would keep the Association informed on the developments. Unfortunately, the proposal being looked into by the Minister for Local Government came to nothing.

This “lead” must have contained some specs of “fool’s gold” as in the words of Garnett Price “for a while both the Institution of Engineers, the Association of Professional Engineers Australia, and our Association had high hopes of a government-backed Foundation and members were suggested to the Minister to form trustees for this Foundation.”

It appears that the Institution of Engineers had some involvement in the moves to establish a Foundation as the Association’s October 1962 minutes record that “Foundation for overseas visits has been further considered by the Institution of Engineers and the Crown Solicitor has returned the draft for amendment. It is hoped that the Foundation will be established early next year.”

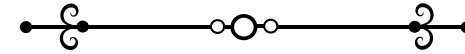
Again, there is no written evidence to support this statement, and it becomes even more perplexing when at the meeting of November 1962 under the heading of “Institution of Engineers Association”: “Mr C Tuxen was elected to the position of Governor for the Foundation of the Technical Advancement of Municipal Engineering, and Mr I McDonald was elected as a Trustee”.

It seems that our “prospectors” must have then abandoned the field as nothing further is heard on the matter of a Foundation until July 1964 when the LGEAV meeting of that month determined to “enquire from the Institution what progress they are making with the proposed overseas study scholarships for Municipal Engineers”. This provoked an almost immediate response and it can be assumed that the Institution had arranged a meeting with the Minister of Local Government as Lloyd Bower reported in early September 1964 that he had been on a deputation to the Minister regarding the Foundation and advised that the matter was now actively before the new Minister.

But had Lloyd found any gold ?

Garnett Price records that in fact, the proposal was already dead as at officer level within the Local Government Department the feeling was that if the government supported a Foundation for Engineers they would have to support a Foundation for all other officers. The proposal drifted into the too hard basket and was lost.

## Chapter 5



### The Goal is Achieved

LGEAV Secretary Keith Wood had established a strong relationship with the senior members of LGEA-NSW and in July 1965 he was able to report that he had obtained a copy of the Foundation Trust Deed of the New South Wales Association for the sum of £30, and in August he reported that this Deed had been vetted by the Association's Solicitor who advised that with minor amendments it was satisfactory.

The Deed was duly amended and adopted at the Executive Committee meeting of the LGEAV dated 27th of August 1965.

At that same meeting Cedric Tuxen, second President of the Association and recently retired as City Engineer, City of Brighton, John Knee, City Engineer, City of Melbourne, and Len Cheffers, Chief Administrator, City of Camberwell were invited to become the first three Trustees of the Foundation for the Technical Advancement of Local Government Engineering in Victoria.

The remainder of 1965 and early 1966 was involved with discussions between the Trustees Elect, the Association, and the Association's Solicitors in the preparation of the Trust Deed.

In March 1966 the Trustees Elect attended the LGEAV Executive Committee meeting to discuss the Foundation after which on the motion of Ken Dowling and Peter James the Trustees were asked "*to sign the Trust Deed as soon as available and take the necessary action to implement the provisions of the Deed.*" Two further motions were adopted: "*that immediately following the*

*signing of the Trust Deed a sum of \$10,000 be transferred to the Trustees.”, and “that the first grant be limited to \$4,000”.*

**At its first meeting held on 14 April 1966** the Deed of Trust for the establishment of the Foundation for the Technical Advancement of Local Government Engineering in Victoria was signed by the Trustees, and Mr Cyril Lowenstern, City Engineer, City of Prahran was appointed as Secretary. On the following day the Trust Chairman, Cedric Tuxen, attended the Executive Committee meeting of the Association to advise them that the Trust Deed had been signed, and that Cyril Lowenstern had been appointed Secretary of the Foundation.

**In Clause 3 the adopted Trust Deed of the Foundation stated the Objects as:**

*“The primary objects of the Foundation are:*

*(A) to provide and administer the funds necessary to enable Local Government Engineers to undertake study and research and to obtain experience in the science of engineering and engineering practice and allied scientific subjects in countries overseas or within the Commonwealth of Australia.*

*(B) to provide means whereby the benefit of such study research and experience may be made available for the common use of Members and of other persons or bodies concerned or interested in Local Government Engineering.*

*(C) to provide the funds necessary to bring engineers and other persons to Australia to lecture, to demonstrate and to conduct classes in or upon such subjects as may be calculated to assist or improve the practice of Local Government Engineering in Victoria.*

*(D) to enter into and carry out agreements with individuals or organisations either in Australia or overseas with a view to cooperation in the implementing of any of the foregoing Objects.”*

**Clause 4 of the Deed** provides for Membership of the Foundation, stating: *“The members shall be persons who execute this Deed and such persons, firms, companies, and other bodies corporate or unincorporated, who shall for the time being be Donors to the Foundation.”* The Deed then outlines the conditions of such membership

The Trust Deed also contains very detailed requirements for the constitution and operations of a Selection Committee to select Endowees from Candidates, the initial Committeemen being one each from the Municipal Engineers Board, the Local Government Department, the Country Roads Board, LGEAV, and the Australian Road Federation, and a further three Committeemen elected by the Members of the Foundation. In hindsight, this appears to be a very cumbersome arrangement, however this Committee operated successfully for many years until changes discussed in later Chapters occurred.

Following the first meeting in April 1966, the Foundation set about implementing its Objects, corresponding with State Government and other bodies with the view of obtaining funding assistance, establishing guidelines for applications for Endowments and establishing the seven person Selection Committee for such Endowments.

In the June 1966 applications were called for the first Endowment closing in August, and the applications of five candidates were referred to the Selection Committee.

In February 1967 Mr Ken Dowling, City Engineer, City of Malvern, was appointed as the Foundation's first Endowee, the endowment being \$4,400, his topic being *“Urban development, urban traffic and transport, miscellaneous street cleaning methods and equipment, drainage, flat control, municipal landscaping, parks and gardens.”* After lengthy discussions with the Trustees, the very significant 12 week overseas study program proposed by Ken Dowling was adopted.

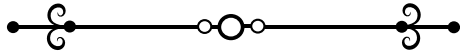
This set the standard for individual Awardees for almost the next 20 years.

In each case the Awardees were required to fully discuss their anticipated program with Trustees for their approval, and on return to Australia to immediately commence the preparation of a comprehensive report.

**Seven years had passed from the initial meeting of LGEAV, but with the award of the first Study Tour, a primary objective of the Association had been achieved.**



## Chapter 6



### Field Days are Not Always Fun

As previously discussed, the Municipal Engineering profession had from its inception recognised the need for ongoing research and education but very little had been achieved in obtaining funding for such studies until the post World War 2 period when the various engineering associations had become firmly established. Attempts to obtain funds from government bodies had failed, however the successes of the several Field Days in NSW and the first four Field Days in Victoria indicated that these events could be relied upon to provide an annual income sufficient to meet the needs of study scholarships for the Municipal Engineers.

As one of its first tasks in 1966 the newly established Victorian Foundation had widely lobbied State Government and other bodies for donations to assist in achieving its goals, and having received funding from LGEAV it was able to make a \$4,400 grant to its first Awardee. However from the slow response to its requests for donations, it was obvious to the Foundation that profits from Field Days would be the primary source of funds.

The first Field Day in 1962 was “owned” by the Made in Australia Council but organised by the dozen or so Municipal Engineers and counting this as number 1 there were a total of 36 annual events, and as the funds raised from these formed the financial backbone of everything that the Foundation has achieved, it is important that they be considered in some detail.

The first 18 Field Days were held in a variety of metropolitan Melbourne localities most of which were chosen on the basis of large open areas

available for displays of heavy construction plant and smaller equipment, the opportunity to carry out construction projects to demonstrate the plant and equipment, and the benefit that such projects would provide for the owners of the property many of which were charitable organisations. The venues included Kew Cottages, Monash University, Agricultural Showgrounds, Moonee Valley Racecourse, and some indoor venues.

All the Field Days were organised by a Sub-Committee of LGEAV to which were added representatives of the machinery and equipment exhibitors and after a two-year trial of employing a paid Manager for the Field Days, Bob Keogh, an engineer in partnership with Keith Wood, was appointed as Manager a position he held until 1981.

However in August 1969 the LGEAV advised the Foundation that it had received a tax assessment in respect of profits received from the Field Days and that as their legal advice was to dissociate the Association from future Field Days they expressed the hope that the Foundation would undertake the running of these events until the tax problem was clarified. The Trustees agreed to take over the control and conduct of the Field Days operations as from and including the 1970 Field Days with the former committee under the management of Bob Keogh to continue as the Foundation Field Day Committee. From this time forward the Field Days were organised by LGEAV members and others as a sub-committee of the Foundation.

This change of “ownership” of the Field Days had little effect on the planning and organisation of the events which were almost all profitable, but frustrations and tensions were sometimes present in both organisations generally related to what the Foundation considered to be low profits, and sometimes to inadequate communication between the parties.

In the early 1970’s the major plant and machinery exhibitors claimed excessive costs in times of financial pressures and lobbied for the Field Days to be held every second year and when this was not acceptable to the Committee these exhibitors opted to provide static displays only, resulting in 1975 being an indoor display at the St Kilda Town Hall and a limited static display area on the nearby foreshore. This Field Day was promoted as a Civil Engineering Exposition and Symposium which coined the name Civenex, which name was used for the next 20 years.

Most of the Field Days had produced profits from a few thousand dollars up to approximately \$20,000 and these funds were sufficient for the Foundation to invest and support the annual Awards program, therefore the poor result from the 1975 event and the possibility that this style of display would continue for some time created considerable concern within the Foundation. This in turn created tensions within the organising Committee and whilst commonsense prevailed concerns remained for the next five years when Civenex remained a large static display base with minimum machinery demonstrations. However three of the events raised reasonable profits and two returned surpluses well in excess of \$10,000, all of which served to ease the Foundation's concerns.

In 1981 two things occurred which augured well for the future.

The plant and machinery associations relaxed their attitude to the demonstration of heavy equipment, perhaps due to the reactions of Councils and Engineers to those attitudes, and secondly and more importantly, Civenex was transferred to Werribee Park where ample room was available for all types of displays and projects to improve the Park facilities could provide excellent opportunities for the demonstration of heavy equipment.

Frustrations arose again in October/December 1982 when the major participants were all affected by financial recession. Civenex was in doubt again causing tensions to the extent that there were even suggestions of creating a separate Foundation solely for the running of Field Days. Discussions took place between the Civenex Committee, the Foundation, and the major exhibitors, and commonsense again prevailed enabling Civenex '83 to proceed.

In February 1984 a major change occurred which ensured the success of Civenex for the next 13 years. The Management of Civenex was transferred to WBCM Consultants who provided a dedicated team to work with the Committee in the organising and running of the annual events.

Civenex was to remain at Werribee Park for the next 13 years providing successful financial surpluses which when combined with the Foundation's wise investments enabled the annual award programs to be progressively increased in value and numbers of participants. The future seemed secure.

But this optimism was badly shaken in December 1994 when the State Government forcibly amalgamated the 211 Municipalities in Victoria to 78 new Local Government entities.

This had two immediate financial effects on the Foundation.

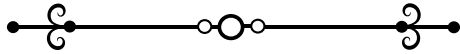
Over the previous 28 years the Foundation had annually requested a donation from each of the 211 Councils, arguing that the Municipalities were benefiting from the research being done by the Municipal Engineers through the grants made by Foundation, and through the knowledge being gained by the Awardees being disseminated to all Councils. These annual requests were successful to the extent that many Councils made an annual donation which whilst relatively small, added considerably to the funds that the Foundation could invest. The base for these donations have now reduced to 78.

Secondly and more importantly, the State now required Councils to contract out all works and purchasing which meant that they were no longer a significant part of the potential customer base for the major plant and equipment providers, thus removing the largest and most important group of exhibitors from Civenex.



The Committee struggled on for the next two years with a much reduced exposition at Werribee Park but in 1996 Civenex was over and the Foundation had lost its major source of funding.

## Chapter 7



### Financial Focus

In the initial years the Foundation's annual financial requirements were quite modest, the major expenditure being the grant to a single Awardee each year. Income was restricted to few thousand dollars generated from Field Days profits together with a small amount from Council donations. Funds surplus to cash requirements were invested in Australian Government Bonds, the amount of cash assets gradually increasing over 13 years to a correspondingly modest amount by December 1979.

From 1980 to the beginning of 1987 the Foundation's funds were invested in banks and government institutions at very generous interest rates available at that time, and although the level of donations from Councils did not vary greatly, these together with improved outcomes from the annual Civenex expositions resulted in continued steady growth of assets.

At the beginning of 1987, following careful consideration of alternative conservative investment opportunities and sound professional advice, the Foundation decided to concentrate investments on short term first mortgage of residential properties conditional on inspection of the property, determining realistic sales values, and lending to a maximum of 80% of that value. Normal commercial mortgage agreements were entered into, including recoverable default penalties, the terms being for three years unless special circumstances were agreed upon. This proved to be a very practical arrangement, meeting market needs, and generating adequate annual income for the Foundation.

The number of properties receiving loans at any one time varies from four to eight depending on the dollar value of the loans. Administration of the mortgages on the various properties is carried out internally via the Trustees, the Secretary, and the Foundation's Solicitors and the success of this procedure has resulted in it remaining the primary source of investment income despite the sometimes significantly varying economic situation.

