



The Consulting Surveyor

The Newsletter of the
Association of Consulting Surveyors (Victoria) Inc

2022 - Issue No.1

February



CSV Board of Directors October 2021/October 2022 & Staff

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ARTICLES WANTED AND FPET POINTS AVAILABLE

SRBV ' Guidelines for FPET ' effective from 30 August 2020 provide for allocation to a Licensed Surveyor of 3 points for writing a substantial article, see 6.6.6 extract below:

6.6.6 Writing a journal/magazine article and/or presenting a conference paper of direct relevance to the practises of a licensed surveyor— 3 points in the appropriate category for writing/preparing and presenting a substantial article/presentation, up to a maximum of 6 points in each FPET period.

Articles are accepted at any time and newsletters are collated and published bi-monthly.





Update from your President

Well, has there ever been a better time to be a surveyor in Victoria? As we welcome the new year of 2022, the future of surveying businesses appears bright. Order books are full, the infrastructure and land development sectors are pumping hard and the appetite for **regional property investment continues to find unprecedented heights**. Whilst the ongoing challenges of Covid 19 remain, our immediate focus has become; how to navigate the unprecedented demand for our services whilst many of our staff are laid up battling an illness. The messages from state government remain clear; "If you can work at home then please do so". At the moment, this message makes sense for maintaining healthy staff and a healthy business.

Many CSV members have returned to the office after a well-earned holiday season, only to send staff back home to manage the contact risks. Whilst CSV cannot speak with any authority on health matters; slowing down the rate of infection does look like a practical strategy for keeping our doors open. If overseas experiences are anything to go by, this peak wave of cases will subside as the year progresses and then we can all look forward to the prospect of a "Post-Covid" era. Until then – stay strong and focus on the benefits of enhancing the de-centralised capabilities of your organisation. With adversity comes opportunity. Those who weather this storm the best will be well placed to capitalise on their adaptability.

Looking into the challenges and opportunities for 2022, CSV seeks to leverage our excellent track record in advocacy, education and

professional development to expand CSV services in alignment with the needs of our membership. We are currently in consultation with various bodies regarding processes which affect our members. Just to mention a few;

- Mutual Recognition of Interstate Surveyors – OSG
- Review of Licensing Processes – SRBV
- Development of Licensing project alternatives – SRBV
- Amendment to Road Naming Guidelines – OGN
- Implementation of Owners Corporation Act Amendments – SCA
- Promoting Surveying as a career – STF
- Business Academy Opportunities - CSN

All of these investigative and consultative actions require resources, time and effort. The skilled and passionate personnel who pursue these matters on behalf of CSV



include Executive, Staff, Contractors, Board Members and often concerned CSV members themselves. During 2022 it is my goal to spread the CSV workload into a broader sustainable network of specialised "subject matter experts" and mentors which may lend their support to specific CSV objectives. By lightening the load across a larger group, we can draw upon the great volume of knowledge within our membership, aim for a deeper understanding of issues and provide more effective responses to the benefit of our community.

To build this network I would first suggest to ask yourself a question; "What unique knowledge have I acquired in my career that would be of benefit to all CSV members"? After pondering this for a few moments, pick up a pen and jot down three big career challenges that you have solved. Then ask yourself; "How would those experiences assist the CSV team to enhance our professional standing and our businesses"? After doing this exercise, just drop a line to the CSV office with your favourite specialty outlined in one short paragraph. We would love to hear from you.

CSV has a unique platform for enhancing the role of surveying businesses in our state. We stand alongside several surveying and kindred organisations, each with their own specialisations and reasons for being. I'd like to re-iterate that I am very honoured to represent the CSV team as your President this year and wish you an exceptional year of successes in 2022.

James Canning
KLM Spatial



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survey.crkennedy.com.au



Reviewing the Pathway to Becoming a Licensed Surveyor

It was great to see the end of 2021 with hope that 2022 would bring less anxiety and disruption, however this looks unlikely as the omicron variant becomes a major player in our lives. I was able to enjoy Christmas with family but missed NYE celebrations with friends due to a COVID-19 scare that didn't eventuate. A sign of the times as we battle with how the new wave will challenge our businesses this year.

