

JULY e-NEWS

Issue 58 2019

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BOARD OF
PROFESSIONAL
ENGINEERS
OF QUEENSLAND

A word from the Registrar

The performance output of any successful organisation depends on having the right set of skills and experience. BPEQ has made several new appointments to its Legal, Compliance and Investigations Unit. It is my belief that the new legal team have the skills, experience and initiative to be more proactive in dealing with offences against the PE Act, which in turn protects the reputation of RPEQs.

“Dr Maureen Hassall, Suzanne Burow and Christopher Edwards have been appointed to the Board...”

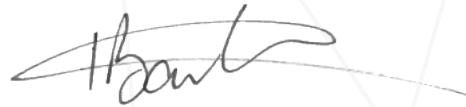
Personnel changes at Board level are also happening. Dr Maureen Hassall, Suzanne Burow and Christopher Edwards have been appointed to the Board by the Queensland Governor. I am confident that these new Board members will make an excellent contribution to BPEQ and the engineering profession. While renewal is always important, so too is continuity and I am pleased that Evelyn Storey and Yvonne Pengilly have been reappointed to their respective roles.

Maureen, Suzanne and Christopher join a long list of eminent persons who have served on the Board since it first met in 1930. A year earlier, in 1929, the original Professional Engineers Act was passed by the Queensland Parliament. To mark 90 years since the passage of the Professional Engineers Act 1929, BPEQ will be delving into the archives to look at the history of BPEQ.

From 12-13 August BPEQ staff will hold a registration roadshow in Mackay. Local firms can contact BPEQ [to arrange a seminar](#) for their workplace (worth one (1) hour of CPD). BPEQ will also be taking part in the Queensland Mining Industry Health and Safety Conference (18-21 August), Engineers Australia's Northern Regional Forum (23 August) and the International Public Works Conference (25-29 August). BPEQ's risk management CPD pilots planned for Cairns and Rockhampton are still going ahead but have been postponed until September.

Finally, as the dust settles on another busy RPEQ renewals period, I would like to extend my thanks to the Registrations and Corporate Services team. Managing close to 15,000 RPEQ renewals and the many hundreds of calls and emails is no mean feat.

If we can provide further information or assistance, please contact BPEQ at admin@bpeq.qld.gov.au or call 07 3210 3100.



KAÏNE BARTON

A/Registrar

NEW BOARD MEMBERS ANNOUNCED

BPEQ is pleased to welcome its three new Board members Dr Maureen Hassall, Suzanne Burow and Christopher Edwards.



DR MAUREEN HASSALL

Dr Hassall has been appointed as the Board's academic representative, succeeding Dr Nagaratnam Sivakugan.

She is an Associate Professor from the University of Queensland and director of UQ RISK, a leading-edge, multidisciplinary initiative that crosses the fields of industrial risk and human factors. She has a Doctor of Philosophy (PhD), Master of Business Administration (MBA), Bachelor of Science (B.Sc.) and a Bachelor of Engineering (BEng) in Chemical Engineering.

Her research interests include integrated, intelligence driven risk management, human factor in industry, and enhancing operational integrity. Dr Hassall has authored several dozen book chapters, journal articles and conference papers on these subjects.

She also supervises Masters and PhD students undertaking industry focused human factors and operational risk related research.



SUZANNE BUROW

Ms Burow is the elected RPEQ representative, replacing Peter Evans. She is a civil engineer and has significant experience in water resources in both the public and private sector.

She led the water resources modelling for the Connors River and Nathan Dams environmental impact statement, undertook the Wyaralong Dam yield and construction resource operations licence modelling, provided expert hydrological advice for the Paradise Dam environmental law case and managed the water apportioning and entitlements for SunWater's 2012- 2017 water supply schemes.

In 2019, Ms Burow was made one of Engineers Australia's two Deputy Queensland Division Presidents.



CHRISTOPHER EDWARDS

Mr Edwards joins the Board as the community representative in place of Sarah Hansen. He is the Principal and General Manager of RPS Asia Pacific, a management consulting firm. At present, Mr Edwards is leading a state-wide delivery program for the Department of Education.

In addition to his public sector experience, that also includes Queensland Treasury and Trade and Building Queensland, Mr Edwards counts Chevron, ExxonMobil, Hatch and PwC amongst his previous employers.