With the relocation of Civenex to Werribee Park in 1981 and a change in the event's management in 1983, the annual surplus generated from these events became the primary source of income allowing a steady increase in investment in the following 10 years.

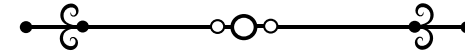
In 1994 most of the 200+ Councils were donating small amounts annually however amalgamations in December of that year resulted in a possible 211 annual donations being reduced to 78. As a result, the President of the day wrote with some trepidation to each of the new Municipalities outlining some facts about the Foundation and its intrinsic benefits to the Councils, and suggesting that they contribute an annual amount sufficient to make up this loss. The letter was generally well received and the Foundation has continued to write to Councils annually seeking their ongoing support.

The whole purpose of the Foundation has been to provide income sufficient to enable Municipal Engineers to study abroad and within Australia, these amounts representing the major expenditure in any one year. The award to the first Endowee in 1967 was approximately \$5,000, a similar amount being made available to the next 11 individual Awardees, however as discussed in Chapter 8, the thrust since 1986 is to send Study Groups of up to six Engineers on short tours with costs varying accordingly.

Whilst the actual amounts of income and expenditure vary slightly from year to year depending on factors such as the value of mortgage investments and changing rates of returns, the income and assets continue to rise modestly enabling the Foundation to maintain effective annual programs of Study Tours for Local Government Engineers, and to expand the program to include groups of students and junior engineers to attend conferences.

The original focus of LGEAV and the Foundation to raise capital from Field Days to pay for study and research for Municipal Engineers has been maintained for almost 50 years despite the challenges posed by the amalgamation of the municipalities in December 1994 and the subsequent demise of Civenex. However, the Foundation has diligently managed its finances, in particular its investments whose returns on capital more than compensate for the loss of the income from Civenex, thus providing sufficient funds to annually seek candidates for a wide range of study options.

## Chapter 8



### Foundation's Awards:

#### Study Tours

The first twelve annual Endowments were awarded to individual Engineers who were expected to be away from their municipality and family for periods of approximately 12 weeks, travelling through several countries, living out of their suitcases, and still being fresh enough to glean the information they sought from total strangers many of whom had little or no understanding of the requirements of such study tours and were not adequately prepared for the Awardee.

This situation was very stressful for the Engineer who usually had to spend many hours sorting through an overload of information before travelling on to his next location and repeating the whole exercise. Fatigue and homesickness were common difficulties which were only slightly ameliorated for some who were able to meet up with their spouse for a short break before returning home.

On returning home most Awardees had to immediately recommence duties at their Municipality with all the attendant difficulties of catch-up and insertion into an organisation which may have made substantial changes in the interim. Added to this, the Foundation required the Awardee to immediately commence preparation of a major report on the findings of the study tour. Very many of the Awardees were unable to present a completed report within the time agreed before the commencement of the tour and this became and continues to be, a major irritant for the Trustees. This has not been overcome despite many efforts by the Foundation to assist the Awardees or to impose monetary penalties.



A further unfortunate effect of the absence of the most senior technical officer was that his position and authority became precarious, causing difficulties with elected representatives, his own staff, and staff within other departments. Also changes in municipal management structures were beginning to occur in such a manner that potential Awardees were unwilling to be away from their Municipality for several months at a time.

In 1977 the Foundation decided that to overcome these problems the tour period would be reduced to 6 to 8 weeks. This arrangement continued until 1987 with a further 15 Endowments..

1987 was the end of the awards which required an individual Engineer to undertake a study tour and be away from his place of employment for a long period.

A change of approach was necessary and after careful consideration the Foundation decided that the recipients would gain more benefit from short term group study tours.

In 1986 the Foundation had discussions with the Australian representative of the International Public Works Federation, an affiliate of the American Public Works Association, regarding the value of attending the APWA Congress in the USA, and in 1987 Trustee Keith Wood attended that Congress to establish contacts between the Foundation and the APWA Board. In the following year the first group of six Awardees, with Keith Wood as tour leader, attended the Congress after which the Awardees then undertook individual 2 to 3 week study tours of Municipalities before returning to Australia.

In the first 21 years of the study program 27 Municipal Engineers had travelled individually on complex overseas study tours of 6 to 12 weeks duration until Group Study Tours commenced in 1988. In the following 27 years, 162 Municipal Engineers benefited greatly from touring in small groups of approximately 6 members under the leadership of Keith Wood who through his experience and contacts substantially enhanced their experience. These tours embraced major Conferences and visits to municipalities in the USA, Canada, UK, and Europe.

Initially arrangements were made for several of the Awardees in each group to be hosted for two weeks by American Engineers both in their home and their municipality, and although the Foundation persevered with this

approach for four years, reciprocal arrangements failed as the US Engineers had no similar funding arrangements available to them. The Hosting program was discontinued in 1993. The Group study tours had proved to be very successful and became the basis of all the major Endowments and have continued annually to the present time.

As the Foundation's funding base gradually increased the Trustees were able to widen the scope of awards to interstate studies, attendance at various conferences within Australia, funding assistance for individual municipal research and study, and short individual and group study tours to other countries. Since 2003 the Foundation has also made funds available for scholarships for Engineers to attend State and National Conferences, numbers increasing from two in 2003 to 9 in 2009, and in 2011 scholarships were made available each year for students from five universities in Victoria to attend the State IPWEA Conferences.

In summary, from 1967 up to and including 2015, 160 Municipal Engineers have attended overseas Research and Study Tours, 10 have undertaken Study Tours in Australia and New Zealand, 21 have received scholarships to attend National Conferences, and 5 have received scholarships to Management Courses. Also, 67 university engineering students have been funded to attend IPWEA conferences.

It is interesting to dissect the spread of the Awardees. Half of all the Awardees are from metropolitan municipalities and the other half are from rural and regional municipalities, and since amalgamations in 1994 the Awardees are from 45 municipalities, or about 60% of the 79 municipalities, of which 40% are metro and 60% rural /regional.

The effect of these study tours has been wide reaching as not only have the Engineers increased their knowledge, the Municipalities within Victoria have also benefited from the dissemination of that knowledge to the Local Government industry.

The Trustees of the Foundation are also very aware that the Awardees have not only benefited from their increased knowledge and experience but also have derived considerable personal development from their study tours.

The names of all those who have participated in the study awards during the past 48 years and the titles of their particular study topics are included in Appendix B.

**Special Awards:**  
**Cedric Tuxen Medal**



*“The Cedric Tuxen Medal for Engineering Excellence in Local Government” as it existed between 1984 and 1991, presented by the Foundation for the Technical Advancement of Local Government Engineering in Victoria.*

In 1984 the Foundation decided to commemorate Cedric Tuxen’s long service to Local Government and to the Foundation with the striking of a medal to be known as the Cedric Tuxen Medal to be awarded to a Local Government Engineer initially for an outstanding paper at the National Local Government Engineering biennial conference but this was soon modified to be a paper at “a conference” then “outstanding work completed under the applicant’s control” followed by “the applicant’s devotion to and contribution to Local Government” and further refined to “an outstanding Engineer in Local Government reflecting devotion and contribution to Local Government” In 1992 the design was altered to reflect national emblem changes, and the criteria further modified to “Engineering Excellence in Local Government”

The Trustees determined that whilst the award of this Medal would be considered on an annual basis, it would only occur when an outstanding candidate was presented.

In 2003 the Award was redesignated as the MEFV Award for Excellence in Engineering and presented as the Cedric Tuxen Medal.

The Cedric Tuxen Medal is of outstanding quality and the most prestigious award made by the Foundation. It was first awarded an April 1985 and the complete list of Engineers who have received this medal is shown in Appendix C.



*“The Cedric Tuxen Medal for Engineering Excellence in Local Government” as presented by the Municipal Engineering Foundation Victoria from 1992 to 2000.*



*E.W.J (Bill) Smith, Shire Engineer, Shires of Maldon, Ripon, and Buninyong. Last recipient of the Tuxen Medal, 2000.*

### Len Cheffers Award

In 1990 the Foundation also decided to establish the L F Cheffers Award in the form of a framed certificate and a plaque, initially on an annual basis “for the quality of a paper presented at an approved conference” but this was later amended to be awarded biennially, and early in 1991 the award was altered to “the Local Government Engineer who has been responsible for a construction or research project considered to be of special significance. The design or research may have been carried out by others but the Engineer must have had overall responsibility for the management and coordination of the project”. The first presentation of the LF Cheffers Award was made in January 1991.

This award was presented in 1991, 1994, 1997, and 2000 and due to a lack of suitable applicants was discontinued in 2000.



### Municipal Engineering Foundation Victoria Award

In 2002, the Foundation considered the previous two Special Awards and decided to establish a new award designated as “Municipal Engineering Foundation Award for Excellence in Engineering” taking the form of a medal still to be known as the Cedric Tuxen Medal, and to be presented bi-annually.

Chairman Keith Wood AM presents the 2007 MEFV Award for Excellence in Engineering, (Cedric Tuxen Medal) to Warren Roberts (current Chairman)

### Keith Wood Excellence Award

This award is a tribute to Keith Wood for his lifetime dedication to local government engineering and the Municipal Engineering Foundation Victoria.

Established in 2012 this award recognises the achievements of engineers working in local government in Victoria who were the recipients of an overseas study tour scholarship and produced a report of exceptional quality based on the study tour. The award is made on an occasional basis and there is no limit on the number of awards in any one year. To be eligible, the recipient is to produce a report of a very high standard that is relevant to current municipal engineering issues, indicates a depth of research and sophistication, produces recommendations that significantly advances improvements in the study topic and is noted for its readability and structure.

The inaugural presentation of the Award was made in July 2014 to Simon Thomas, General Manager City Works, City of Stonnington for his report titled “Liveability – a further dimension for assessing levels of service” produced from a 2012 Overseas Study Tour to Scandinavia and Europe.

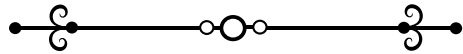


Simon Thomas being presented with the Keith Wood Excellence Award by the Honourable Alex Chernov AC QC, Governor of Victoria – 25th July 2014

Recipients of the all above Awards are listed in Appendix C.



## Chapter 9



### Building on the Foundation:

#### A Summary

At its establishment in 1966 the Foundation was very clear about its objects, firstly to provide funds to enable Local Government Engineers to study and obtain experience overseas or in Australia, and secondly to ensure that the benefit of this research and experience could be made available to all Members and any other persons.

By due diligence, in the first 20 years, the Foundation had raised its Asset Base from \$10,000 to approximately \$150,000 and had sent 25 Engineers on overseas study tours for periods of 6 to 12 weeks.

Over the next 27 years the Foundation continued to build a sustainable and healthy financial position. This enabled the Foundation to continue the focus on professional development of professional engineers through the provision of over 179 overseas study tours and some 200 scholarships to conferences and minor study events.

The 25th Anniversary of the Foundation was celebrated in 1991 with a luncheon at which the primary guest was the then Premier of Victoria, Sir Rupert Hamer, and in a 25th birthday edition of the Local Government Engineers magazine "MEMO" the editor paraphrased the very formal and wordy Objects as: *fine tuning Engineers' management skills, lifting Engineers' horizons, promoting the benefits of continuing education, broadening the Engineers' decision-making framework, providing research opportunities, motivating the Engineer, and above all, maximising the contribution to Local Government by Local Government Engineers. Also*

*quite wordy, but a pragmatic understanding of what the Foundation was and is about.*

At the beginning of 2016 the Foundation will be entering its 50th year and despite a great many external changes in Local Government and some pressure on the Foundation to change its directions, the Trustees have remained true to the Founders' vision. Many of these pressures resulted from the 1994 amalgamation of the Municipalities which significantly reduced the membership of the professional associations in Local Government, and at times created a misunderstanding of the role of the Foundation and inappropriate requests for the use of the Trusts' funds.

In 1996 several of the associations representing professionals in Local Government combined into an organisation known as LGPro which included the Institute of Municipal Engineers Association of Victoria (formerly LGEAV). Notwithstanding this change the Foundation continued supporting the Municipal Engineers and functioned as usual for the next three years.

During this period the national association of Municipal Engineers became the Institute of Public Works Engineers Australia and as there was now no Victorian association of Municipal Engineers, IPWEA lobbied the Victorians to become part of the National Association. The situation was now a repeat of the 1950's, the Municipal Engineers having once again lost their identity and their ability to focus on engineering matters, thus in 2000 there was a strong move to withdraw from the combined body and form a Victorian Branch of IPWEA. The Foundation assisted in this process by providing funding for the new body subject to some conditions

During this turbulent period the Foundation remained true to the original trust deed and the Trustees continued to manage the affairs of the Foundation to ensure it was able to provide opportunities for the professional and personal development of professional municipal engineers.

Over this period Robert Ward was appointed as a Trustee in 1996 and in late 2003 Claudio Cullino was invited to become a Trustee. In 2006 the period of appointment of the Trustees was extended from 3 to 5 years.

The dedication and focus of the Trustees is seen in the fact that there have been only 17 during the 50 years. Their terms of appointment have varied from 10 to 40 years, and they have formed 14 Trusts in that time (see below). Also there have been only 7 Chairmen and 4 Secretaries.