In my family's short break to central Victoria, I happened upon an interesting conversation with a local farmer in a queue outside the local bakery in search of one of the town's award-winning vanilla slices. After enquiring to what was locally produced in the region (barley, canola, hay), I was informed that local farmers had had their best year ever. The rare combination of high yields and high prices had bestowed the local farmers with a very welcomed bonanza, and although the emotion didn't show in the facial expression of the farmer, it made me reflect on how the past couple of years had brought real winners and losers with them and for a multitude of different reasons.

What echoed with me most was that, like our farmers, surveying also enjoyed being in the winner's circle albeit now experiencing considerable resourcing constraints. The combination of property and infrastructure booms, talk of a great resignation, baby boomers in their twilight years and younger generations driven by sustainability (work / life / environmental balance) mixed with unprecedented pandemic factors is creating an intriguing scenario around the current lack of supply of new surveyors.

The current Surveyors Registration Board of Victoria's (SRBV) review into Licensing procedures and processes is therefore timely in its attempt to increase numbers and diversity into licensed surveyor ranks. The SRBV, as the primary regulator for cadastral surveyors, circulated an Issues Paper in August last year under the coordination of the Nous Group with the specific scope of generating discussion into the current approach to licensing cadastral surveyors and identifying opportunities for reform **with the objective to continue to effectively provide fit and proper professionals that undertake cadastral surveys.**



In short, the reforms centre around three broad challenges and three main themes:

Key challenges

1. Addressing the ageing workforce (42% of practicing LS's over 54 & 7% under 35 years of age)
2. Dwindling pipeline of surveyors (7% decrease in practicing LS's between 2013 & 2021)
3. Demographic composition not reflective of community diversity (4% of practicing LS's being female)

Themes

1. Education Pathways, how surveyors meet their educational requirements
2. Professional Training Agreement (PTA) model, exploring whether the current model is fit for purpose (average completion period of 7.6 years), and
3. Licence Granting, exploring the current examination-based approach and single class licence model

The opportunity to remodel the current licensing approach whilst ensuring competency, supply and diversity appears to be well aligned to current challenges, public discourse, needs and timing.

The overall key appears to be attaining an acceptable mix of education and experience within a more constrained timeframe that will ensure better planning of numbers entering the profession moving forward. It is generally accepted that Licensing duration is far too long and that personal choice within the process may be adversely dictating supply numbers.

To date, the integrity of the public confidence in the Victorian property system speaks volumes to the current procedures, processes and standards that govern licensed surveyors and has served us well through peaks and troughs of demand over the years. Current acceptable standards granted, we find the profession uncomfortably exposed to the challenges of today and in a very different setting compared to just a generation ago.

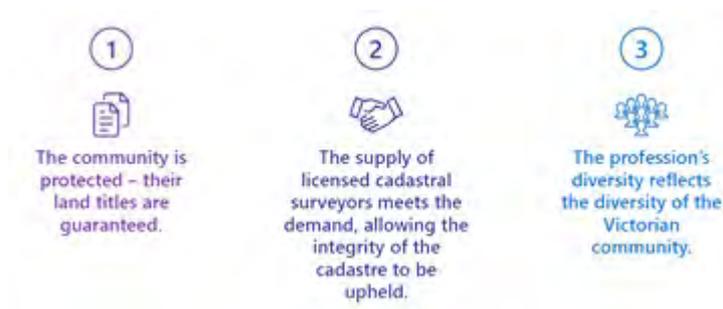
The review resulted in a high participation of written and questionnaire responses including a CSV submission to the Board outlining five generally agreed points:

1. The model needs to maintain post graduate knowledge transfer.
2. Changes should not lower cadastral knowledge standards.
3. The current process relies too heavily on volunteerism.
4. Licensing should be achieved in a timely and efficient manner.

5. The assessment process must have a timely, transparent, and practical pathway.

I willingly participated in the initial open on-line discussions, followed by a further session in late October last year around a set of refined options resulting from the initial discourse.

The refined options framed three key principles under which all outcomes should be considered:



In brief, the refined options centred around educational pathways having greater work integrated learning / fieldwork and improved cadastral law focus and explored additional bridging course options for broader mutual recognition, however, it was generally agreed that the more significant issues lay outside of the educational pathway theme.

