

REGULATOR PERFORMANCE FRAMEWORK REPORT 2024-2025

Version 1 (December 2025)

The Board of Professional Engineers of Queensland (Board) is an independent statutory body within the portfolio responsibilities of the Minister for Housing and Public Works and Minister for Youth (Minister).

The Board is established under the [Professional Engineers Act 2002](#) (Qld) (PE Act) and in turn administers the PE Act on behalf of the Queensland Government. The primary objectives of the PE Act are to:

- protect the public by ensuring professional engineering services are provided by a Registered Professional Engineer of Queensland (RPEQ) in a professional and competent way
- maintain public confidence in the standard of services provided by RPEQs
- uphold the standards of practice of RPEQs.

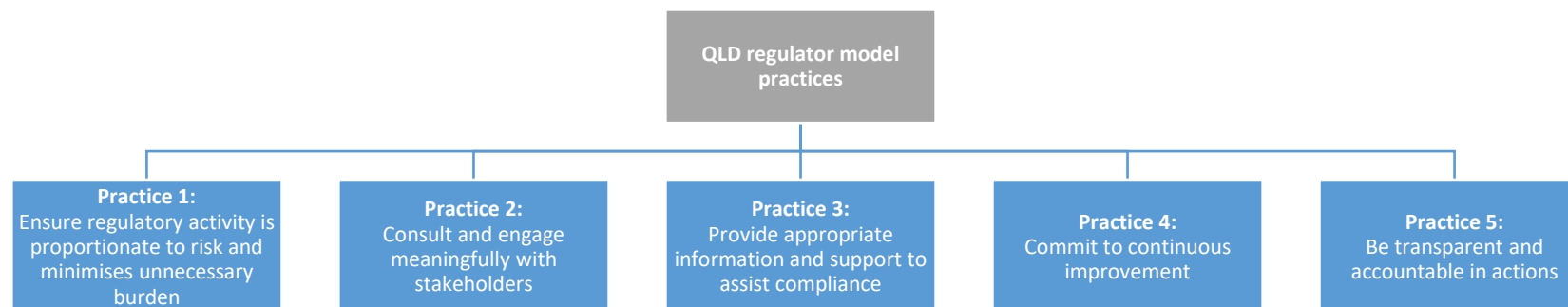
Engineers carrying out professional engineering services in Queensland or for Queensland are required to be registered with the Board. Once an engineer is registered, they are awarded the protected title RPEQ.

The Board also investigates and disciplines RPEQs for unsatisfactory professional conduct as well as prosecuting individuals for breaches of the PE Act (e.g. carrying out a professional engineering service when unregistered).

The [Regulator Performance Framework](#) seeks to achieve positive regulatory outcomes in Queensland through effective and efficient regulatory practice. Included in the framework are five model practices that support effective policy objectives and improve regulator performance via better interactions between regulators and their stakeholders, reducing regulation burden/costs for all parties.

Regulators are required to prepare an annual performance report on their efforts implementing the Regulator Performance Framework for their responsibilities.

The Board supports the model practices included in the Regulator Performance Framework outlined below. This report details how the Board's regulatory practices align with the regulator model practices.





Regulator model practices and supporting principles		Outline and evidence of how the Board's regulatory practices in 2024-2025 align with the regulator model practices and what actions have been taken in 2024-2025 to improve regulatory activities and practices
1.	<p>Ensure regulatory activity is proportionate to risk and minimises unnecessary burden</p> <ul style="list-style-type: none">• A proportionate approach is applied to compliance activities, engagement and regulatory enforcement actions.• Regulations do not unnecessarily impose on regulated entities.• Regulatory approaches are updated and informed by intelligence gathering so that effort is focussed towards risk.	<p>The Board understands the risks to the public associated with engineering and is committed to protecting the public and upholding standards of engineering. Decisions taken by the Board balance the public interest with the need to enforce the PE Act and standards of professional engineering practice.</p> <ul style="list-style-type: none">• The Board has a regulatory function for investigating RPEQs whose conduct falls below the expected standards of practice and persons who do not comply with the PE Act. During 2024-2025 the Board:<ul style="list-style-type: none">◦ completed four investigations commenced eight investigations into disciplinary and compliance matters◦ continued 14 additional investigations from the previous financial years.• The Board continues to support compliance with the RPEQ Code of Practice (Code). The Code provides a set of guidelines and principles for RPEQs to better understand their obligations under the PE Act and provides RPEQs guidance on professional and personal conduct as well as guidance on professional expertise.• Commenced an Approved RPEQ audit programs to ascertain if the audited engineers had complied with the Code and/or Part 7 of the PE Act.• Managed audits of RPEQs for compliance with the Board's Continuing Registration Requirement policy in the 2024-2025 financial year (audits were carried out by Engineers Australia on behalf of the Board).• In June 2022, the Board established a Risk and Audit Committee to provide independent assurance and assistance to the Board on governance, performance management, risk, control and compliance frameworks as well as the Board's responsibilities prescribed under relevant legislation. During the reporting period, the Risk and Audit Committee met three times to carry out its functions.



