

# APRIL e-NEWS

Issue 55 2019

A word from the Registrar

Engineering's diversity challenge

New regulations change the regulatory landscape for amusement parks in Queensland

Safer Buildings stage 2

Welcome to our newest RPEQs



BOARD OF  
PROFESSIONAL  
ENGINEERS  
OF QUEENSLAND

## A word from the Registrar

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Next week, BPEQ will host the first of its three planned regional CPD courses. The first CPD course will be on the topic of project management and will be held in Mount Isa. There are still free places in this course, so if you're a RPEQ or non-RPEQ based in Mount Isa who is interested in attending but has not yet registered, contact BPEQ's [Communications and Engagement Manager](#).

### “The profession faces a significant challenge in attracting more people...”

During the Board's recent strategy meeting it was agreed that diversity is one of the key focus areas for the next 12 months. The profession faces a significant challenge in attracting more people into engineering with fewer engineering graduates and young people choosing a career in engineering. This challenge is compounded by the fact that women are often not attracted to engineering. Improving diversity in engineering will require a collective effort but it is important for individual engineers to do their part by encouraging an interest and appreciation of

engineering. This month's Board member feature article from Evelyn Storey offers an interesting summation of diversity in engineering.

Protecting sub-contractor payments is one the State Government's priorities. The latest initiative is the establishment of a Special Joint Taskforce to investigate complaints and allegations of fraudulent behaviour relating to non-payment of subcontractors in the construction industry. Complaints can be provided to the taskforce through confidential submissions from individuals and organisations. RPEQs who know about or have been affected by potentially fraudulent behaviour may choose to contact the taskforce to make a complaint.

A reminder that RPEQ renewals are due by 31 May. RPEQs who do not have fitness to practice or CPD issues can renew online by logging into their 'My Account' portal and clicking the 'Renew Now' tab in their profile.

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

**KAINE BARTON**

A/Registrar

# ENGINEERING'S DIVERSITY CHALLENGE



*We need more engineers who are more diverse and more creative than ever before, writes BPEQ Deputy Chair Evelyn Storey.*

Every year the Economist Intelligence Unit publishes the 'Global Liveability Ranking' in which it ranks 140 cities for their urban quality of life based on assessments of their stability, healthcare, culture and environment, education and infrastructure. Australian cities have consistently ranked as some of the highest in the world for liveability over the past decade. However, our resilience and quality of life can only be protected and enhanced if we have a workforce capable of responding to the challenges of climate change, sustainability and security of energy, water and food, health and pandemic-risk, social isolation and the future of work and automation. Australia's

future workforce will need skills and knowledge to equip them for the technology-driven careers that are emerging or yet to be developed. To ensure Australia remains innovative and globally competitive, we must continue to support and develop our STEM capabilities. In short, we need more engineers who are more diverse and more creative than ever before.

In the 'Future of Jobs' report published in 2018, the World Economic Forum identified the changing skills demand for the global workforce between 2018 and 2022:

Today, 2018	Trending, 2022	Declining, 2022
Analytical thinking and innovation	Analytical thinking and innovation	Manual dexterity, endurance and precision
Complex problem-solving	Active learning and learning strategies	Memory, verbal, auditory and spatial abilities
Critical thinking and analysis	Creativity, originality and initiative	Management of financial, material resources
Active learning and learning strategies	Technology design and programming	Technology installation and maintenance
Creativity, originality and initiative	Critical thinking and analysis	Reading, writing, math and active listening
Attention to detail, trustworthiness	Complex problem-solving	Management of personnel
Emotional intelligence	Leadership and social influence	Quality control and safety awareness
Reasoning, problem-solving and ideation	Emotional intelligence	Coordination and time management
Leadership and social influence	Reasoning, problem-solving and ideation	Visual, auditory and speech abilities
Coordination and time management	Systems analysis and evaluation	Technology use, monitoring and control

Source: Future of Jobs Survey 2018, World Economic Forum.

“...our resilience and quality of life can only be protected and enhanced if we have a workforce capable of responding to [the] challenges...”