The greater discussion centred on the experience and assessment themes of Project versus Work versus Classroom based PTA models (including possible hybrid or blended options). Although quite a range of opinions exist in this space, there is strong consensus and support to modify the current project-based assessment model and include a higher degree of work-based experience. Although a classroom based or hybrid model also had support and merit, its significant implementation requirements see it as a less attractive option.

The final report by the Nous Group was delivered to the SRBV on 6th December last year. A meeting to consider the report's recommendations will occur early in 2022 with further communication to the wider profession thereafter.

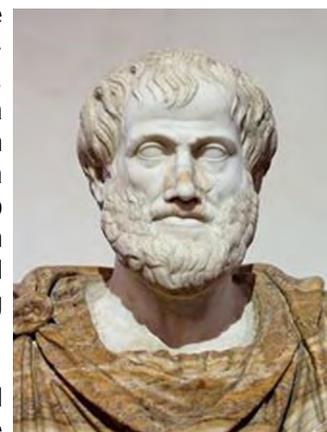
Reform of the licensing process has intrigued me over my 35-year surveying journey. I recall the trepidation it aroused in me upon completing my degree and it was a phase I was eager to park whilst I "got on with my life." I was eventually a mature accreditation at the age of 47, a self-professed part of the problem.

If we step away from the detail of any possible formal changes for a moment, allowing the SRBV to duly complete their recommendation process, what we can do is look at the conditions necessary to create an environment of change that we all can directly influence.

Focussing back on the three challenges of aging workforce, dwindling pipeline and demographic composition, it would be fair to say that the first two challenges may be intrinsically linked, and in breaking ground with the first two, may go a long way to increasing the diversity and demographic composition of the third. That is, by increasing the percentage representation of younger licensed surveyors and balancing the discourse and agents of influence.

The current average completion duration of 12 years (4yr Uni + 8yr avg PTA) is a difficult reality to confront, and one that may help us better frame any changed model approach. Most likely, I will not see this year's

university enrolments become licensed should the current 12+ year completion duration endure. We should therefore consider, a priori, whether a shorter duration model can successfully promote a stronger and quicker increase to numbers and move away from an open-ended model where personal choices are adversely influencing supply numbers.



Aristotle once said, "Give me a child until he is 7 and I will show you the man."

We have always struggled with the open-ended duration of licensing surveyors, especially when compared to other professions. Often traded off for experience, this approach has not seen us wanting to date, however, one must question whether it will hold us in good stead moving forward if we are to effectively address our current challenges. Should it really take more than seven/eight years to produce a surveying professional?

In looking at the problem in this context (however uncomfortable, and whatever it may dictate) we start to see the possibility of reversing an ageing workforce and dwindling pipeline of licensed surveyors this decade.

Providing surety of an appropriate duration and outcome would be very attractive to those considering becoming licensed surveyors and encourage more youth to invest in our profession. A fit for purpose model remains the remit of the SRBV, however, certainty of pathway to accreditation from the onset would go a long way in setting the right conditions to address dwindling numbers.

I feel Aristotle would applaud my motto of, "Give me a surveyor for 7 years and I will show you the professional."

An injection of greater numbers of younger licensed surveyors would also increase progressive attitudes towards ongoing issues of gender diversity, inclusion, equality, and behaviour. I feel it is a fair observation that we are awkwardly misrepresented as a profession in an era that will not accept the current status quo, and as easy as it may be for an ageing profession to ignore this situation, there is no good reason for not promoting the conditions that would allow change to occur, if not flourish.

We've witnessed a well-coordinated initiative by SRBV, with effective stakeholder engagement by Nous resulting in clearly identified issues and well considered options for reform aimed at seeing the supply of fit and proper surveying professionals continue without compromising cadastral knowledge standards, and we look forward to it bearing fruit.

It is also encouraging to know that there is a role for everyone in this process, the SRBV in completing its review and recommendations to the current licensing model whilst the rest of us continue to create the conditions conducive for that model to thrive. Either way, it will take time, and time waits for no-one.