2.	Consult and engage meaningfully with stakeholders <ul style="list-style-type: none">• Formal and information consultation mechanisms are in place to allow for the full range of stakeholder input and Government decision making circumstances.• Engagement is undertaken in ways that help regulators develop a genuine understanding of the operating environment of regulated entities.• Cooperative and collaborative relationships are established with stakeholders, including other regulators, to promote trust and improve the efficiency and effectiveness of the regulatory framework.	The Board proactively engages with its stakeholders and members of the public through various engagement methods to better develop a genuine understanding of current issues in the industry. <ul style="list-style-type: none">• During 2024-2025, the Board conducted more than 100 seminars, meetings, workshops, webinars, and industry events for a wide range of stakeholders, including state and local government, universities, professional bodies, private industry, as well as the general community. Engagement with regional Queensland was a strategic focus of the program during the reporting period, with events in Toowoomba, Gladstone, Rockhampton, Bundaberg, Townsville, and the Gold Coast. In tandem with these in-person events, the Board participated in a suite of webinars, partnering with our assessment entities and other stakeholders to reach thousands worldwide. These events provided free information to attendees on the RPEQ registration system, the PE Act, Code of Practice and the complaints process.• The Board utilises social media channels (LinkedIn) and the Board website to provide information to stakeholders regarding PE Act obligations, RPEQ registration process, and to respond to frequently asked questions. During 2024-2025, the Board nearly surpassed 8,000 followers on LinkedIn, an increase of more than 8% from the previous reporting period.• During 2024-2025, the Board continued implementation of a strategic engagement program to engage more with key stakeholders, including assessment entities, state government, local government and private industry.
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3.	Provide appropriate information and support to assist compliance <ul style="list-style-type: none">• Clear and timely guidance and support is accessible to stakeholders and tailored to meet the needs of the target audience.• Advice is consistent and, where appropriate, decisions are communicated in a manner that clearly articulates what is required to achieve compliance.• Where appropriate, regulatory approaches are tailored to ensure compliance activities do not disproportionately burden particular stakeholders (e.g., small business) or require specialist advice.	The Board recognises the importance of educating its stakeholders to comply with the PE Act. The Board provides a range of products and services to deliver information on the PE Act, the Code of Practice for RPEQs and the registration process. <ul style="list-style-type: none">• During the reporting period, BPEQ launched a new website. The new website improves and enhances the user experience of engineers and the public, better conforms to web accessibility standards and strengthens cyber security protocols.• The Board continues to publish case notes and practice notes covering the prosecutions and disciplinary outcomes for a range of factual scenarios. Policies concerning registration, compliance, complaints management processes and other matters are available on the Board's website.• Produced an e-newsletter sent to more than 35,000 subscribers, which features updated and new case and practice notes, and articles covering elements of the PE Act, code as well as information regarding professional engineering services and other topics of interest.• Offers a free webinar series for engineers on the PE Act, RPEQ registration and how to renew your registration.• Exhibited and presented at industry events and conferences. Board members and staff attended and presented at a wide variety of industry events and conferences, with a major focus on private industry.• Conducted free seminars on the PE Act, Code, and RPEQ registration process with a wide range of stakeholders, including state and local government, universities, professional bodies, private industry, as well as the general community.• A compliments and complaints process is detailed on the Board's website in line with the Board's Customer complaints policy and procedures. Stakeholders and members of the public are encouraged to provide feedback that will help the Board improve its services.
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4.	Commit to continuous improvement <ul style="list-style-type: none">• Regular review of the approach to regulatory activities, collaboration with stakeholders and other regulators, to ensure it is appropriately risk based, leverages technological innovation and remains the best approach to achieving outcomes.• To the extent possible, reform of regulatory activities is prioritised on the basis of impact on stakeholders and the community.• Staff have the necessary training and support to effectively, efficiently and consistently perform their duties.	The Board is committed to continuous improvement and Board members and staff discuss and identify relevant environmental factors impacting the organisation and undertake skills and development training. <ul style="list-style-type: none">• A review of the Board's policies and procedures is ongoing. The review seeks to manage risks and assure that Board policies and procedures comply with relevant legislation and directives and maintain government and industry best practice.• The Board provides opportunities to all staff to complete professional development and training. Staff completed various training courses during the 2024-2025 financial year, including:<ul style="list-style-type: none">○ legal continuing professional development○ engagement and communications continuing professional development○ customer service○ leadership and people management○ workplace health and safety○ discrimination awareness○ Code of Conduct for the Queensland Public Service○ company directors training○ fire safety and fire warden awareness○ cyber security○ record keeping and information management○ privacy of information.• The Board is recognised as a skilled workplace through Mental Health First Aid Australia.• The <i>Human Rights Act 2019</i> was considered and incorporated, where appropriate in the Board's policy and procedure review.
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5.	Be transparent and accountable in actions <ul style="list-style-type: none">• Where appropriate, regulatory frameworks and timeframes for making regulatory decisions are published to provide certainty to stakeholders.• Decisions are provided in a timely manner, clearly articulating expectations and the underlying reasons for decisions.• Indicators of regulator performance are publicly available.	Transparency and accountability are core tenets of the Board. This helps build trust and confidence with our stakeholders. The Board complies with all government reporting requirements and those contained in the <i>Professional Engineers Act 2002</i>. <ul style="list-style-type: none">• Provided a live directory of all current RPEQs which is available on the Board's website.• Provided a historical register of RPEQs (current and former) which is available for stakeholders to view at the Board office.• Prepared and published an annual report detailing Board regulatory and financial performance, statistical information on registrations achievements and challenges.• Reviewable decisions are communicated within the legislative timelines and stakeholders are provided with the relevant notices pursuant to Board's obligations under the PE Act.• Decisions are made within the timeframes outlined in relevant legislation.• The Board's website is regularly updated to provide up-to-date information for professional engineers, the public, industry and other stakeholders.
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