He is well recognised for his skills in project management and planning, risk management, business process improvement and change management.

Each of the new Board members have been appointed for a three-year term, until 30 June 2022.

UNDERSTANDING DIRECT SUPERVISION

Under the PE Act, registration is required for anyone carrying out a professional engineering service in Queensland or for Queensland. It is an offence for unregistered persons to undertake professional engineering services, punishable by a maximum of 1,000 penalty units. There are two narrow exceptions: first, for a person who carries out a professional engineering service under the 'direct supervision' of a responsible RPEQ; and second, an engineering service that is carried out only in accordance with a 'prescriptive standard'. In this article BPEQ details the elements of direct supervision.

Obligations are placed both on the unregistered person who is being directly supervised and the RPEQ who is providing the direct supervision. Direct supervision requirements are intentionally onerous.

To understand the requirements, some preliminary observations are helpful:

1. The legal requirement is 'direct supervision' not just 'supervision,' a very high level of supervision is required. This is intentional;
2. It is the unregistered person who is claiming direct supervision who has the legal onus on proving the exception;
3. Direct supervision must exist for each specific professional engineering service. This is different from a general professional relationship;
4. The RPEQ who is providing the direct supervision must take full professional responsibility for the professional engineering services.

THE ELEMENTS OF DIRECT SUPERVISION

To establish direct supervision, the following elements must be present:

Element	Requirement
The supervision must be direct ; and the supervising RPEQ must have actual knowledge of the services/project	The supervising RPEQ must have direct contact and not through a third person
The supervising RPEQ must direct the person in the carrying out of the service; and	The supervising RPEQ must actively direct the unregistered person in carrying out the professional engineering services. A passive or observational role is not sufficient
The supervising RPEQ must oversee the carrying out of the service by the person; and	The supervising RPEQ must be involved from the beginning and though out the professional engineering service.
The supervising RPEQ must evaluate the carrying out of the service by the person; and	The supervising RPEQ must evaluate the professional engineering services and ensure they are being carried out to the standard expected of a RPEQ.
The supervising RPEQ must take full professional responsibility for the service.	The requirement is that the services are carried out to the standard expected of a RPEQ and that the supervising RPEQ takes overt professional responsibility for them.

Of note is that to oversee the services, the supervising RPEQ must be involved, in the entire life-cycle of the project or service. It follows that mere end of service 'review', 'checking', 'sign off' or 'certification' are insufficient to establish direct supervision and would not satisfy the legal requirements under the PE Act.

PRACTICAL STEPS

The requirements for establishing direct supervision will be dependent on each individual matter and vary depending on the type of professional engineering service and level of experience of the supervisee. For the supervising RPEQ, the degree of involvement, albeit always across the lifecycle of the project or service, is a matter of professional judgement.

As a general principle, direct supervision should be fully documented. There should be substantial records demonstrating the supervisory involvement of the RPEQ in directing, overseeing and evaluating the professional engineering services. As outlined above, it is the unregistered person being directly supervised who carries the onus and should be ensuring appropriate direct supervision and record keeping.

NO RIGHT TO MONETARY OR OTHER PAYMENT

The PE Act also provides that unregistered persons, who are not directly supervised are not entitled to any monetary or other consideration for carrying out professional engineering services, even if there is a contract (see BPEQ e-news November 2015 – [QEE v Agripower](#)).

CONCLUSION

Further information about BPEQ policies and processes, including registration and direct supervision, is available on BPEQ's website or by contacting BPEQ directly at admin@bpeq.qld.gov.au (registration and general inquiries) or legal@bpeq.qld.gov.au (legal inquiries) or by calling (07) 3210 3100.

While BPEQ staff will endeavour to offer help about processes and procedures, staff will not give legal advice.

UPCOMING CPD COURSES AND CONFERENCES

AIRAH

Big Data and Analytics Forum
Sydney: 1 August

ENGINEERING EDUCATION AUSTRALIA

Introduction to Systems Engineering for Public Transport
Brisbane: 15 August

IPWEAQ

Road Safety Audit Workshop
Brisbane: 20-21 and 22 (Refresher) August



BUILDING ASSESSMENT TO BE DONE BY RPEQS

BPEQ has issued a public statement urging building owners to only engage RPEQs to conduct building assessments following news reports of defective building work in Queensland and interstate.