Brendan Munari
Veris Australia

Business Academy 2022

Practical business training for you and your business

The Business Academy is a unique opportunity for emerging and established surveying professionals to come together over 5 days in a 6-month period to connect, review and develop their business with a view to improving profitability and achieve other measures of success. Developed by surveyors for surveyors the 5-day program steps through 6 core areas of business and includes personalised professional mentoring. The ACS Business Academy has designed this course with your workload, budget and time in mind.

SESSION 1: Pricing, Profitability and People 11 and 12 May 2022

This two-day session provide a system and framework for pricing any job profitably and explains why profit in business is key to success. It will dive into the recruitment, onboarding, professional development, performance review and ongoing commitment to building a strong team to ensure success.



Day 1: Pricing and Profitability - 11 May 2022

9.30 am to 5.30 pm

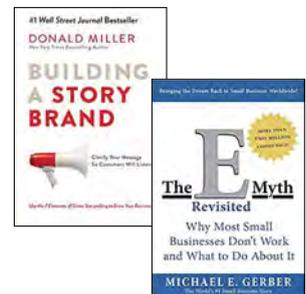
Dinner and Drinks to connect and network at local restaurant

Day 2: People - 12 May 2022

9.30 am to 12.30 pm

SESSION 2: Strategy, Story and Sales 18 and 19 August 2022

This two-day session will unpack the importance of a clear strategic plan for you personally, for your business and for your team as well as establishing a better understanding of the sales process and why it matters to an older profession such as surveying.



Day 3: Strategy and Story - 18 August 2022

9.30 am to 5.30 pm

Dinner and Drinks to connect and network at local restaurant

Day 4: Sales - 19 August 2022

9.30 am to 12.30 pm

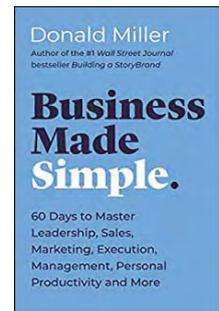


SESSION 3: Succession and Assessment 10 November 2022

Session 3 wraps the program up with some final key learnings before we celebrate the successful completion of the 6-month program. Kicking off the two days we unpack the many and varied risks facing businesses in 2022 and analyse how a National Award winning firm identifies for succession to ensure the ongoing success of their business before each student presents to “The Board” from course learnings including a formal report for review and assessment.

Day 5: Succession Planning - 10 November
9.00 am to 12.30 pm *includes morning tea and light lunch*

1 pm to 9.30 pm Assessing Your Business and Graduation Ceremony
Celebration dinner and drinks held at The Cumulus Inc. Restaurant



PROGRAM PRESENTERS

Michelle Blicavs - CEO of Consulting Surveyors NSW and National
Craig Turner - Managing Director of SDG
Kellie Hassab - Director and NSW Manager of Beveridge Williams
Richard Cirillo - Taylors
James Sprott GACS - CRA Survey
Ben Nobelius - Nobelius Land Surveyors
James Canning - KLM and CSV President



*A program designed by surveyors for surveyors!
The Business Academy was well structured, the topics covered were practical and they were presented in an easy-to-follow format. Michelle Blicavs and Craig Turner are great educators, engaging and passionate which made for a great learning environment.
I learned so much from the Business Academy and I've already put some of this into practice which has provided financial reward. I now also have a network of fellow Business Academy Graduates that I didn't even know I needed!
The Business Academy didn't just meet my expectations, it well and truly exceeded them.*

Evan Webster - Webster Survey Group

Cost \$3,500

Includes:

- Morning Tea, Light Lunch and Afternoon Tea
- Dinner and drinks
- Course material including 5 business resource books

Excludes:

- GST
- Travel and accommodation

For more information
contact:

CSV Office
03 9690 6660
or
Michelle Blicavs
0425 244 055



in partnership
with



Business Academy

See what our members had to say..

The business academy provided a platform for me to look at my business in completely different ways. It allowed me to build a framework of the company direction and the steps that I need to undertake to achieve those goals.

Great networking, highly recommended for young and old and anyone in between. I would think of it as a business coach starter program. The most powerful outcome was that I realised there are many parts of the business that I don't allocate time to and should be doing.

Reza Mirzaki
Moonland Group

A program designed by surveyors for surveyors!