The continuous growth of the assets and the significant expansion of the annual Awards and scholarship programs is the direct result of the dedication of the Trustees, wise counsel relating to investments, and the development of a Policy Statement and Business Plan in 1999 which is required to be reviewed every five years. This Plan includes a requirement for an annual President's Report which while commenting on the activities of the year is also required to confirm that the activities of the Trust concur to the Trust Deed.

### The Trusts

- 1966-71 Cedric Tuxen, John Knee, Len Cheffers.
- 1971-73 Cedric Tuxen, John Knee, Len Cheffers, Keith Wood.
- 1973-76 Len Cheffers, Cedric Tuxen, Keith Wood, Alan Robertson, John Macklin
- 1976-81 Len Cheffers, Keith Wood, Alan Robertson, John Macklin, Peter James
- 1981-87 Len Cheffers, Keith Wood, Alan Robertson, Peter James, Robin Nuttall
- 1987-88 Alan Robertson, Keith Wood, Peter James, Robin Nuttall, John Nicol
- 1988-95 Alan Robertson, Keith Wood, Robin Nuttall, John Nicol, John McKenzie



Trustees 1988-95 (L-R): Keith Wood AM, John Nicol OAM, John McKenzie, Alan Robertson OAM (C), Barbara Fraser(S), and Robin Nuttall OAM.

- 1995-03 Robin Nuttall, Keith Wood, John Nicol, John McKenzie, Robert Ward
- 2003-05 Robin Nuttall, Keith Wood, John Nicol, Robert Ward, Claudio Cullino
- 2005-07 Robin Nuttall, Keith Wood, Robert Ward, Claudio Cullino, Robert Mitchell
- 2007-11 Keith Wood, Robert Ward, Claudio Cullino, Robert Mitchell, Warren Roberts
- 2011-12 Warren Roberts, Robert Ward, Claudio Cullino, Robert Mitchell, David Powell
- 2012-13 WarrenRoberts, Claudio Cullino, Robert Mitchell, David Powell, Mark Varmalis
- 2013-14 Warren Roberts, Claudio Cullino, Robert Mitchell, Mark Varmalis, Geoff Glynn

NOTES: The first named is Chairman in each case. Keith Wood died during 2011 after a long illness, and David Powell died suddenly in 2013. Both were dedicated Municipal Engineers and Trustees and are sorely missed.

### The Trustees

Profiles of the three Founding Trustees Cedric Tuxen, Len Cheffers, and John Knee, together with 40 year Trustee Keith Wood and 20 year Secretary Merv Paton appear in "Profiles"

When John Knee retired as Trustee in May 1973, it was decided to increase the number of Trustees to the maximum of five as stated in the Trust Deed, and Research Fellows Alan Robertson and John Macklin were appointed to fill these positions.

Cameos of the other Past and Present Trustees are shown below in chronological order of their tenure.

In every case these Municipal Engineers were very influential in the development of the LGEAV and they served the Foundation with altruism and distinction

## Cameos of Past Trustees

### John Macklin, Trustee 1973-1981



John Macklin began his career as a cadet engineer with the Brisbane City Council. In 1955 he commenced two years as Assistant Shire Engineer for the Shire of Waradgery involved with rural road development and was seconded to the Municipality of Hay surveying the whole town and designing the drainage system. He was appointed Shire Engineer for the Shire of Cohuna in 1957 at the age of 25 and continued in this role until 1966, designing the first water treatment plant for Cohuna and the sewerage system. He was City Engineer, City of Wangaratta from 1966 to June 1975, Research Fellow for 1970, President of the Association in 1972-3 and appointed as a Trustee in July 1973 serving with Cedric Tuxen, Len Cheffers, and Keith Wood. John was very active in the promotion of LGEAV, particularly in the rural areas. He retired from Municipal life in June 1975, joined a firm of consultants, and spent several years in Indonesia managing an urban development project for the Asian Development Bank. He retired from the Foundation in 1981. John established a Consulting Engineering practice in 1989 working with Victorian local government and water authorities, and specialising in assisting the nearby Asian region to develop municipal infrastructure, and training local engineers.

### Alan Robertson OAM, Trustee 1973-1994



Alan also became a Trustee in July 1973 and served as Chairman from December 1988 to his retirement in December 1994. He was appointed as City Engineer, City of Ringwood, in 1958, and Chief Executive Officer in 1988, retiring after a distinguished career in 1994.

He was Research Fellow for 1972. Alan was passionate about the training of local government engineering staff and in particular, the Works Superintendants, and he initiated very many training seminars and educational courses which provided recognised qualifications for the participants.

Alan was elected Emeritus Member of IMEAV in the late 1980's and was Honoured with the Medal of the Order of Australia for his services to Local Government and Engineering in 1993. His dedication to the Foundation and Municipal Engineering was exemplary and it was unfortunate that such an active Engineer experienced poor health in his retirement.

### Peter James, Trustee 1976-1988



Peter was appointed Trustee in December 1976 and was Chairman from September 1983 to his retirement in August 1988. He saw service in the RAAF in WW2 the details of which are not known. He was a graduate of RMIT and in 1950 was appointed Shire Engineer, Shire of Donald, and at the same time, Shire Engineer, Shire of Birchip. In 1966 he became the first City Engineer, City of Colac, holding that position until his retirement in 1985. He was also one of the first country

Engineers to join the recently established LGEAV and during the 1960's he was a major influence in forming the regional groups of LGEAV.

In 1978/79 Peter was a member of the "Board of Review of the Role, Structure, and Administration of Local Government in Victoria" a task which he took very seriously but which made him unpopular in some areas. Peter's time in retirement was also marred by serious illness.

### Robin Nuttall OAM, Trustee 1981-2006



Robin Nuttall was a graduate of the Gordon Institute of Technology, Geelong, and became Shire Engineer, Shire of Avon at the minimum age of 24, serving in the same position at the Shires of Kowree, and Avoca until appointed as City Engineer, City of Ballarat, in 1976. Robin became a member of the Horsham Group of LGEAV in 1964, serving in many roles on the State committee including President in 1973/74. He also was Editor of the Municipal engineering magazine MEMO from 1981 to 1987. In May 1987 Robin retired from Local Government,

spending the next 13 years as a Consulting Engineer. Robin was appointed a Trustee in July 1981 and Chairman of the Foundation from January 1995 to his retirement in December 2006

Robin received an OAM for service to Scouting and the Community in 1996, and also the Cedric Tuxen Medal in that year. In 2007 he was elected Emeritus Member of IPWEA.

#### **John Nicol OAM, Trustee 1987-2004**



John commenced his engineering career with a 1 year appointment as a Cadet Engineer with the City of Hamilton, before undertaking a course in Civil Engineering at the Gordon Institute of Technology, Geelong, graduating in 1959. He then was appointed to the Engineering Staff at the Shire of Corio in 1960 and in 1965 became Deputy Shire Engineer. In 1974 John was appointed Shire Engineer at the Shire of Werribee and became the first City Engineer in 1987. He was an active member of the Geelong Group of LGEAV and became President of the Local Government Engineers Association, Victoria, and he was very involved in Civinex particularly when held at Werribee Park in the late eighties and early nineties.

John has always treasured his time in Local Government and was delighted to serve as Trustee of the MEF for seventeen (17) years.

John Nicol was awarded an Order of Australia Medal in 1989 for his service to Local Government Engineering and the Community, and he received the Cedric Tuxen Medal for Engineering Excellence in Local Government in 1990. John retired from Local Government in 1994 but has continued to act in a Consulting capacity since that time.

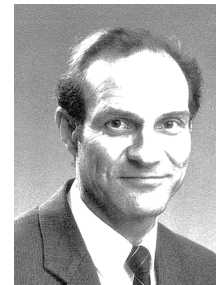
#### **John McKenzie, Trustee 1989-2003**



John completed Secondary education with a Leaving Certificate at the Warracknabeal High School in 1949 and in 1950 he commenced work with the State Electricity Commission as a Cadet Surveyor at the Kiewa Hydro Electric Scheme. During 1951 he joined the City of Horsham as a Cadet Engineer where he commenced study with the R.M.I.T., and received his Municipal Engineers Certificate in 1960. He then served in the role of Shire Engineer at the Shire of Arapiles 1960 -1966, Shire of Deakin 1966 -1974 and Shire of Ararat from 1974 to his retirement in 1992. He was an active member of LGEAV, a Committee Member 1978 -1988, President 1985, and a Victorian Delegate to the Australian Council for 4 years .

John was appointed as Foundation Trustee in December 1988, retiring in December 2003. John was awarded the Cedric Tuxen Medal in 1988.

#### **Robert Ward, Trustee 1995-2012**



Robert graduated from Swinburne College of Technology in 1969 and continued studies in Municipal Engineering, Building Surveying and Management throughout his career. During 1969 to 1971 he served with the Commonwealth Department of Roads and Aerodromes before entering Local Government in Victoria and N.S.W. Robert then worked with the City of Waverley for 5 years and the Shire of Glenelg for 2 years before being appointed as the Shire Engineer/ Building Surveyor at the Shire of Avoca in 1976, retiring from this position in 1985. He then held positions of Deputy Shire Engineer Shire of Ballarat, Shire Engineer/Manager Physical Services Flinders/Mornington Peninsula Shire, Director Engineering Services Bega Valley Shire, and Director Physical and Environmental Services, Macedon Ranges Shire until he retired in 2005.

Robert was an active member of professional bodies serving as State President of the Local Government Engineers Association Victoria in 1990. He was appointed as a Trustee of the Municipal Engineering Foundation Victoria in January 1995 until his retirement in December 2012.



### **David Powell, Trustee 2012-2013**



David was the Director Environment and Infrastructure with the City of Boroondara.. He worked in Local Government for more than 30 years in both regional and metropolitan municipalities, was a qualified Municipal Engineer, and had further qualifications in business. He served on the Board of IPWEA Vic for 5 years, and was involved in a number of other sector groups. David had a strong focus on community. He saw the Local Government Engineer, acting with competence and integrity, as critical to the sustainable well-being of the communities we serve.

David was appointed as a Trustee in January 2012 but died very suddenly in August 2013.

### **Cameos of Present Trustees**

#### **Warren Roberts, Chairman of Trustees**



Warren is currently the Chief Executive Officer, Stonnington City Council. A qualified Municipal Engineer with post graduate qualifications in business he has been employed in Local Government for over 30 years during which time he has established a broad range of industry networks and contacts. Warren has served on both the State and National Boards of IPWEA for over 9 years. During this period Warren has been both State and National President where he represented Australian Public Works Engineers both Nationally and Internationally. He has also served as the Convenor of the National Works and Engineering Conference and is an active member of the conference Committee and has been actively involved with other emerging sector issues. Warren has a keen interest in the Environment and Sustainability, Strategic Planning, and also the challenges facing the Industry and Profession with Recruitment and Retention of Staff, and in the promotion of Engineering and Local Government as a career.

Warren was appointed a Trustee in January 2007 and elected Chairman in November 2011. He is active in contributing to the promotion and ongoing sustainability of the Foundation.

The prestigious IPWEA National Keith Wood Medal was awarded to Warren in 2013 in recognition of his outstanding service to local government engineering.

Warren was awarded the Cedric Tuxen Medal in 2007.



#### **Claudio Cullino, Trustee**

Claudio is a qualified Civil Engineer and former Municipal Engineer with a distinguished career of 38 years in local government, and served a two year period as CEO at the Civil Contractors Federation Vic. Claudio, with his daughters, has established MECC Consulting P/L servicing local and State governments. He is committed to improve the capacity in delivering public works and infrastructure.

His qualifications and affiliations are: Fellow of Engineers, Australia and a Fellow of IPWEA; a Board member of the State Division and former Treasurer on the National Executive of IPWEA.

Claudio has been awarded the prestigious Cedric Tuxen Medal for Engineering Excellence in local government. He is committed to public service and continues to advocate for the continuous improvement of public policies and more importantly to practices that lead to better communities.

Appointed as a Trustee in December 2003, Claudio welcomes the opportunity to promote the Foundation's values to the sector.



### **Rob Mitchell, Trustee**



Rob Mitchell Dip CE, FIE, Aust CP Eng, AAIM has a long career in the consulting industry and a strong interest in municipal engineering. He commenced his engineering career in 1967 and was appointed Chairman and Managing Director of WBCM Group, a major engineering and planning consulting company in Victoria, in 1996. He has served as Chairman and a committee member on the national committee of Local Government Engineering for Engineers Australia.

Rob was appointed as a Trustee in December 2004.

### **Mark Varmalis, Trustee**



Mark is the Director Environment & Engineering at Yarra Ranges Council, which is located east of Melbourne and covers areas of the Yarra Valley and Dandenong Ranges. He has worked in local government engineering for the past 28 years, primarily focusing on civil design and construction, traffic engineering, road safety and public transport. Mark has held a position on the Victorian Board of the Institute of Public Works Engineering Australia since 2003, and served two years as President in 2010 and 2011. He has also represented Victoria on the National board of IPWEA since 2009. Through IPWEA Mark has represented Local Government on issues relating to Road Safety, Contract Management, and Alternative Water Supply. Mark has a commitment to the professional development of public works engineers and is a strong supporter of industry associations and the leadership they provide to the sector.

Mark was appointed a Trustee of the Foundation effective 1st January 2013.

### **Geoff Glynn, Trustee**

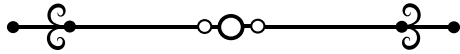


Geoff is the Director Assets and City Services at Banyule City Council. As a qualified civil engineer with further post graduate qualifications in business management and municipal engineering, Geoff has over 25 years experience working in the local government industry across a broad variety of engineering functions.