Media Statement

2 July 2019

OWNERS URGED TO ONLY ENGAGE REGISTERED ENGINEERS

Queensland's engineering regulator is urging building owners to only engage a registered professional engineer of Queensland (RPEQ) to conduct building assessments.

The advice from the Board of Professional Engineers of Queensland (BPEQ) follows news reports of defective building work in Queensland and interstate.

Queensland is the only State or Territory with a comprehensive and mandatory registration system for engineers. Under the *Professional Engineers Act 2002* engineers must be registered with BPEQ before they are permitted to practice. To become registered, an engineer must meet strict qualification and competency standards. Engineers are registered in an area of engineering relating to their qualification and competency (e.g. Chemical, Civil, Electrical, Fire, Mechanical, Mining, Structural). Once registered they must comply with the Code of Practice for RPEQs and undertake 150 hours of continuing professional development every three years to renew and maintain their registration.

BPEQ keeps a register of all current RPEQs which is available online at www.bpeq.qld.gov.au. RPEQs can be searched on the register by name, area of engineering, location or RPEQ number.

Registration for engineers is an important public safeguard and by only engaging an RPEQ the building owners and the public can have confidence that the person undertaking the service is a qualified, competent and experienced engineer.

BPEQ is also responsible for investigating complaints of unsatisfactory professional conduct by RPEQs. Where appropriate, BPEQ can take disciplinary action ranging from a caution or reprimand through to a referral to the Queensland Civil and Administrative Tribunal where RPEQs can face suspension or cancellation of their registration. In exceptional circumstances BPEQ can cancel the registration of RPEQs who cannot safely practise.

Any person who is adversely affected by any aspect of a professional engineering service can lodge a complaint with BPEQ. BPEQ can also be notified of breaches of the *Professional Engineers Act 2002*, such as a person carrying out a professional engineering service while unregistered.

BPEQ does not assess safety risks and ordinarily will not visit a subject site or assess the safety standards of an engineering service that is the subject of a complaint. Complainants should seek their own professional advice from an RPEQ registered in the appropriate area of engineering if they believe the engineering service that is the subject of their complaint poses a safety risk.

For more information on the *Professional Engineers Act 2002*, the RPEQ system or making a complaint, visit www.bpeq.qld.gov.au.

ENDS

Media Contact: 07 3210 3107

Protecting the public and
setting the standard of
engineering

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 admin@bpeq.qld.gov.au

LYDIA GENTLE: JOURNEY INTO LEADERSHIP

Mentoring the next generation of engineers is something many RPEQs take great pride in. Often, a part of that mentoring is encouraging young engineers to work toward becoming a RPEQ. Lydia Gentle (RPEQ Civil, Structural) is one of those RPEQs who takes it upon herself to do just that.

Lydia's pathway to success, her journey into leadership and her story behind receiving an Order of Australia Medal (OAM) for the 2019 Queens Birthday Honours List, started from very humble beginnings.

Lydia grew up in far north Queensland and was raised by her parents who migrated to Australia from Italy in the 1960s. Growing up in the country, Lydia spent her childhood mainly outdoors on cane farms or playing chess with her father. Lydia's parents' schooling was limited to Grade 5; however, they always made a point that Lydia was to attend university. When it was time for Lydia to submit her university applications, her Grade 12 Maths teacher suggested that she should become an engineer as she had one of the best Maths brains he had ever seen. Lydia has been an engineer ever since and has never looked back.

Fast forward to present day, Lydia was recently awarded an Order of Australia Medal for services to engineering, is currently the Engineering Manager at BHP, the youngest Australian to be awarded the prestigious post nominal of Eng Exec, a Chartered Civil & Structural Engineer and holds a Masters of Engineering Science from UNSW.

Lydia, who has worked in engineering for more than 15 years, was nominated for an Order of Australia because of her passion and drive to promote the work of engineers around the world, and her efforts towards encouraging the next generation to take up STEM (Science, Technology, Engineering and Maths) careers.

“To be successful and relevant, a diverse workforce is needed.”

Lydia enjoys the innovation and opportunities that come with being an engineer and the challenges and achievements that come with working fulltime and raising two children under four. Engineering is one of the oldest professions in the world. However, despite the economic importance of engineers, enrolment in engineering studies is declining and the uptake of women studying engineering has remained stagnant since 2001.