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Evan Webster L.S.
Webster Survey Group

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Our bulk title solution is designed with user experience in mind. If you would like to have a free training session to learn how to take advantage of these features, or if you would just like to refresh your memory, then please contact our team today.

The team's still working hard to bring regular enhancements and new features to the ACSV Search platform and as always, we're open to feedback and suggestions. For support, free training, or if you would like to have a chat about any of the ACSV Search features, please contact GlobalX Terrain on 1300 001 560 or via email: support@globalxterrain.com.



A New Year brings Bold New Ideas

We're here to make Surveying a household name.

In the simplest of terms, we are here to make Surveying an everyday career choice.

We're focussed on various 'above the line' marketing campaigns to reach as many people as we can.

Spotlight Event - International Women's Day

A glamorous invite only event for female students.

We will recognise and empower young women to continue with STEM subjects and consider a career in surveying.

This auspicious event will leave students excited about a career in surveying where they can make their mark, become a skilled professional and be confident that there are jobs waiting for them.

Love surveying? We would love your help!

We're reaching out to industry to help us spread the word.

Would you be able to share a couple of posts on social media or include a small feature in your EDM?

Would you like to become a sponsor of a program or even your local school?

We have many varying price points and opportunities. Simply email kim@alifewithoutlimits.com.au with the subject line **I love Surveying** and we will be in touch with further information.

Kellee Ireland
Director of Business and Projects
kellee@alifewithoutlimits.com.au

Kim Hesse
Marketing Coordinator
kim@alifewithoutlimits.com.au

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A life without limits



Landair Surveys

Landair Surveys has recently celebrated 47 years of delivering solutions for clients. We've come a long way from our beginnings with just three surveyors in suburban Kew!

Our business began way back in 1974, when surveyor Frank Straford established Stereometric Services. Frank was joined by Ed Lusk and Nick Phizakalea, whose expertise quickly helped expand the business' services to both land and aerial surveying using crewed aircraft. It was **this early step into the field of aerial surveying that set the business on its path to (literally) scaling new heights.**

Since our early days, Landair Surveys has been committed to growth, innovation and exceptional client service. This commitment to client service and great relationships is the one thing that has never changed, and we believe it's the secret to our success. We are so proud of the relationships we have built over the years; in fact one of our largest clients is global leader in building solutions, Holcim Australia, and we have been working together since 1974.

Today, Landair Surveys offers land and aerial surveying services for corporate and government clients in the infrastructure, environment, property and resources industries. The company employs a talented team of 20 people operating right across Australia, led by Managing Director, Erik Birzulis and fellow Directors and Surveyors, Ray Cox and Trent Webb.

Erik, who joined the company as a Surveyor in 2001, has forged a successful career with Landair Surveys, becoming a Director in 2007 then Managing Director in 2011. Erik is known for his ability to create a strong workplace culture with the common goal of delivering high quality, timely results.

There have been many highlights over the years, but the acquisition of James A Murphy & Associates in 2014 was key. A leading provider of due diligence surveying solutions for property purchasers and vendors in the office, industrial and retail industries, this company was a great fit for us and led to significant growth. After this acquisition, Landair Surveys established an office in Sydney and regular consultancy work out of Brisbane.



Clients now rely on our services all over the country, from quarries in remote Western Australia to heritage buildings in Adelaide, lake and river beds in outback NSW to the Alpine ski fields of Victoria. There is never a dull moment!

The entire Landair Surveys team has a strong commitment to our environment and also want to give back to those in need. To offset the impact of our work, Landair Surveys has been working with Carbon Neutral since 2019 and we are proud to say that in 2020 alone, we have offset 111 tonnes of carbon emissions through an avoided deforestation project in the Amazon. We also now sponsor 18 children through The Smith Family, one child for every staff member.

Despite the challenges we have faced since the beginning of the pandemic, there's a bright and busy future ahead. Due to our growing work in the property sector, Landair Surveys is looking for a new Licensed Surveyor to add to our team, someone with big goals who wants to do more than just subdivisions! If this sounds like you, please get in touch with us on 1300 130 158.