Geoff is active in the Victorian municipal engineering industry having previously held a position on the Victorian Board of IPWEA and also an active member on the IPWEA state conference committee and in organising other professional development events. Geoff has a keen interest in improving industry collaboration and in improving professional development of public works engineering across the sector.

Geoff was appointed a Trustee of the Foundation effective 1st August 2014.

## Chapter 10



### Profiles

#### Cedric Einer Tuxen 1893-1985



*Cedric Tuxen, aged 91*

*The following is a commentary on the life of Cedric Tuxen prepared by Robin Nuttall following an interview with Cedric in October 1984. The article was published in Memo magazine in November of that year. Cedric died a few months later and the article formed the basis of his eulogy.*

WHERE do I start a short narrative on the long life of this eminent engineer who commenced his career in 1911 and retired in 1963; who was basically responsible for the Uniform Building Regulations; who is revered by all who know him; who has an unparalleled knowledge of municipal engineering history in this century: who served as a Special Constable during the 1923 police strike,

and who truly fits the description “gentleman and scholar”.

Perhaps a good starting point is to give thanks to the undoubtedly stolid army medico of 1910 who refused that dux of the Camberwell Grammar School entry to the newly formed Duntroon Military College because he had flat feet. The day before I interviewed Cedric to obtain some of this material, this sprightly 91-year-old had played 15 holes of golf and in his words, “My feet haven’t given me any trouble yet.” If that medico had been blessed

with more foresight, Municipal Engineering would not have had the benefit of this remarkable man

Cedric’s father emigrated from Denmark in 1878 and, after two years with the Lands Department in New South Wales to improve his English, he joined his brother’s Melbourne practice of Surveying and Mining Engineering. His mother was of Scottish descent and her family lived in the Hamilton area in Victoria’s Western District, where Cedric was later to spend a number of his pre-school years. At the age of 10 he was attending the Christ Church West school in the Melbourne suburb of Hawthorn. Because he was singing in their choir, his school fees were reduced. When his voice broke in 1905 he was sent to Camberwell Grammar School and completed his education by matriculating as dux of school in 1910.

Being rejected from the first intake of Duntroon he had no choice but to join his father in his uncle’s firm and he continued his studies as a Cadet Engineer.

This arrangement did not last long as his father became ill and the management of the firm changed, so Cedric looked for greener pastures.

He was appointed Assistant Engineer to the Shire of Glenelg in Western Victoria in 1913, a position he held for only six months when he was invited to join the newly formed Country Roads Board. He was Assistant Engineer and Personal Assistant to a Member of the Board from 1913 to 1922, with a break of three years in the 8th Field Company of Engineers in France. During his period of service with the CRB Cedric spent much of his time locating new roads in the East Gippsland area of Victoria under very difficult and primitive conditions.

With an urge to obtain urban experience, Cedric applied for and obtained the position of Assistant Engineer, City of Brighton, in 1922. Some 18 months later the City Engineer had a fierce argument with the Council which resulted



*Cedric Tuxen at his retirement function in 1963*

in his immediate removal from that position. Overnight Cedric became City Engineer on six months' probation - and held the position for the next 40 years.

An interesting diversion in 1923 was his appointment as a Special Constable in Brighton during the great Police Strike. He was issued with a short length of 25 mm rubber hose fitted with a wooden handle and a loop of cord and given the chief task of keeping an eye on the Terminus Hotel at Brighton Beach, to see that it was cleared at closing time. Fortunately the patrons treated him as something of a joke and were kindly disposed towards his efforts.

In 1922 the City of Brighton was an expanding dormitory suburb with much of its eastern area under market gardens. The major problems facing the new City Engineer in 1924 were vast mileages of unmade private streets, a non-existent drainage system, and thousands of beautiful elm trees causing their well-known suckering problems.

Construction was by horse and dray and, as Brighton had its own gas-works, retort tar was the main binding medium. This was broomed onto the road pavement and covered with earth thrown in from the road shoulders.

Tar was used long after bitumen became available and more economic because the ratepayers were major shareholders of the gas-works; however, engineering logic eventually prevailed and bitumen and asphalt became the main mediums. It is interesting to note that the Brighton City drays were fitted with time-clock devices which showed when the drays were standing still and enabled the management to determine if down-time was excessive!

One of Cedric's first major tasks was to install a garbage destructor at Brighton. This was a significant engineering project at that time and this destructor served successfully for the next 30 years.

Many experiences during the following years included significant foreshore problems, the employment of over 400 men on sustenance labor, attempts to implement early Town Planning, and the evolving of Building Controls.

In 1925 Cedric drafted a building by-law which, although not accepted in total by the City of Brighton, became the basis of the Uniform Building Regulations which applied in Victoria from 1946 to 1984.

Cedric's role in Building Control cannot be overstated. Not only did he draft the first major by-law, he served with a multitude of committees during the '30s and '40s which investigated the need for and the format of Regulations. He was Chairman of the Building Regulations Commission from 1940 to 1943, Chairman of the Municipal Building Surveyors Board of Victoria from 1943 to 1975, and chaired many committees of inquiry into such matters as the testing of materials and other items related to Building Regulation.

In 1958, at the age of 65, his Council asked Cedric to stay on for another five years and he retired in 1963.

Since then he travelled extensively, particularly to his father's homeland of Denmark. He also retained a vital interest in the affairs of Municipal Engineering and maintained regular contact with the Local Government Engineers Association of Victoria.

Cedric was the second president of Local Government Engineers Association of Victoria and first Chairman of the Foundation for the Technical Advancement of Local Government Engineering in Victoria, a position which he held from 1960 to 1970.

When I asked Cedric what he considered to be the most significant change during his period as a Municipal Engineer, he answered "attitude".

In the '20s, '30s and '40s the Councils relied on their professional officers and trusted them implicitly. Cedric said that because he had developed the confidence of his Council, he had no desire to leave them and only once applied for another position (that of Chairman to the Country Roads Board



GIPPSLAND settlers contended with "roads" like this. Cedric Tuxen and early CRB engineers faced primitive conditions.



in 1945). Sadly, at this time his first wife was very ill and Cedric believes this severely affected his interview with Cabinet; he was subsequently offered a position as Member but remained with his Council.

In that period, according to Cedric, the Council would indicate to its staff its wishes on Rating and the Estimates were prepared on this basis with funds provided as bulk sums. The Engineer determined the work program and the Council was satisfied.

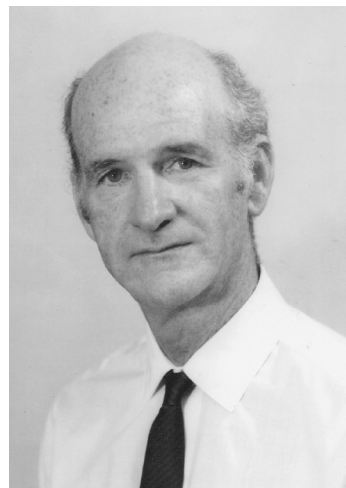
This brief dissertation cannot in any way do justice to the remarkable career of this remarkable Engineer. Nor can it in any way indicate to you the warmth and generosity in the character of Cedric Tuxen.

On his retirement Cedric received accolades that are rare indeed and he continues to receive enormous respect and admiration from all who come in contact with him.

As a mark of this respect the Foundation has struck the Cedric Tuxen Medal for Municipal Engineering Excellence in the State of Victoria.

### **John Wilton Knee 1915-2011**

John Knee was City Engineer of the City of Melbourne when he was invited to become a Trustee of the Foundation, his professional post being considered by the Engineers as the premier Municipal Engineering position in the State. Despite being held in such high esteem John did not affect a superior demeanour but was in fact a modest man who was very generous with his time, particularly to the “younger” Municipal Engineers.



It could be said that John was destined to hold this position as his father before him was a Junior Engineer and City Engineer of the City of Warrnambool, Shire Engineer of Mornington Shire, twice Shire Engineer of Rodney Shire, Town Engineer to the Town of Castlemaine, and Shire Engineer

of Heidelberg. Furthermore, John’s younger brother Arthur also became a Municipal Engineer, part of his career being 35 years as Shire Engineer of the Shire of Rodney.

John’s secondary education was at Warrnambool High School and Wesley College from where he commenced a part-time Civil Engineering course at Melbourne University whilst working in a number of short-term engineering positions with the Department of Defence, Country Roads Board, Warrnambool City, Victorian Railways, and Otway and Colac Shire Councils.

He graduated with a degree in Civil Engineering in 1939 and obtained a Certificate of Qualification as a Municipal Surveyor in 1941 and a Certificate of Qualification as a Local Government Engineer in 1942, during which time he worked for the Melbourne Metropolitan Board of Works and the Department of Interior, ACT. In 1942 he enlisted in the AIF Royal Australian Engineers serving as a Lieutenant and working on installations of defence of Sydney and Newcastle, then on the building of a shipping wharf at the top of the Cape York Peninsula.

John later related that this wharf and an associated water supply was seen as an essential supply point for the planned offensive against the Japanese in New Guinea but to his chagrin, in spite of many months hard work and scrounging materials, the facility was never used. When commenting on that period, he said *“the Japanese didn’t get us but the white ants did”*. His brother Arthur describes this as the only comment John ever made on his wartime experiences.

He was released from the Army in August 1944 at the request of the Department of Civil Aviation to work in the Gulf Country but this position was changed to the Melbourne head office where he remained until August 1948 at which time he joined the Melbourne City Council as Design Engineer.

John was appointed as Deputy City Engineer in 1953, and whilst at a Traffic Engineering course at Yale University, USA, he was advised that he had been appointed as City Engineer commencing 7 November 1955. He returned to Melbourne in January 1956 and was City Engineer until his retirement at age 57 in January 1973. This was a period in which great changes took place in the City of Melbourne including such challenges as the Westgate Bridge, the DeGraves Street Subway, the advent of traffic engineering and



its associated alterations to traffic patterns, the system for the coordination of traffic lights, and the advent of corporate management, all of which were under the direct control of the City Engineer.

John Knee was invited to be one of the three original Trustees of the newly formed Foundation for the Technical Advancement of Local Government Engineering in Victoria a position he held with distinction from its inception on 14 April 1966 to 30 May 1973.

### **Leonard Francis Cheffers OAM 1917-2005**



*Len as Chief Administrator City of Camberwell, Oct '56-Dec '80*

Len Cheffers was one of the very rare Municipal Engineers who was also qualified as a Municipal Clerk. He was appointed to the position of Chief Administrator, City of Camberwell (equivalent to the modern Chief Executive Officer), and during the late 1950s through to the end of 1980 his position was unique in Victoria. Whilst this could very easily have set him apart from the other 200 or so Municipal Engineers in the State, Len moved very easily between both disciplines and it was not until amalgamations in December 1994 that the same situation was repeated.

When he was 15 years old Len left the Collingwood Technical School and commenced work in a small engineering shop however after having his eyes burnt in an arc welding incident his father had him transferred to the Working Man's College (the later RMIT) to study Engineering. Whilst there he became aware of the position available at the City of Northcote and in 1936 he became a Cadet Engineer under the very strong influence of the City Engineer, Vic Bradley. In this position he obtained his Diploma in Civil Engineering and was encouraged to go on to Melbourne University to graduate with his Degree in Civil Engineering. During this period he also obtained his Municipal Engineers Certificate.

Len left Northcote and enlisted in the AIF Field Engineers in 1942 and was seconded to the US Army Engineers, establishing airfields and camps in Far North Queensland and seeing action in Borneo and Sarawack. After a year with the US forces he rejoined the AIF, serving in New Guinea, Borneo, and Morotai. At the completion of the war he continued in the Army building roads in New Guinea and Borneo, and he had a harrowing experience helping repatriate the POWs from Changi Prison.

In 1946 he returned to Northcote City Council for a short time before being appointed Deputy City Engineer, City of Coburg, a position he held for one year before becoming Shire Engineer, Shire of Ripon, Beaufort, a position he also held for a year in 1947. In 1947 Vic Bradley, then City Engineer City of Brunswick, invited Len to take up the position of Deputy City Engineer, and in 1949 he was appointed as City Engineer a position he held for the following seven years during which time he obtained his Municipal Clerks Certificate.

The Council the City Camberwell, in anticipation of the retirement of the then Town Clerk, resolved in September 1955 that his successor be a qualified Engineer and Town Clerk. Applications for the position of Chief Administrator of Camberwell were invited in 1956 resulting in Leonard Francis Cheffers being appointed as Chief Administrator, Town Clerk, and Treasurer, the position which he held with great distinction from 1 October 1956 until his retirement 31st December 1980. In an interview with the Australian Municipal Journal, February 1980, Len said that he had not set out with a deliberate strategy to build up a set of qualifications to be a Chief Administrator, rather, it was a natural curiosity for knowledge.

During the next 24 years Len's expertise as a City Engineer and an Administrator served him well, and he continued to build on this knowledge in order to satisfy the needs of the rapidly expanding and developing municipality of Camberwell, which at one stage was considered the fastest growing municipality in Victoria. In 1975 Len undertook a Council sponsored four-month study tour of the UK, Europe and America, looking at amongst other things redeveloped shopping areas, pedestrian malls, Council amalgamations and other matters likely to occur in Camberwell. Len credited this tour for his ability to lead the Council for the next several years. His administration and technical skills are well documented and he was held in high esteem throughout Local Government in Victoria.