In a world that is moving through the fourth industrial revolution, skills in engineering, science and technology are in short supply. To be successful and relevant, a diverse workforce is needed. The future of engineering is exciting, never before has there been this level of access to new technologies and the opportunity to turn imaginations into real-world innovative solutions. Engineers work with the smallest items (some that can only be seen with a (space shuttles, ocean liners). As the demands on humanity's knowledge and needs increase, the demands on engineering grow. Engineers respond in emergency situations, in reconstructing infrastructure and bridging the knowledge divide and promoting intercultural cooperation. Engineers have the responsibilities of roads, dams, bridges, buildings and everything in between. They build what the dreamers dream and utilize the products the scientists and inventors have conceptualised.

Engineers have the responsibilities of roads, dams, bridges, buildings and everything in between. They build what the dreamers dream and utilize the products the scientists and inventors have conceptualised.

Lydia shares that 'we need to focus on the achievements of engineers, the innovation and the technologies'. To the upcoming engineers, Lydia's tips for success are 'be innovative but have perseverance and grit. Approach each day with the same enthusiasm and passion that you had when playing with Lego as a child and always choose a positive attitude'.

Lydia currently oversees the BMA Capital Portfolio and delivers all the Earth Moving Equipment across BMA's sites in the Bowen Basin. She hopes that by bringing the work of engineers to light, it will encourage more talented and passionate people to join the profession.

'I'd like to use the award of the OAM to help raise awareness that Australia needs to focus on developing and investing in STEM skills and programs and use it as a platform to continue to promote the importance of engineering in Australia.'



WELCOME

WELCOME TO OUR NEWEST RPEQS

BPEQ extends a warm welcome to the following engineers who recently became registered:

22722	Nimal	ABAYASEKARA	Mechanical
22707	Mohamed	ABDELBAKY	Mechanical
22705	Mahmoud	ABDELHAMID	Electrical
22809	Osama	ABDELKADER	Biomedical
22807	Omar	ABDELRAZEK	Mechanical
22781	Sherif Abdelmoneem	ABDULLAH	Biomedical
22813	Wessam	ABULKHAIR	Electrical
22773	Joshua	ADLER	Electrical
22825	Mohamed	AFIFY	Civil
22835	Mehran	AFLATOONI	Management, Structural
22752	Hossein	AHMADI	Civil
22824	Hadi	AJORLOU	Civil
21556	Ali	ALEAHMAD	Structural
06813	Brett	ALEXANDER	Mechanical
22806	Mahmoud	ALY	Structural
22814	Hassan	ALY	Electrical
22803	Nigel	AMIGH	Mechanical
22804	Jordan	ANDREWS	Civil, Management
22767	Matthew	ARNOLD	Civil, Management
22691	Shahriar	ASHRAF SEMNANI	Mechanical
22758	Tamer	BARAKAT	Mechanical
22779	Glen	BARNARD	Electrical
22845	Joshua	BARNES	Petroleum
22822	Andrew	BARRACLOUGH	Management, Structural
10022	Luke	BATEMAN	Mechanical
22853	Kaveh	BATMANI	Civil
22842	Jun-Sang	BEA	Structural
22755	Elizabeth	BEAVIS	Chemical
22810	Michael	BEECROFT	Chemical, Fire Safety
22760	Ashesh	BHARAT SINGH	Structural
22712	Matthew	BISHOP	Management, Mechanical, Structural
22696	Shayne	BLAZLEY	Electrical
22733	Lanka	BOGODA	Aerospace, Information Telecommunications & Electronics
22846	Caleb	BROWN	Civil
22714	Cao Minh The	BUI	Structural
22828	Peter	BURROWS	Building Services, Mechanical
22797	John	CARSWELL	Geotechnical