Executive Officer Report

It's hard to believe we are all embarking on our third year living with the pandemic! I hope you all managed to get some R&R over the Christmas and New Year break and have come back to work rested and ready for what is happening in our state and furthermore all over the world!

The planning of the March Seminar is underway, this year it will be held on Friday, 18 March 2022 at Caulfield Racecourse. We are keeping a close eye on the ever-changing restrictions and we will keep members updated as information comes to hand. Our preference is to have a face-to-face seminar however if we cannot meet face-to-face, we will certainly see each other on Zoom.

The CSV 2021 Calendar of Events is finalised, it may be worthwhile entering the following in your calendar to avoid missing out.

Seminar Events

- 2021 full day seminar on Friday, 18 March 2022 at Caulfield Racecourse
- CSV/ISV afternoon seminar on Friday, 20 May 2022 at Moonee Valley Racecourse
- Reef technical tour on Wednesday, 22 June 2022
- National Congress on Thursday, 23 June and Friday, 24 June 2022 in Port Douglas
- Afternoon Zoom Webinars on 16, 18, 23 & 25 August 2022
- Afternoon seminar and AGM on Friday, 21 October 2022 at Sandhurst Club.

Other Events

- Lawn Bowls on Friday, 25 February 2022 at the City of Melbourne Bowls Club
- Combined ISV/CSV Gala Dinner on Friday 29 July 2022 at Encore, St Kilda
- CSV Industry Meeting on Thursday, 11 August 2022 at the Grand Hyatt

- CSV Allan Van Tennis Challenge on Friday, 14 October 2022 at Kooyong Lawn Tennis Club
- CSV/LUV Golf Day on Friday, 18 November 2022 at Woodlands Golf Club
- President's Lunch on Friday, 25 November 2022.



Business Academy

- Session 1: 11 and 12 May 2022
- Session 2: 18 and 19 April 2022
- Session 3: 27 October 2022

Training Modules

The modules have limited spaces, therefore ensure you register early so you don't miss out!

- Module 3 – 10 & 11 February 2022
- Module 1 – 28 February 2022
- Module 2 – 1 March 2022
- Module 3 – 28 & 29 March 2022
- Module 4 -8 April 2022

Please note: The above calendar of events is subject to change!

There have been some delays with our new website, rest assured we are working very hard to get the website up and running soon!

As always if you have any questions or feedback, please ensure you email me carmen@acsv.com.au or call me on mobile 0411 328 068.

Carmen Olson
Executive Officer



Keeping Things Standard

A-SPEC provides councils and utility organisations with comprehensive information about the assets that Victoria's prosperous land development industry creates. It isn't just the responsible authorities that have benefitted from it, as survey companies have welcomed the work. Surveyors have developed unique processes utilising various software to provide this standard information as elite land management consultants capable of economically integrating process. However, it is in the interests of all stakeholders to maintain the accurate and timely delivery of A-SPEC by maintaining strong communication and a consistent and unified approach ensuring that the standard is truly that.

The A-SPEC initiative was launched in 2004, however it was not known as A-SPEC at that time. It was launched as the D-Spec initiative. Its genesis came from an assignment George Havakis had in 2002 to assist a council (Wyndham) with providing advice on how to update its subdivision drainage data. This resulted in a project to capture a backlog of drainage information. Initial estimates were that there were approximately 250 subdivisions in the backlog. By the end of the project, the project had captured 450 projects including 5400 pipes, 5400 pits and approximately 15,000 property connections.

On the back of the success of this project George explored how this data could be provided to other asset owners within the industry, or as we understand it, other councils. George had established that the data existed in a CAD environment yet this data nearly in every situation represented what was intended, not what went into the ground. With little or no accountability of confirming variations to the design from what had been built, the need for a data source representative of more than the design was born.

With an alignment of needs and requirements by several councils the D-Spec initiative was launched in 2004. The first schema was pretty basic involving just a DXF file with a CSV.

From having a background with Melbourne Water and their data capture program, George was able to use this experience to develop the specifications and processes that would be the basis of the A-SPEC Knowledge Sharing Community. 2006 saw the evolution of the initiative

into A-SPEC, with R-Spec written and deployed. Following that he developed O-Spec, then B-Spec. 2012 saw the development of S-Spec and W-Spec. Since then A-SPEC has also been embraced in other states and in New Zealand.