A "Retired?" Len Cheffers at a MEF function, August 2005

Len's standing with the State Government was demonstrated when he was asked to become a member of the "Board of Review of the Role, Structure, and Administration of Local Government in Victoria" which during 1978 and 1979 visited almost all municipalities in the State delving into those matters which the Board considered necessary to achieve reform in Local Government. This was a demanding task for Len Cheffers as he had to continue his role at Camberwell, particularly

when it came to all-night sessions completing the report for State Cabinet. The report known as the "Baines Report" called for widespread amalgamations and major structural changes however it was not timely and never implemented.

In June 1985 after almost 50 years service to local government Len was honoured with the Medal of the Order of Australia (OAM).

Despite his need to focus on the administration of Camberwell, Len never lost his engineering roots. He joined the recently formed LGEAV in November 1960 and throughout the next 20 years he gave strong support to the Association, and was always available to provide advice to Municipal Engineers. *(This Author and former City Engineer is just one who was very grateful to receive the benefit of his wisdom).*

The Municipal Engineering Foundation was derived from the desire of LGEAV to provide a means of funding study tours for Engineers and Len Cheffers was invited to become one of the initial Trustees, a role he occupied from April 1966 until June 1987 during which time he was Chairman of the

Foundation from January 1972 to September 1983. His role in the major development of the Foundation during that time is detailed in the body of this History.

As a mark of the high esteem in which he was held by Municipal Engineers during the previous 40 years Len was elected Emeritus Member of LGEAV in March 1987, the first Municipal Engineer within the State to receive this honour from his peers.

Len retired from his position at the City of Camberwell in December 1980 but this was not to be his last role in Victorian Local Government as he became a Commissioner of the Grants Commission of Victoria, a role he held from January 1981 to February 1987.

#### **Keith Henkel Wood AM 1928 - 2011**

"What's in a name?" Keith Henkel Wood is the one name that transcends all others in relation to the 55 years existence of the Local Government Engineers Association Victoria, its successors, and in particular, the Municipal Engineering Foundation Victoria. He is the one constant in the development of these bodies not only in Victoria but in sister Associations throughout the whole of Australia and in even in the USA. This dedicated drive to advance the profession of Municipal Engineering resulted in his receiving numerous honours and citations from his peers, and several Awards for "Excellence" have been established as memorials to his outstanding service. His vision, leadership abilities, and his preparedness to help others inspired Engineers to fulfil their potential and he was personal mentor to very many. The entire profession has been beneficiary of his vision.



Keith attended several primary and secondary schools and at the end of his secondary education he entered RMIT in 1944, graduating with a Diploma

of Civil Engineering in 1947. Keith had a desire for a career in Local Government and he commenced employment as an Engineering Assistant at the City of Brunswick under the tutelage of City Engineer Len Cheffers until 1951 when he was appointed as Deputy City Engineer, City of Preston, holding this position until 1956 when he was appointed as Shire Engineer to the Shire of Whittlesea.

Whittlesea was on the fringe of the Metropolitan area and the Shire was subject to rapid development, and Keith served this municipality with distinction for 13 years, introducing many innovative programs during that time.

The LGEAV had been formed in October 1959 and Keith joined the Association in May 1960 being only the second Shire Engineer amongst the metropolitan City Engineers. He was Secretary of the Association in 1962/63 and President in 1968/69 however in July 1969 he resigned from the Shire of Whittlesea to form his own consulting engineering company, at which time he was designated Honorary Member of LGEAV. He was appointed as Executive Secretary of the Association in the following month. Despite the rigours of establishing a successful company providing consulting engineering and town planning services to the land development industry and Local Government, Keith also served the Association in his role as Executive Secretary and Executive Director with distinction until it was absorbed into Local Government Professionals in 1994.

In the early 1970s Keith orchestrated the development of a national body of Local Government Engineers Associations achieving an initial meeting of all concerned in Adelaide in 1974, culminating in the establishment of the Australian Council of Local Government Engineers' Associations in 1977 at which he was appointed as the inaugural Secretary. This role became Executive Director of the successor body known as Local Government Engineers' Associations Australia, which in turn morphed into the Institute of Municipal Engineering Australia, now the Institute of Public Works Engineering Australasia. Keith retired from this position in 1995. During this period he was also Secretary to the National Foundation for Local Government Engineering.

Keith became the fourth Trustee of the Foundation in June 1971 continuing in this position until his death in October 2011 and it is safe to say that the financial success of the Foundation is in the main the direct result of

the combination of his extensive experience in Local Government and his outstanding level of business acumen.

We must now look at the development of the Foundation in synergy with Keith's steadily growing business which in 1978 became WBCM Consultants with Keith as Chairman and Managing Director, for it is basically through his willingness to provide expert WBCM staff in such roles as Secretary to the Foundation and Management of Civenex that the Foundation prospered. This extraordinary generosity was a reflection of his never failing desire to advance the profession of Municipal Engineering.

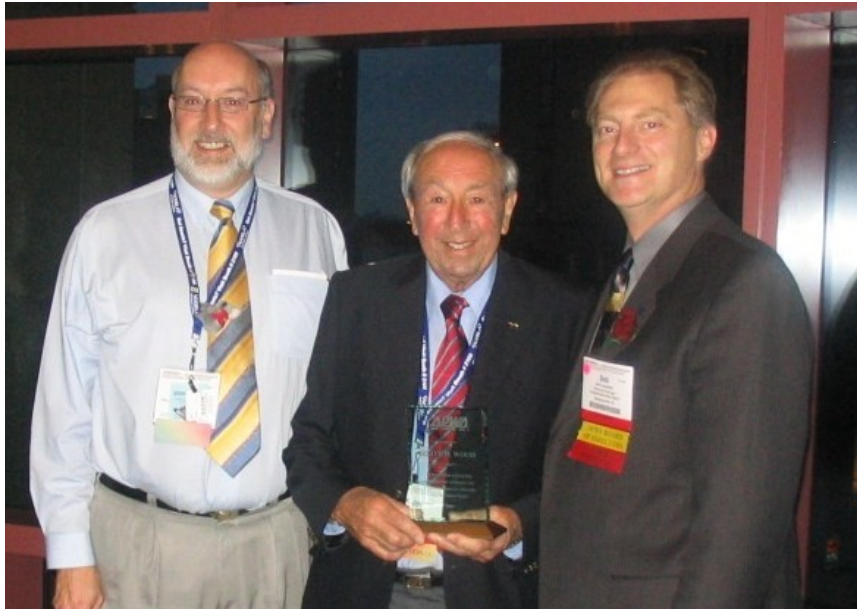
Earlier Chapters have described in some detail the significant advancement in financial returns to the Foundation from the change in approach to the management of Civenex in 1983 and to investments in 1987. Suffice to say these were a direct result of the intellectual contribution of Keith Wood.

The Company had expanded into financial advising, superannuation funds management and accountancy and Keith retired as Chairman of WBCM Consultants in 1996, continuing as Chairman of the new finance sector business for several years before retiring. This activity also benefited both the Foundation and the general Municipal Engineering profession.

The extraordinary influence of Keith Wood on the development of Local Government Engineering within Australia has been recognised in many ways, the most prestigious of these being in January 1989 when he became a Member of the Order of Australia (AM) in recognition of his services to Local Government Engineering, golf, and the community. He was also the second Local Government Engineer in Victoria to become an Emeritus Member of the LGEAV (date unknown).

In 1987 Keith travelled to the USA to attend and meet with officials of the American Public Works Association (APWA) Congress with the view of establishing an annual program of visiting Foundation Awardees. This was very well received by the APWA and attendance at the Congress remains a basic part of the overseas group travel arrangements. Keith travelled with the groups as tour leader in all but two of the years 1988 to 2005 and in doing so established such a level of rapport that he became officially the Australian representative on the Board and a Board member of the International Public Works Federation.





L-R: IPWEA National Pres. Warren Roberts. Keith Wood AM, APWA Pres. Bob Freudenthal, 2005 APWA Congress

In his usual manner Keith not only attended the Congress but made substantial contributions to APWA particularly in the area of establishing and expanding international relationships which resulted in him being recognised by APWA in 1999 for his demonstrated commitment to furthering international relationships, and again in 2005 for fostering international exchange and friendships between Australia and the United States.

Keith has also been honoured by the establishment of two awards to Local Government Engineering, firstly, the Keith H Wood Medal currently presented biennially by IPWEA National, and secondly, the Keith Wood Excellence Award recently promulgated by the Foundation.

Keith Wood's other main passion was golf, not only as a competent player but as an administrator for over 20 years in the Victorian Golf Association and on the Board of Golf Australia, officiating in many of golf's national events. He was also a member of several sporting clubs and in 2000 he was awarded the Australian Sports Medal.

Wider community organisations also benefited from Keith's talents, vision, leadership ability and preparedness to help others.

Whilst there were and are key players within all States and internationally, it is universally recognised that Keith Henkel Wood AM was the driving force within the Local Government industry for over 50 years. He never wavered from his determination to motivate Local Government Engineers to obtain new experience and through their personal development to lift the profile of the industry in all levels of the community.

The author was honoured to have him as a friend and Mentor.

### Mervyn Paton b.1943 .....



Major Mervyn Paton (Rtd.) known to all simply as Merv is Secretary to the Foundation which position he has held since May 1995. This role is designated "Secretary" in the Trust Deed and prior to this date was held by three other officers for periods varying from 5 to 14 years. Their tasks were the more recognised traditional secretarial duties of preparing agendas, attending meetings, recording minutes, and minor accounting functions. However by 1995 this role had substantially expanded and Merv's position could be more properly designated Executive Officer.

In 1961 Merv was two years into his career as an 18-year-old apprentice carpenter however he found that his work had little to do with carpentry and all to do with mixing and pouring concrete which was not at all satisfying. As a member of the Citizens Military Force (CMF) he decided to improve his position by enlisting in the regular Army as a private soldier serving in 14 different locations including active service in Vietnam and two years at the Australian Embassy in Washington DC. His youthful ambition to improve his situation was realised as over the next 20 years he rose to the rank of Major, receiving this commission in 1982. His last military position was Executive Assistant (Administration and Personnel) in Melbourne. Merv retired in July 1989 with a significant number of decorations and citations related to his diverse service during those 28 years.



An interesting and intriguing interlude in his military service was a two-year posting as a Regimental Sgt Major (RSM) and those colleagues such as the Trustees of the Foundation who have known him in his civilian status must find it difficult to reconcile the traditional perception of a Parade Ground RSM with the mild-mannered Foundation Secretary.

Whilst preparing this Profile the Author enquired of Merv as to why he transitioned from the military to a civilian position serving Local Government professional associations and found that the answer was one of those strange quirks of fate.

Merv's role in the army was primarily administration at a senior level, and with a desire to work in the same Melbourne location as his final posting, he applied for and was successful in obtaining the position of Office Manager with the Institute of Municipal Management, Victoria. Consequently he retired from the Army on 4 July 1989 and commenced with IMMV on 10th of July 1989! His role included maintaining the financial accounts for both IMMV and IMM National, organising conferences and seminars, membership administration, and managing the day-to-day operations of the organisation.

When Local Government amalgamations occurred in 1994 a shelf company known as Australian Local Authorities Institute Services (ALAIS) was established and Merv was appointed Acting Executive Director with the responsibilities to facilitate the merger of the several Local Government staff associations (see Chapter 9).

In May 1995 with the appointment of a permanent Executive Director, he became Deputy Executive Director of ALAIS and it was at this time that among his other duties he was seconded to the role of Secretary to the Municipal Engineering Foundation Victoria. This Directorship continued throughout 1996 however in December of that year Local Government Professionals Inc (LGPro) was established rendering Merv redundant.

IN November 1996 the Foundation formerly appointed Merv as Secretary commencing January 1997 and he continued in that role, then in April 1997 he gained employment as the Director of Operations with the IMM National Board which in turn became the Local Government Managers Australia (LGMA). This position was full-time until June 2011 when Merv

reverted to working on a part-time three-day week basis as a transition to retirement. He remained as Secretary of the Foundation throughout those years.

His retirement plan became effective in December 2013 however the Foundation had no wish to lose his highly valued knowledge of the Trust's affairs and formally engaged him to continue in his role as Secretary.

Merv is an extremely competent administrator and in almost 20 years as the Secretary of the Foundation he has developed strong associations with the various Trustees and with the agencies such as Solicitors, Accountants, and Real Estate companies which serve the Foundation. He not only provides routine secretarial services but he is also highly competent in over-seeing the financial affairs of the Foundation, in particular the management of programs of investments which are relied upon to provide funding for the wide-ranging annual awards programs. In this respect Merv has the total confidence of the Trustees whilst always referring final decisions to them in their role as a "board of directors".

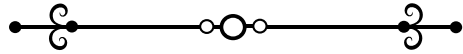
The experience Merv has gained over this time has given him a strong insight into the workings of Local Government and in particular, the many nuances of the men and women appointed to senior positions within this industry, which knowledge is very valuable in the operations of the Foundation.

Merv maintains an active lifestyle partly through riding his Harley Davidson motorcycle, partly with his grandchildren, and especially through the support of his wife, Sue.