22843	Kevin	CHANNER	Management, Mechanical
22790	Krishanu	CHATTOPADHYAY	Structural
22735	Kheng Yew	CHEN	Civil, Structural
22788	Gregory	CHESTERFIELD	Civil
22702	Tyrone	CHIN	Civil, Management
22727	Yi-man	CHO	Civil, Management
22793	Yun Vun	CHOK	Management, Mechanical
22771	Russell	CHUN	Mechanical
22748	Nathan	COCKS	Environmental
07223	Barry	COLLINS	Civil
22778	Kelvin	COOPER	Mechanical
22799	John	COUPE	Management, Mechanical
22746	Peter	CRICHTON	Civil, Environmental
22718	Timothy	DACK	Civil
22716	Paul	DAVIS	Electrical
22802	Philip	DE GUZMAN	Civil
22734	Sheeshendra	DEO	Electrical, Management
22765	Nicholas	DEVLIN	Mechanical, Building Services
22738	Ivor	DONALDSON	Electrical
22690	Tony	DOVER	Mechanical
22817	Scott	ECCLES	Civil, Management
22699	Abdelrhman	ELDAHMAN	Mechanical
22837	Jayaprakash	ETHIRAJAN	Electrical
22650	Brook	EWERS	Civil, Management
22694	Daniele	FAVOTTO	Civil
21801	Arvin Joseph	FIRMALAN	Structural
22794	Myles	FROST	Management, Mechanical, Structural
22859	Mohamed Ibrahim	GAD	Mechanical
22757	Mikaila	GANADO	Mechanical
22742	Robert	GARTH	Mechanical
22715	Behrooz	GHAEMI	Civil
22856	Mohammadali	GHORBANI	Mechanical
13581	Jacobus	GRIFFIOEN	Structural
22841	George	HABASHY	Electrical
22693	Cameron	HABIBI	Structural
22729	Houman	HAJY AGHA BEIK TEHRANI	Electrical
16699	Timothy	HALES	Mechanical
22764	Danish	HAMEED	Mechanical
22776	Luke	HARM	Structural
22850	Ian	HARMSWORTH	Management, Mechanical
22730	Md Shahanur	HASAN	Mechanical
22823	Ramy	HASSAN	Mechanical
22786	Erns	HATTINGH	Mechanical
22775	Ian	HAYES	Electrical
22737	William	HAYSOM	Structural
22750	Nyuqian	HE	Electrical
22816	Ahmed	HELMY	Information Telecommunications & Electronics

22703	Soroush	HEYDARIAN	Mechanical
22684	Amir	HOLAKOO	Structural
22815	Pisit	HOMKESORN	Structural, Civil
08609	Christopher	HOWELL	Civil
22832	Benjamin	HUSSEY	Building Services, Electrical, Information Telecommunications & Electronics
22747	Elham	JAFARI	Civil
22744	Seyed Abolhasan	JALALI MOSAVI	Mechanical
22819	Maryam	JARAHYAN MOHAMMADY	Mechanical
22759	Yifan	JIANG	Electrical
22854	David	JOY	Aerospace, Management
13006	Louis	KAMENOS	Civil
22777	Ali	KANAANI	Structural
22700	Sudershan	KANTHAKADI	Civil, Structural
22710	Daniel	KERSHAW	Structural
22753	Callan	KHERA	Chemical
22687	Amir	KHEYRMANDPARIZI	Mechanical
22844	YoungHoon	KIM	Mechanical
22791	Jenny	KISLER	Chemical
22724	Andrew	KRETSCHMER	Electrical
07769	Peter	LAMBIE	Mechanical
22740	Peter	LARRATT	Civil, Management, Subdivisional Geotechnics
22723	Chak Yau	LEE	Mechanical
22785	Chris	LEE	Mechanical
22789	Yan	LI	Electrical
22858	Kok Man	LING	Civil, Structural
22688	Xiao	LIU	Structural
22720	Jing	LIU	Electrical
22769	Stewart	LONG	Pressure Equipment Design Verifier, Mechanical
13117	Louis	LOUWRENS	Mining
22805	Guangyuan	LU	Mechanical
22768	Justin	LUDCKE	Management, Mechanical
15915	Frazer	MACDONALD	Building Services, Fire Safety, Civil, Structural
22745	Blaire	MACKENZIE	Civil
22701	Ahmed Mohamed	MADIAN	Electrical
22821	Kresimir	MALI	Building Services
22596	Pavel	MALKOV	Electrical
22783	Nitin	MANGALATH	Information Telecommunications & Electronics
22452	Trent	MCDONALD	Civil
22692	Cameron	MCKELLAR	Civil
17483	Michael	MEERS	Management, Petroleum
22808	Chirag	MEHTA	Chemical
22713	Joshua	MILLER	Civil