Today George describes A-SPEC as an enabler. It enables collaboration, communication, certainty and partnership. This is reflected on the website where A-SPEC is defined as

"a suite of data specifications supporting the delivery of machine readable data relating to infrastructure assets. It provides certainty that the correct data is captured in the correct format - streamlining processes related to the capture, validation and usage of infrastructure information and it delivers benefits to all participants involved in the commissioning, designing, building and maintaining of infrastructure assets through providing the basis for a consistent and efficient approach to the supply of digital 'As-Constructed' data."

Councils across Victoria are subscribing to A-SPEC and there are also water authorities subscribing to A-SPEC, creating an inevitability that surveyors will deliver more than just our standard deliverables.



Image 1



impact on the work flow of the survey industry.

No two councils will manage and assess their A-SPEC the same. What happens when the council A-SPEC process varies from the standard or has requirements that are in addition to the standard? Rework for the surveyor desperate to discharge a permit requirement?

And a worrying indication that this could be on the horizon is when validation software has the potential to apply variations to the standard and require alterations specific to the council's individual data management nuances.

The financial burden of this will sit squarely with the survey industry, especially given the timing, prior to PC or SOC, and the limited recourses that are available. Non-standard deliverables are costly at any time within workflow, least of all when SOC is pending.

There is no as-constructed related legislation that allows surveyors to fall back on, allowing CSV to advocate and assist if need be, and the only recourse would seem to be within the wording of the Planning Permit "in accordance with the A-SPEC standard". Who is going to fight this through VCAT given the time critical nature and the subtle but frustrating changes? All we want to do is discharge the permit condition as we have many times before.

Potentially councils are in breach of their intellectual property rights and copyright agreements that they have established with GISSA (A-SPEC).

A-SPEC does want to see better regulation leading to better conformity to the process to ensure that consultants and end users alike, understand the impact of interpreting requirements differently. With a mature market

place, A-SPEC are often asked to mediate a dispute between councils and consultants. They see this as a responsibility that is a dual edged sword, dealing with both sides of the equation. A role that they know CSV plays often, acting in the interests of the industry, seen as a fair and competent body of knowledge. They want to provide a consistent message, mediate disputes and educate industry at the same time.

Essentially A-SPEC is an industry within and abutting our own, with the traditional stakeholders being the A-SPEC standard, council and the survey industry. With an increasing involvement from software companies providing solutions for all, its important that the standard is not compromised on a case by case basis. I'm not dismissing the need for goal posts to move to accommodate a better product, it just has to be done in a manner that gives the survey industry, who is satisfying the permit condition, the opportunity to understand where the goals posts are, before they commit costly resources to the process.

Finally, communication and collaboration with our stakeholders is a strength within our industry and it is in the interests of all of us to utilise the relationships to see if this is an agenda item to be explored. I'd like to thank George Havakis, of GISSA for his valued background and insight into A-SPEC and James Canning of KLM for their input. If we think a discussion about this will be in interests of all and a better product, then share your thoughts with CSV and GISSA. Contact details are:

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GISSA at george@gissa.com.au