Merv continues to undertake the role of Secretary of the Foundation working from his home office, a job that he takes seriously and thoroughly enjoys.

The Trustees highly value his commitment and competence.

## Epilogue



Author L Sprague de Camp in his book “The Ancient Engineers” broadly defines engineering as “*The struggle to make the forces of nature work for man’s good*” and tells us that the first practitioners were irrigators, architects, and military engineers and that technology slowly increased in its progress from the time of the Agricultural Revolution 10,000 years ago until the 16th Century which marked the beginnings of modern engineering. From this time professional societies were formed, engineering knowledge was disseminated by printed papers and through schools, and the great discoveries of the era were put to practical use.

Modern Municipal Engineers are almost without exception qualified as Civil Engineers the term “Civil” having nothing to do with the Engineer’s demeanour but was prefixed to distinguish engineering work performed for the public good from that of a military nature, the Institution of Civil Engineers being established in 1818. However, to be fair, the Municipal Engineer’s “civil” demeanour is sometimes tested!

The saying “The only constant is change” has applied from the earliest times but it is the ever-increasing rate of change that provides the major challenge, and this certainly applies to the Municipal Engineer where there has been exponential change in technology from the late 1900’s to the 2010’s. Municipalities have long since moved on from the three “R’s” of rates, roads, and rubbish, and whilst these may still be foremost in the minds of many ratepayers, the Municipal Engineer has to survive the changes to technology, finances, management, town planning, and a multitude of other new disciplines such as risk management.

With the changes brought about by amalgamation the standing and roles of the Engineers have become blurred at a time when more than ever before there is a need to continuously grow in their knowledge and expertise in order to maintain the community’s expectations. It is in this respect that the Municipal Engineering Foundation of Victoria provides the means by which Engineers in Local Government can advance the knowledge that is essential to the well-being of their municipal community, and it is a bonus that in taking part in the Foundation’s awards schemes the Engineer derives significant personal and professional development.

In the past 50 years the programs available through the Foundation’s awards have been of inestimable benefit to hundreds of Municipal Engineers and the flow on effect on the local and wider community is incalculable.

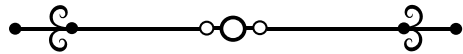
But what of community’s current perception of Local Government? They ask the question “Where are the Engineers?” The present system of Local Government in Victoria seems to push Engineers into the background at a time when the infrastructure needs are probably at their peak.

The Municipal Engineering Foundation Victoria intends to remain foremost in its service to the Municipal Engineering profession and in turn, the communities in which they practice.

*Robin Nuttall, December 2015*

## Appendix A

# Trustees and Officers of the Foundation



### Trustees

Three eminent Municipal Engineers were invited to be the first Trustees of the Foundation and they were Cedric Tuxen, City Engineer, City of Brighton (Chairman); John Knee, City Engineer, City of Melbourne; and Len Cheffers, Chief Administrator, City of Camberwell. The roles and tenure of all the Trustees are shown below.

*(The professional positions attributed to each Trustee is that held at the time of appointment as a Trustee.)*

Cedric Tuxen, City Engineer, City of Brighton (Rtd.) ....	Apr. 66 – Oct 76
John Knee, City Engineer, City of Melbourne.....	Apr 66 – May 73
Len Cheffers, OAM, Chief Administrator, City of Camberwell.....	Apr 66 – June 87
Keith Wood, AM, Principal, K H Wood & Assoc.....	June 71 – Oct 11
Alan Robertson, City Engineer, City of Ringwood.....	July 73 – Dec 94
John Macklin, City Engineer, City of Wangaratta.....	June 73 – May 81

Peter James, City Engineer, City of Colac.....	Dec 76 – Aug 88
Robin Nuttall, OAM, City Engineer, City of Ballarat ...	July 81 – Dec 06
John Nicol, OAM, Shire Engineer, Shire of Werribee....	Aug 87 – Dec 04
John McKenzie, Shire Engineer, Shire of Ararat.....	Dec 88 – Dec 03
Robert Ward, Manager Physical Services, Mornington Peninsula Shire.....	Jan 95 – Dec 12
Claudio Cullino, Director City Development, City of Manningham .....	Jan 04 .....
Robert Mitchell, Managing Director, WBCM Group .....	Jan 05 .....
Warren Roberts, General Manager Infrastructure and Environment, City of Stonnington .....	Jan 07 .....
David Powell, Director Environment and Infrastructure, City of Boroondara.....	Jan 12 – Aug 13
Mark Varmalis, Director Environment and Engineering, Yarra Ranges Shire .....	Jan 13 .....
Geoff Glynn, Director Assets and City Services, Banyule City Council.....	Aug 14 .....

### Chairmen

Cedric Tuxen.....	Apr 66 – Feb 72
Len Cheffers .....	Jan 72 – Sep 83
Peter James .....	Sep 83 – Aug 88
Alan Robertson .....	Dec 88 – Dec 94
Robin Nuttall .....	Jan 95 – Dec 06

Keith Wood..... Jan 07 – Oct 11  
 Warren Roberts..... Nov 11 .....

### Secretaries

Cyril Lowenstern, City Engineer, City of Prahran..... Apr 66 – Oct 71  
 Bob Keogh, Keogh Wood & Assoc. .... Feb 72 – July 81  
 Barabara Fraser, WBCM Consultants ..... July 81 – May 95  
 Merv Paton (seconded from ALAIS) ..... May 95- Nov 96  
 Merv Paton..... Nov 96



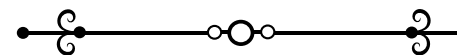
Peter James, Chairman,  
 Sept '83 – Aug '88



Robin Nuttall OAM, Chairman,  
 Jan '95 – Dec '06

## Appendix B

### Record of Awardees



#### RESEARCH FELLOWS

- 1967 **K.J. Dowling, City Engineer, City of Malvern**  
*“Urban development, urban traffic and transport, miscellaneous street cleansing methods and equipment, drainage, flat control, municipal landscaping, parks and gardens.”*
- 1968 **N.H. Cottman, Shire Engineer, Shire of Stawell**  
*“Road management and planning tools and techniques, regional planning and conservation, engineering matters of municipal constructional interest.”*
- 1969 **J.R. MacKenzie, City Engineer, City of Camberwell**  
*“Urbanisation, shopping centres, residential areas, transportation and traffic, disposal of refuse.”*
- 1970 **R.J. Macklin, City Engineer, City of Wangaratta**  
*“Public open space and recreation, community participation in town planning in local government.”*
- 1971 **J.A. McKerrow, Shire Engineer, Shire of Bulla**  
*“Residential developments and town planning of large subdivisions and new towns.”*
- D.C. Tatnell, City Engineer, City of Mordialloc**  
*“Refuse Disposal”*



- 1972 **A.C. Robertson, City Engineer, City of Ringwood**  
*“The hierarchy of graded organisations of shopping centres and other development in urban areas.”*
- 1973 **Alex Thomson, City Engineer, City of Mildura**  
*“Management and Local Government at the Institute of Local Government Studies, Birmingham University, U.K.”*
- 1974 **Albert Thompson, City Engineer, City of Waverley**  
*“The Integration of Modern Urban Development with the Environment.”*
- 1975 **Peter S. Parkinson, Shire Engineer, Shire of Flinders**  
*“Tourism: The Role of Local Government.”*
- 1976 **J.C. Sherring, City Engineer, City of Sandringham**  
*“Principles and Practices in Routine Maintenance and Serving Functions of an Urban Council.”*
- 1977 **M.J. Pawsey, City Engineer, City of Berwick**  
*“The Integration of Industrial Development within the Community and Incentive for Industrial Decentralisation.”*
- 1978 **Frederick G. Andrew, City Engineer, City of Doncaster and Templestowe**  
*“Management and Personnel Services and Development within the City of Toronto.”*
- 1978 **Maxwell G. Richards, Shire Engineer, Shire of Waranga**  
*“Management Course at the Australian Centre for Local Government Studies in Canberra.”*
- 1979 **N.J. Arbuthnot, Shire Engineer, Shire of Mildura**  
*“Management of Abattoirs and Sale Yards and Marketing of Live Stock.”*
- 1980 **Ian L. Anderson, City Engineer, City of Moorabbin**  
*“Application of Alternative Fuel Sources for Local Government.”*
- 1981 **R.G. Sibley, Shire Engineer, Shire of Bright**  
*“Ski Resort Planning and Development.”*
- 1981 **L.R. Boyd, City Engineer, City of Springvale**  
*“Recycling of Refuse and After Use of Tip Sites.”*
- 1982 **C.A. Ackehurst, Shire Engineer, Shire of Bulla**  
*“Growth in Country Towns.”*
- 1982 **E.W. Howard, Deputy Shire Engineer, Shire of Bulla**  
*“Computer Technology in Local Government”*
- 1983 **N.L. Barrett, Shire Engineer, Shire of Buninyong**  
*“Modified Drainage as a Sewerage Option.”*
- 1983 **R.E. Currie, Deputy City Engineer, City of Berwick**  
*“Industrial Liquid Waste Disposal.”*
- 1984 **A.L. Bramley, Shire Engineer, Shire of Diamond Valley**  
*“Local Government Management.”*
- 1985 **B.A. O’Donnell, City Engineer, City of Richmond**  
*“Municipal Restructuring.”*
- 1986 **G.L. Duff, Shire Engineer, Shire of Sherbrooke**  
*“Roadside Conservation as Practised in Australia and Overseas.”*

## AWARD WINNERS - STUDY TOURS

1987

**Neil Beddoe, Deputy City Engineer, City of Port Melbourne**

*Study theme: Government/Council management and political relationships and municipal involvement in development projects.*

**Ken McNamara, City Engineer, City of Hawthorn**

*Study theme: Entrepreneurial activities in American local government.*

1988

### STUDY TOUR:

**Graeme Preston, City Engineer, City of Preston**

**Peter Aboltins, City Engineer, City of Moe**

*Study Theme: Risk management in local government, minimising the liability of local government councils.*

**George Payne, Shire Engineer, Shire of Cohuna**

### HOSTING PROGRAM:

**Ian Robins, City Engineer, City of South Melbourne**

*Study Theme: Inner city street cleaning and parking, and effective utilisation of inner region infrastructure.*

**Robert Wiseman, Deputy Shire Engineer, Shire of Buninyong**

**John McKenzie, Shire Engineer, Shire of Ararat**

*Study Theme: Pavement management systems.*

### OTHER:

**Kevin Hince, Director - Technical Services, City of Northcote**

*Study Theme: Received expenses for attendance at the "Managing the Future" Conference in Canberra.*

1989

### STUDY TOUR:

**Don Welsh, Shire Engineer, Shire of Barrabool**

*Study Theme: Fluctuating demand and resource sharing with options such as joint purchasing on a regional basis, joint construction and contract construction, resource sharing, eg. plant materials (quarry operation) and staff equipment waste management sites.*

**Wally Tabensky, Deputy Shire Engineer, Shire of Buln Buln**

*Study Theme: Road rejuvenation/stabilisation and alternative sources of road funding.*

### HOSTING PROGRAM:

**David Eltringham, Deputy City Engineer, City of Mildura**

Hosted by the City of Upland, California (Mildura's sister city)

*Study Theme: The approach to local government in California compared with that taken in Victoria for two similar cities.*

**Peter Marshall, City Engineer, City of Maryborough**

Hosted by the City of Cary, North Carolina

*Study Theme: Water and waste management and future directions for local government.*

### HOSTING PROGRAM – AUSTRALIA:

**David Ward, Shire Engineer, Shire of Bright**

*Study Themes: Recreation, garbage disposal, pavement and footpath management systems.*

### OTHER:

**Robert Morgan, Traffic Engineer, City of St Kilda**

*Received financial assistance towards attendance at Traffex 89 Conference in the United Kingdom.*

1990

**STUDY TOUR:**

**Neil Dixon, Shire Engineer/Building Surveyor, Shire of Mortlake**

*Study Theme: Road pavement management systems for local government.*

**Stephen Gore, Deputy Chief Executive Officer, City of Broadmeadows**

*Study Theme: Management aspects of waste disposal and recycling.*

**Edmund Horan, Special Projects Engineer, City of South Melbourne**

*Study Theme: Technical aspects of waste minimisation and recycling.*

**Warren Roberts, Senior Engineer Design and Construction, City of Box Hill**

*Study Theme: Geographic information systems.*

**HOSTING PROGRAM:**

**Peter Drummy, Manager - Engineering Services, City of Traralgon**

*Study Theme: Assessment of staff productivity and establishing of performance indicators.*

**Robert John, City Engineer/Building Surveyor, City of Ararat**

*Study Theme: Planning and development of provincial cities.*

**OTHER:**

**Bill Chapman, Executive Engineer, City of St Kilda**

*Received financial assistance towards International Recycling Study Tour, May-June 1990.*

**Darrell Treloar, Shire Engineer, Shire of Rosedale**

*Received financial assistance towards attendance at Infrastructure 90 Conference in Malaysia in October 1990.*

1991

**STUDY TOUR:**

**Darrell Roy Carpenter, Manager - Technical Services, City of Wangaratta**

*Study Theme: Reuse of waste water by discharge to land.*

**Ronald Jeffrey Smith, Operations Manager, City of Brighton**

*Study Theme: Methods of garbage reduction with a view to developing recommendations for methods of implementing an effective partial user pays system of garbage collection, reduction and reuse.*