22830	James	MITCHELL	Mechanical
22860	Michael	MO	Civil
22754	Ahmed	MOHAMED ELAMIN	Electrical
22708	Fahaduddin Faiz	MOHAMMED	Civil
22852	Mozhgan	MOLAIE	Biomedical
16960	Thomas	MOORE	Petroleum
22838	Marites	NAPA	Structural
22725	Mohamed	NASSER	Information Telecommunications & Electronics
22732	Hooman	NAZARI	Building Services, Mechanical
22836	Melissa	NEED	Chemical, Management
22800	Bradley	NEWMAN	Civil
22787	Manh Hung	NGUYEN	Electrical
22857	David	NIPROSKI	Structural
22689	Mehrdad	NIRUI	Electrical
16837	Joanne	O'BRIEN	Civil
22770	Yong Peng	ONG	Electrical, Information Telecommunications & Electronics
22739	Chukwuemeka	OSUJI	Chemical
22839	Kevin	PACHYMUTHU	Electrical
22827	Thomas	PECK	Structural
14602	Sinja	PEJANOVIC	Mechanical
22829	Marc	PELLETIER	Electrical
13778	Ranui	PHILLIPS	Electrical, Information Telecommunications & Electronics, Management
22801	Jeremy	PIVA	Civil
22652	Robert	PLANT	Petroleum
22840	Nitesh	PRASAD	Structural
22719	Alexander	PRICE	Chemical
22721	Christopher	PROCTOR	Civil
22849	Hugo	QUINONES LOPEZ	Electrical
22772	Tanveer	RAIHAN	Mechanical
07532	Sinnappoo	RAVINDRAN	Civil, Management
22831	Ferdinand	REISCH	Electrical
22736	Ahmed Ibrahim Nazih	REZK	Civil
22792	Masoumeh	ROSTAMLOU	Electrical
22706	Al Mustafa	SAAD	Mechanical
22826	Byron	SADLER	Management, Mechanical
22731	Hossameldin	SALEM	Civil
22695	Mohamed Mostafa	SALLAM	Information Telecommunications & Electronics
22774	Chandra	SANGAM	Mechanical
22726	Muhammad	SAQIB	Civil
22798	Andrew	SAVVA	Civil, Management
22851	Farhad	SHAMSI	Electrical
22820	Babak	SHOJAE FARD	Electrical
22697	Gregory	SIMMONS	Civil

22847	Sathya	SIVAKKUMAR	Civil
15287	Shaun	SMITH	Civil
22763	Jun Hyup	SO	Civil
22784	Esuvara	SOMASUNTHARAM	Mechanical
22766	Subhash	SONI	Civil, Structural
22749	Christian	SQUIRES	Electrical
22704	Vesna	STOJAKOVIC	Electrical
22796	Hossein	TALEBI	Mechanical
22780	Muhammad	ULLAH	Civil, Management, Structural
22812	Cara	VAN MEGCHELEN	Civil, Environmental
22782	Stephen	VISSER	Electrical
22741	Joseph Russel	VIZMANOS	Building Services, Mechanical
22709	Gabriel	VOICU	Mechanical
22761	Hong	VU	Civil
22818	Peter	WADDELL	Civil
09543	Douglas	WALTON	Civil
22756	Xiangzhuan	WANG	Mechanical
22795	Bingtao	WANG	Environmental
17789	Alistair	WATSON	Structural, Civil
22659	Charles	WATSON	Civil
22848	Lachlan	WILHELM	Structural
22743	Steven	WILSON	Mechanical
22762	Hor Man Michelle	WONG	Fire Safety, Structural
22855	John	WORSLEY	Chemical
22698	Yuan	WU	Structural
22728	Fady	YAKOUB	Civil
22833	Ethen	YOUNG	Civil
22811	Ayman	YOUNIS	Civil
22834	Geng	YU	Structural
22861	Pei	ZHANG	Mechanical
22717	Robert	ZWARTEVEEN	Information Telecommunications & Electronics

THANK YOU

Best wishes to the following RPEQs who have retired or resigned:


Neil	ANDERSEN
Simon	BALL
Philip	BLISS
Edwin	BROWN
Neil	BROWN
Gregory	CADE
David	GENTLE
James	GRIFFITHS
Ronald	HAWLEY
Michael	JONES
Paul	O'BRIEN
Graham	O'ROURKE
Gregory	RODGER
Andrew	SCOTT
Murray	SCOTT
Lance	STONE
Christopher	THOMSON
Shaun	VAN DER MERWE


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