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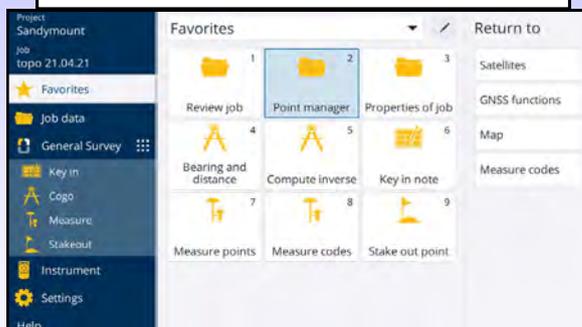
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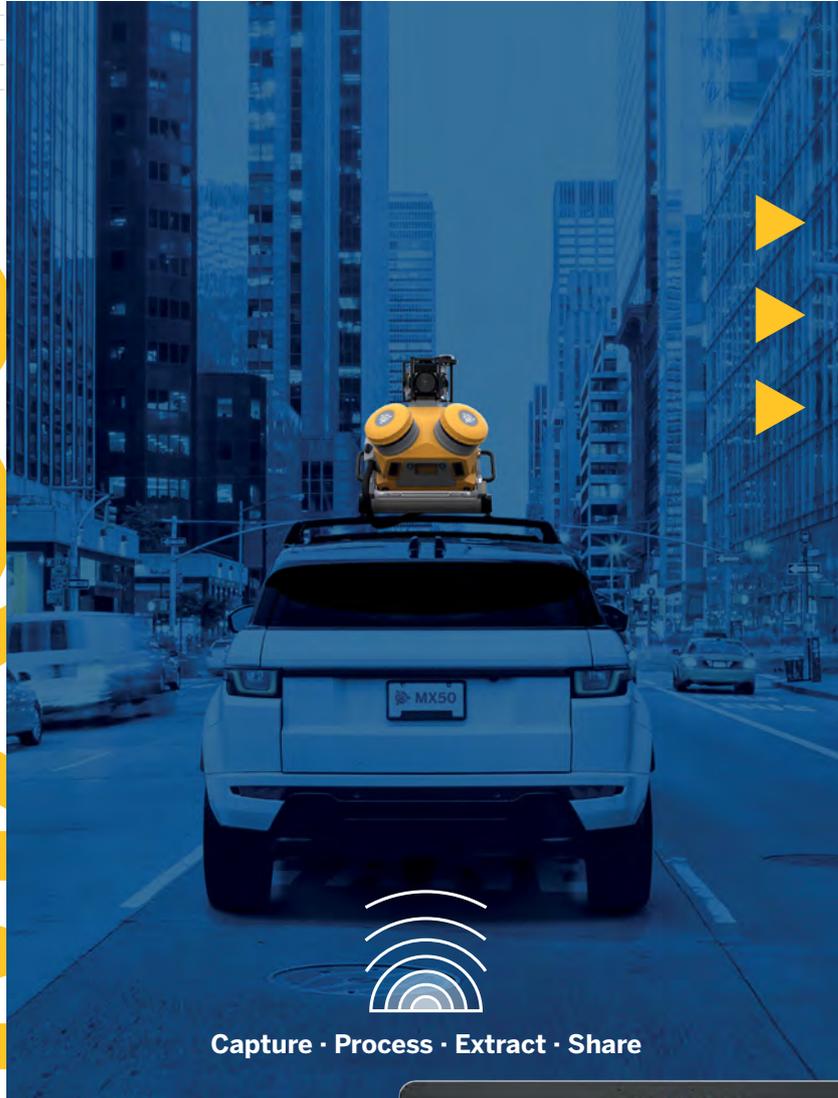
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2022 SOCIAL / OTHER EVENTS:

Date	Event Name
Friday, 25 February	Barefoot Bowls Venue: City of Melbourne Bowling Club
Tuesday, 8 March	SSSI International Women's Day Breakfast Venue: Crown Melbourne, Southbank
Friday, 29 July	CSV / ISV Gala Dinner Venue: Encore, St Kilda
Thursday, 11 August	Industry Network Evening Venue: Grand Hyatt, Melbourne
Friday, 21 October	CSV AGM Venue: Sandhurst Club, Sandhurst
Friday, 14 October	30th Allan Van Tennis Challenge Venue: Kooyong Lawn Tennis Club, Kooyong
Friday, 18 November	CSV Golf Day Venue: Woodlands Golf Club, Mordialloc
Friday, 25 November	The Presidents Lunch Venue: The Emerald Hotel, South Melbourne

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2022 FPET EVENTS:

At least one month's notice will be given on any changes made. Every effort will be made to keep to the draft

Date	TOPIC/FPET POINTS
Friday, 18 March	CSV Full Day Seminar Venue: Caulfield Race Course, Caulfield
Friday, 20 May	CSV/ISV Joint Seminar Venue: Moonee Valley Racecourse, Moonee Ponds
22 to 24 June	National Congress 2022
August 2021 – 16 August – 18 August – 23 August – 25 August	Webinar Series
Friday, 21 October	October Seminar & AGM Venue: Sandhurst Club, Club House lane, Sandhurst



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