**Raymond Edward Gilmartin, Shire Engineer, Shire of Wimmera**

*Study Theme: Investigation of short and long term impacts on sand mining and latest rehabilitation techniques.*

**HOSTING PROGRAM:**

**Stuart Mark Holley, Deputy Technical Services Manager, City of Frankston**

*Study Theme: Project management techniques and cost control mechanisms.*

**Peter Albert Reeve, City Engineer, City of Warrnambool**

*Study Theme: Land information systems.*

**Roderick George Campbell**

**Retired from local government April 1991.**

**OTHER:**

**Alexander John Ritchie, Deputy Shire Engineer, Shire of Healesville**

*Received an award to attend the Senior Management Course at the Australian Centre for Local Government Studies in November 1991.*

**Graeme Alford, Operations Manager/Deputy Municipal Engineer, Rural City of Marong**

*Received an award to attend two weeks at VicRoads Human Resources Department in Melbourne in 1991 to enhance his management skills and implement improvements at the Rural City of Marong.*

1992

**STUDY TOUR:**

**Lindsay Merritt, Chief Executive and Shire Planner, Shire of Melton**

*Study Theme: Local Government services to small business and development policies for economic growth.*

**Peter Cleverly, Chief Executive Officer/Shire Engineer, Shire of Kaniva**

*Study Theme: Flood plain management and land degradation.*

**Russell Wallace, Shire Engineer, Shire of Traralgon**

*Study Theme: Timber transport and its effect on the community.*

**HOSTING PROGRAM:**

**Robert Hayles, Shire Engineer, Shire of Ballarat**

*Study Theme: Planning systems and development problems associated with medium to large industrial development.*

**H. Dennis Kirby, Shire Engineer, Shire of Mildura**

*Study Theme: Analysis of the interface between heavy vehicles and towns.*

**Ross Goyne, City Engineer, City of Maryborough**

*Study Theme: Asset management.*

1993

**STUDY TOUR:**

**Claudio Cullino, Manager - Works, City of Waverley**

*Study Theme: Overseas practices and asset maintenance of drainage infrastructure.*

**Donald White, Shire Engineer, Shire of Hampden**

*Study Theme: Use of contractors in road/street maintenance.*

**HOSTING PROGRAM:**

**Terry Alford, Shire Engineer, Shire of Rodney**

*Study Theme: Interrelations between government agencies and local government with particular reference to land degradation.*

**Lloyd Arnott, City Engineer, City of Knox**

*Study Theme: Community liaison within local government.*

**Tony Rijs, City Engineer, City of Mordialloc**

*Study Theme: Stormwater quality.*

**Rodney Sloan, Shire Engineer, Shire of Alexandra**

*Study Theme: Transferable development rights - an answer to many planning issues.*

Home Hosting discontinued, 1993

1994

**Andy Puskas, Director - Planning Building and Health, City of Werribee**

*Study Theme: Effective provision of local transport infrastructure in urban growth areas.*

**Gary Stevenson, Manager, Engineering Services/Shire Engineer, Shire of Heytesbury**

*Study Theme: Total quality management in local government in the USA and Canada.*

**SPECIAL SUBJECT AWARD TO STUDY IN UNITED KINGDOM AND EUROPE**

**Jyoti Ghosh, Asset Management Engineer, City of Yarra, Richmond District**

*Study Theme: Infrastructure Management.*

1995

**Stan Antczak, Maintenance Manager, Wyndham City Council**

*Study Theme: Maintenance Management Systems.*

**Marlene Battista, Project Engineer, East Gippsland Shire Council**

*Study Theme: Coastal Management and Development.*



**Peter Harriott, Shire Engineer/Building Surveyor, Shire of Karkaroc**

*Study Theme: Economic Diversity for Rural Municipalities.*

**Morris Terzo, Operations Manager, Yackandandah District, Indigo Shire**

*Study Theme: Disaster Planning.*

1996

**Ian Butterworth, Port Phillip City Council**

*Study Theme: Key Success Factors of Local Government Service Providers.*

**Peter Robertson, Latrobe Shire Council**

*Study Theme: Change Management - Effects on Service Delivery.*

**Maurice Stabb, Brimbank City Council**

*Study Theme: Succession Planning in a Contract Employment Environment.*

**Bernard Smith, Greater Bendigo City Council**

*Study Theme: Competition & the Local Government Organisation in a Regional Environment.*

1997

**John McCartney, Manager Asset Management, Colac-Otway Shire Council**

*Study Theme: Performance Monitoring of People and Operations.*

**Philip Squires, Manager Engineering Services, Strathbogie Shire Council**

*Study Theme: Life of a Township after Freeway By Pass*

**David Beard, Director Engineering Services, Murrindindi Shire Council**

*Study Theme: Guidelines for Operation of Refuse Disposal Sites*

**David Yeouart, Capital Works & Infrastructure Co-ordinator, City of Port Phillip**

*Study Theme: Comparison of Contract vs Direct Labour for Municipal Maintenance Works*

1998

**John Wilkin, Manager Assets & Contracts, Surf Coast Shire Council**

*Study Topic: Minimisation of the Impact of Provision of Infrastructure for Developments in Environmentally Sensitive Areas.*

**Rodney Conway, Manager Technical Services, Wyndham City Council**

*Study Topic: Effective Contract Management of Services.*

**Peter Fussell, Manager Foreshore & Tourism, City of Port Phillip**

*Study Topic: Foreshore Management Structures including Management of Technical Services*

**Rasiah Dev (Devapalasundaram), Manager Infrastructure & Transportation, City of Darebin**

*Study Topic: Infrastructure Management and Investment.*

**Neil Allen, Contracts Manager, City of Hume**

*Study Topic: Contract Management Systems.*

**Bela Bard-Brucker, Group Manager, Urban Planning & Development, City of Brimbank**

*Study Topic: Facilitating Sustainable Living.*

1999

**Stephen Watters, Consultant, Fisher Stewart Pty Ltd, South Melbourne**

*Study Topic: Implementation of 'Best Value' within local government in the United States and the UK and the impact Best Value has on the provision of engineering services.*

**Kurt Bruhn, Director Infrastructure Strategy & Contracts, Greater Shepparton City Council**

*Study Topic: Commercialisation and Corporatisation of Council owned business units operating in the infrastructure/parks maintenance area and the contracting out of these operations.*

**Bruce Douglas, Director Infrastructure, Mornington Peninsula Shire Council**

*Study Topic: Use of the latest technology in the delivery of services to the community in all areas of council services.*

**John Anderson, Manager Yarra Enterprises, City of Yarra**

*Study Topic: Service delivery in the United States and the Impact on Councils in the UK and their in-house teams as a result of the move from CCT to a best value approach on service delivery and the applicability of this approach to local government in Victoria.*

**David Yeouart, Capital Works & Infrastructure Coordinator, City of Port Phillip**

*Study Topic: The success of partnerships matrices and/or joint ventures between local authorities and private sector in the United States and United Kingdom as a way forward for the delivery of public services.*

**Richard Wright, Coordinator Cleansing Services, City of Monash**

*Attendance at 7th Annual Australian Self Managed Work Teams Conference, Sydney, 9-10 June 1999 and Teams Tour, 2000.*

*Overseas Study Tour Reports produced by scholarship recipients from 2000 to date are available on the Foundation's website at [www.mefvic.org.au](http://www.mefvic.org.au).*

## 2000

**Jon Aujard, Divisional Business Manager, City of Greater Bendigo**

*Study Topic: Best Value – How does it effect in-house business units?*

**Garry Healy, Director Planning & Asset Development, Mildura Rural City Council**

*Study topic: 'Best Value Organisational Structures'*

**Malcolm Styles, General Manager CivicNET, Wangaratta Rural City Council**

*Study topic: 'The Culture of Best Value in Local Government Governance and Service Delivery – applied to road maintenance'*

## 2001

**Penny Gale, Director Best Value Services & Infrastructure, Maroondah City Council**

*Study topic: 'Triple Bottom Line Reporting in a 'Best Value' Municipal Context*

**Craig Cinquegrana, Manager Infrastructure Planning, Mornington Peninsula Shire Council**

*Study topic: 'Public Consultation for Engineering Services'*

**Peter Waite, Customer Services Engineer, Manningham City Council**

*Study topic: 'Best Practice in Stormwater Management'*

## 2002

**UNITED STATES, CANADA AND UNITED KINGDOM:**

**Michael Edgar, Asset Management Engineer, Latrobe City Council**

*Study topic: 'Best practice strategies to minimize public risk in the management of roads and footpaths.'*

**Ian Mann, Group Manager Engineering & Infrastructure, Knox City Council**

*Study topic: 'Risk Management with Asset Management.'*

**David Hannah, Manager Engineering Services, Greater Bendigo City Council**

*Study topic: 'Beyond Non-feacance.'*

**NEW ZEALAND:**

**Sebastian Pitruzzello, Building Services Co-ordinator, Yarra City Council**

*Study topic: 'Assets – Building Maintenance, Capital Works.'*

**Andrew Smith, Design Engineer, City of Greater Bendigo**

*Study topic: 'Asset Management.'*

**Guy Wilson-Browne, Director Engineering, Bass Coast Shire Council**

*Study topic: 'Best Value Partnerships in Engineering.'*

2003

**UNITED STATES, CANADA & UNITED KINGDOM (to include the APWA Congress, San Diego, California)**

**Danny Eaton, Manager Services, Service Delivery, Hume City Council**

*Study Topic: 'Workplace Culture and Productivity'.*

**Thomas Kuen, Infrastructure Services Division Manager, Monash City Council**

*Study Topic: 'A Systems Approach to Knowing Your Assets'.*

**Stephen Howe, Manager Asset Management, Boroondara City Council**

*Study Topic: 'Investigation of Risk Based Prioritisation of Works Programs'.*

**Peter McLean, Manager Assets & Development, Cardinia Shire Council**

*Study Topic: 'Water Sensitive Urban Design'.*

**NEW ZEALAND:**

**Karl Barker, Asset Manager/Engineer, Wyndham City Council**

*Study Topic: 'Asset Management Planning Benchmarking Exercise'*

**UNITED KINGDOM :**

**Claudio Cullino, Director City Development, Manningham City Council**

*Attendance at 2003 SOLACE Conference as part of a National IPWEA Tour*

**AUSTRALIAN STUDY TOUR:**

*Review of the Current and Future Role of Municipal Engineering in Australia*

**Roger Woodlock, Technical Services Engineer, Manningham City Council**

**Ray Weber, Project Coordinator, Wellington Shire Council**

**Mark Varmalis, Manager Civil Development Services, Yarra Ranges Shire Council**

**Garfield D'Costa, Construction Supervisor/Design Engineer, Yarra Ranges Shire Council**

**IPWEA NATIONAL CONFERENCE, HOBART, TAS:**

**Chris Hastie, Project Coordinator, Wellington Shire Council**

**Joshua Lewis, Design Engineer, Wangaratta Rural City Council**

2004

**IPWEA NATIONAL STUDY TOUR TO USA, CANADA AND UK (to include the APWA Congress in Atlanta, Georgia)**

**David Richardson, Manager Engineering & Environmental Services, City of Casey**

**EUROPEAN WASTE MANAGEMENT STUDY TOUR:**

**John Stamp, Waste Management Officer, Manningham City Council**

**David Beard, Director Infrastructure Services, Greater Bendigo City Council**

**Dimitri Scordalides, General Manager Infrastructure, Benalla Rural City Council**

**Greg Scott, Assets Manager, Mitchell Shire Council**

2005

**IPWEA NATIONAL STUDY TOUR TO USA, CANADA AND UK (to include the APWA Congress, Minneapolis, Minnesota)**

**Anne Gibbs, Manager Capital Works & Strategy, City of Boroondara**

*Topic: Best Practice Management of Aging Infrastructure Assets*

**David Powell, Corporate Manager Operations, Bayside City Council**

*Topic: Communication and Community Consultation for the Public Works Engineer*

**INTEGRATED WATER QUALITY MANAGEMENT TOUR TO USA, CANADA AND UK:**

**Michael McGlade, Manager Roads Development, Wyndham City Council**

*Topic: Integrating Water Sensitive Urban Design into New Subdivisions*

**Chris Sfetkidis, Client Services Engineer, Manningham City Council**

*Topic: Integrated Water Quality Management''*

**Peter Aumann, Director Infrastructure Services, Monash City Council**

*Topic: Integrated Stormwater Management*

**Alan West, Team Leader, Engineering Design Department, Kingston City Council**

*Topic: A Value for Money Approach for Victorian Councils*

**IPWEA NATIONAL CONFERENCE SCHOLARSHIP:**

**Martin Duke, Manager Engineering, Northern Grampians Shire Council**

**Philip Richards, Senior Design Engineer, Rural City of Wangaratta**

**LG PRO EMERGING LEADERS PROGRAM:**

**Theo Panagopoulos, Senior Project Engineer, City of Wodonga**

**Stacey Daniel, Project Manager (Major Projects), Maroondah City Council**

## 2006

**IPWEA NATIONAL OVERSEAS STUDY TOUR (to include the APWA Congress, Kansas City, Missouri)**

**Mark Varmalis, Manager Civil Development Services, Yarra Ranges Shire Council**

*Topic: Road Safety: An International Perspective*

**Doug Bradbrook, Team Leader Traffic & Road Safety, Mornington Peninsula Shire Council**

*Topic: International Road Safety Initiatives Recommended for Consideration by Victorian Councils*

## 2007

**OVERSEAS STUDY TOUR TO USA AND EUROPE (to include the APWA Congress, San Antonio, Texas)**

**Jane Waldoock, Customer Services Engineer, City of Manningham**

*Topic: Mature Driver Behaviour Change Programs*

**Daniel Kollmorgen, Transport and Parking Coordinator, City of Stonnington**

*Topic: International Experiences of Pedestrian Safety*

**Mauro Covacci, Special Projects Engineer, Wyndham City Council**

*Topic: Asset Management and Project Management for Delivery of Capital Works Programs*

**Philip Warner, General Manager Infrastructure, City of Whitehorse**

*Topic: Impact of Infrastructure Investment by the State Government on Council Assets and Asset Management Plans*

**TOUR TO EUROPE (to include International Solid Waste Association World Congress, Amsterdam):**

**Tony Rijs, General Manager Environmental Sustainability, City of Kingston**

*Topic: Planning for the Redevelopment of Former Landfill Sites and the Establishment of Alternative Waste Facilities*

**IPWEA NATIONAL CONFERENCE – CAIRNS, QLD:**

**Leah Johnston, Works Engineer, Corangamite Shire Council**

**Cohen Van der Velde, Project Engineer, Bass Coast Shire Council**

## 2008

**OVERSEAS STUDY TOUR TO USA AND EUROPE (to include the APWA Congress, New Orleans, Louisiana)**

**Vicki Shelton, Coordinator Road & Drainage Infrastructure, City of Greater Geelong**

*Topic: Effects of Sea Level Rise on Civil Infrastructure*

**Michael Ellis, General Manager Assets & Services, Cardinia Shire Council**

*Topic: Minimise the Impact of Climate change on New Developments*

**Nick Mazzarella, Manager Major Projects & Activity Centres, City of Darebin**

*Topic: Environmental Sustainability Design Practices Used in Community Facilities to Achieve Carbon Neutral Targets*



**Justin Hinch, Design Engineer, Horsham Rural City Council**  
*Topic: Stormwater Re-Use Programs and Effects from Climate Change”*

**David Sutcliffe, Manager Engineering Assets and Services, Baw Baw Shire Council (Attended the IPWEA National Study Tour)**  
*Topic: Shared Space and Naked Intersections”*

**LGPRO EMERGING LEADERS PROGRAM SCHOLARSHIP:**  
**Cohen van der Velde, Project Engineer, Bass Coast Shire Council**

**LGPRO IGNITE PROGRAM SCHOLARSHIP:**  
**Richard Russell, Executive Engineer, Hepburn Shire Council**  
**Steven Swan, Project Engineer, Alpine Shire Council**

**2009**

**IPWEA NATIONAL STUDY TOUR TO USA AND EUROPE**  
**(to include the APWA Congress, Columbus, Ohio)**  
**David Fricke, Manager Assets & Engineering Services, Moonee Valley City Council**

**IPWEA NATIONAL PUBLIC WORKS CONFERENCE – MELBOURNE, VIC 2009:**  
**Paula Gardiner, Manager Capital Works, Colac Otway Shire Council**  
**Tess Tobin, Engineering Trainee Technical Services, Towong Shire Council**  
**Geoffrey Bolling, Manager Assets, Moira Shire Council**  
**Nicola Belcher, Traffic Engineer, Mornington Peninsula Shire Council**  
**Christopher Lim, Project Engineer, Stonnington City Council**  
**Matthew Cleur, Asset Engineer, Hume City Council**  
**Aaron McGlade, Project Engineer, City of Greater Geelong**  
**Darren Sampson, Capital Works Coordinator, Frankston City Council**  
**Markus Vorster, Asset Management Officer, Frankston City Council**

**2010**

**OVERSEAS STUDY TOUR TO USA, CANADA AND UK (to include APWA Congress in Boston, Ma)**  
**Senaviratna Abeykon, Manager Assets, South Gippsland Shire Council**  
*Topic: Managing Urban Stormwater Drainage Network*

**Paula Gardiner, Manager Capital Works, Colac Otway Shire Council**  
*Topic: Development and Delivery of Public Works*

**Philip Jeffrey, Executive Manager Assets & Projects, Moorabool Shire Council**  
*Topic: Procurement and Delivery of Public Works*

**Raj Manihar, Environmental Coordinator, Baw Baw Shire Council**  
*Topic: Climate Change”*

**2011**

**OVERSEAS STUDY TOUR TO USA, CANADA AND UK**  
**(to include APWA Congress in Denver, Colorado)**  
**Katherine O’Connell, Project Manager, City of Stonnington**  
*Topic: Climate Change and Flooding Report*

**Chris Lyne, Project Manager – Drainage, Mornington Peninsula Shire Council**  
*Topic: Flood Management and Drainage Strategy*

**Peter Robertson, Director City Infrastructure, City of Warrnambool**  
*Topic: Re-Use of Stormwater”*

**IPWEA VIC PUBLIC WORKS MANAGEMENT CONFERENCE:**  
**16 Students from six Universities in Victoria were sponsored by the Foundation to attend the conference.**

**IPWEA INTERNATIONAL PUBLIC WORKS CONFERENCE, CANBERRA:**  
**Raj Manihar, Environmental Coordinator, Baw Baw Shire Council**  
**Kurt Pitts, Sub Divisions Engineer, Baw Baw Shire Cou**

2012

**OVERSEAS STUDY TOUR TO EUROPE (to include IFME World Congress in Helsinki, Finland)**

**Cohen Van der Velde, Infrastructure Projects Manager, Bass Coast Shire Council**

*Topic: Planning and Delivery of Capital Works*

**Oliver Vido, Manager Infrastructure Services, Greater Dandenong City Council**

*Topic: Social Media and Other Communication Tools*

**Simon Thomas, General Manager City Works, City of Stonnington**

*Topic: Asset Management and Liveability*

**OVERSEAS STUDY TOUR TO USA AND CANADA (to include APWA Congress in Anaheim, California):**

**Glenn Deaker, Manager Operations, Central Goldfields Shire Council**

*Topic: Asset Management – Construction – Management of Infrastructure*

**Vito Albicini, General Manager Assets, Frankston City Council**

*Topic: Achieving Service Outcomes for Communities through Good Practice in the Design and Creation of Public Infrastructure*

**David Elson, Manager Asset Planning, Boroondara City Council**

*Topic: Observations on the use of technology in asset management*

**IPWEAVIC PUBLIC WORKS MANAGEMENT CONFERENCE:**

20 Students from five Universities in Victoria were sponsored by the Foundation to attend the conference.

2013

**OVERSEAS STUDY TOUR TO USA, CANADA AND UK (to include APWA Congress in Chicago, IL)**

**Brett Martini, Manager Engineering & Public Space, City of Greater Bendigo**

*Topic: Infrastructure to Support Active Transport*

**Trevor Dando, Building Projects Coordinator, Bass Coast Shire Council**

*Topic: Facility Management Strategies for Managing Ageing and Diverse Property Portfolios*

**Ossie Martinz, Director Infrastructure Services, City of Monash**

*Topic: Community Connections with the Lifecycle of Assets*

**Samantha Krull, Manager Major Projects, Wyndham City Council**

*Topic: Rethinking Organisational Approach to Project Management*

**Steven White, Director Infrastructure Services, Bayside City Council**

*Topic: Project Planning and Governance in Local Government*

**2013 IPWEAVIC PUBLIC WORKS MANAGEMENT CONFERENCE:**

20 Students from five Universities in Victoria were sponsored by the Foundation to attend the conference.

**IPWEA INTERNATIONAL PUBLIC WORKS CONFERENCE, DARWIN:**

**Kurt Pitts, Sub Divisions Engineer, Baw Baw Shire Council**

**Robert Ladd, Pyrenees Shire Council**

**Philip Elms, South Gippsland Shire Council**

**NATIONAL WORKS AND ENGINEERING CONFERENCE:**

**Beth Bilston, Rural City of Wangaratta**

**Josh Hammond, Rural City of Horsham**

2014

**OVERSEAS STUDY TOUR TO USA, CANADA AND UK (to include APWA Congress in Toronto)**

**Chris Hastie, General Manager, Built & Natural Environment, Wellington Shire Council**

*Topic: Impacts of Climate Change on Local Infrastructure*

**Ebony Perrin, Environment Services Team Leader, Moyne Shire Council**

*Topic: Climate Change Adaptation Projects*

**Daniel Przychodzki, Team Leader – Transport, City of Greater Dandenong**

*Topic: Utilising Existing Infrastructure to Encourage Active and Sustainable Transport*

**Alison Leighton, Manager Infrastructure Strategy, Mornington Peninsula Shire Council**

*Topic: Innovations in Public Works Engineering - An International Perspective*

**Rick Kwasek, Manager Public Spaces & Capital Works, City of Stonnington**

*Topic: Streets as Public Spaces*

*(Ebony Perrin was the recipient of the scholarship jointly funded by the Foundation and the City of Boroondara as a tribute to the late David Powell, Trustee of the Foundation and Director of Environment and Infrastructure, City of Boroondara.)*

**IPWEAVIC PUBLIC WORKS MANAGEMENT**

**CONFERENCE:20 Students from five Universities in Victoria were sponsored by the Foundation to attend the conference.**

**NATIONAL WORKS AND ENGINEERING CONFERENCE**

**Andrew Ottanelli, Supervising Engineer, Moyne Shire Council**

**Daniel Potter, Graduate Engineer, West Wimmera Shire Council**

2015

**OVERSEAS STUDY TOUR TO NEW ZEALAND (including IFME World Congress and IPWEA International Conference in Rotorua)**

**Ari Triskelidis, Principal Design Engineer, Monash City Council**

*Topic: Water Sensitive Design*

**Angela Farnell, Project Engineer, Bass Coast Shire Council**

*Topic: Embracing Asset Management and Achieving Organisational Buy-in*

**Andrew Barr, Team Leader Engineer, Cardinia Shire Council**

*Topic: Asset Management driving Capital Works*

**IFME WORLD CONGRESS & IPWEA INTERNATIONAL CONFERENCE, ROTORUA, NEW ZEALAND**

**Justin Hinch, Manager Infrastructure Development & Projects Warrnambool City Council**

**OVERSEAS STUDY TOUR TO USA AND CANADA (to include the APWA Congress in Phoenix, Arizona)**

**David Moloney, Works Manager, Corangamite Shire Council**

*Topic: The Effects of Prevention and Proactive Maintenance Strategies on Asset Life*

**Ken Bott, Manager Infrastructure Assets, Bayside City Council**

*Topic: Best Practice Community Engagement Approaches and Practices*

**Simon Kinsey, Design & Construction Coordinator, Whitehorse City Council**

*Topic: Emerging Environmental Sustainability Innovations and Trends in Design and Construction*

**IPWEAVIC PUBLIC WORKS MANAGEMENT CONFERENCE:**

**11 Students from five Universities in Victoria were sponsored by the Foundation to attend the conference.**

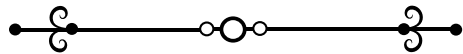
**NATIONAL WORKS & ENGINEERING CONFERENCE**

**Kyle Pearson, Projects Officer Parks & Sport, Greater Shepparton City Council**

**Ramsey Beacham, Construction Supervisor, Moorabool Shire Council**

## Appendix C

### Excellence Awards To Individual Engineers



#### Cedric Tuxen Medal

1984	Alan Robertson, City Engineer, City of Ringwood
1985	Max Pawsey, City of Berwick
1986	Norman Cottman, Shire Engineer, Shire of Stawell
1987	Ken Dowling, City Engineer, City of Malvern
1988	Ross McKenzie, City Engineer, City of Melbourne
1989	John McKerrow, Shire Engineer, Shire of Bulla
1990	John Nicol, Shire Engineer, Shire of Werribee
1991	Bob Seiffert, CEO, Shire of Sherbrooke
1993	Ian Robbins, City Engineer, City of South Melbourne
1996	Robin Nuttall, former City Engineer, City of Ballarat
1997	Ken McNamara,
1998	John McKenzie, former Shire Engineer, Shire of Ararat
1999	Daryl Treloar, CEO, City of Hume
2000	Bill Smith, former Shire Engineer, Shire of Buninyong

#### Len Cheffers Award

1991	Ross Currie, Deputy City Engineer, City of Berwick
1994	Robert Johns, City Engineer, City of Ararat
1997	Michael McGlade, Wyndham City Council
2000	John Stamp, Manager Projects, City of Manningham

*(This Award discontinued in 2002)*

#### MEFV Award For Excellence In Engineering

(Presented as the Cedric Tuxen Medal)

2003	Bruce Douglas, Director Infrastructure and Physical Services, Mornington Peninsula Shire
2005	Claudio Cullino, Director City Development, City of Manningham
2007	Warren Roberts, General Manager Infrastructure and Environment, City of Stonnington
2009	Maurice Stabb, Director Infrastructure, City of Wyndham
2011	Tony Rijs, General Manager Environmental Sustainability, City of Kingston
2013	Ross Goyne, former General Manager Environment, City of Ballarat
2015	Malcolm Styles, former Deputy Chief Executive Officer, Rural City of Wangaratta

#### Keith Wood Excellence Award

2014	Simon Thomas, General Manager City Works, City of Stonnington
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