Alongside the core engineering skills of analytical thinking and innovation, the rise of creativity, originality and initiative and active learning strategies is notable, and we need an increasingly diverse engineering workforce to meet this challenge. There is no shortage of research to support the fact that diverse teams produce more creative results than teams in which all members are from a similar background – gender, ethnicity, age, engineering competence. A diverse pool of talent adds richness through different lenses of knowledge, experiences, cultures and backgrounds. Unfortunately, the engineering workforce in Australia is not diverse enough to meet the challenges ahead.

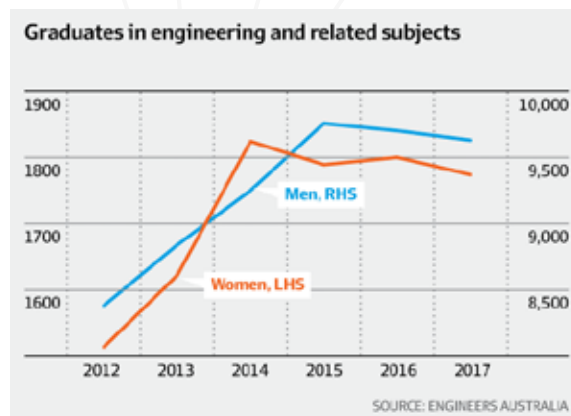
So, let’s start with gender diversity. At the Engineers Australia International Women’s Day event in Brisbane in March this year, it was reported that only 13% of Engineers Australia members are female. Looking at gender from a BPEQ perspective, from a total 14,541 registered RPEQs in March 2019 only 1,062 were female. This means that only 7% of the engineers legally able to practice unsupervised and/or lead engineering teams in Queensland are female.

On a personal note, I would like to encourage all engineers – male and female – to consider registering as RPEQs as soon as they can. It is the point in your career at which you are considered able to work unsupervised and/or start to lead a team. It is the key to your future career and employment prospects and I have seen too many young people delay registration and then get side-tracked by other events in their lives, putting them behind their peers in terms of employability and future project opportunities.

There is no shortage of organisations attempting to increase the female participation in their workforce. Governments too are investing in female participation in engineering, the most recent example being the Federal Government’s \$1.8 million extension to the Science in Australia Gender Equity (SAGE) initiative. But with such a limited pool to recruit from in

Queensland how does the profession start to support increasing the diversity of our engineering workforce.

Let’s start with the students graduating in Australia with an engineering degree. In 2017, the latest available figures, The Australian Financial Review (AFR) reported that 1,774 women graduated with engineering degrees in Australia compared to 1,824 in 2014. That’s a fall of nearly 3 per cent and compares poorly to the 9,629 men who graduated as engineers in 2017. The AFR quoted data from Engineers Australia showing that the challenge for the engineering profession as a whole is the falling number of young people – both men and women – who are choosing to study an engineering degree at university.



### So how do we persuade kids to keep taking the foundational subjects to suit for engineering?

The Office of the Chief Scientist published a Datasheet for the status of ‘Science and Maths in Australia Secondary Schools’ in December 2017. It confirmed the extremely worrying trend that participation in most Year 12 maths and science subjects is declining and for science is the lowest in 20 years. Only 1 in 10 students completes advanced maths in Year 12 and Australia’s PISA (Programme for International Student Assessment) score and international ranking have declined in both maths (5th in 2003 to 20th in 2015) and science (4th in 2003 to 10th in 2015). The results confirmed that boys and girls performed about the same in both maths and science.

We are therefore in a worrying spiral of falling skills and enrolments which threatens Australia’s future ability to drive innovation, remain competitive and preserve our quality of life. As a profession we need to work together as a team to encourage boys and girls to continue to study STEM subjects and recognise

engineering as a worthwhile, creative career with the ability to impact the sustainability and quality of our life. We need to recognise that 'Team Engineering' is in competition with all the other professions – lawyers, accountants, medicine, to name but a few – for the most talented students. It would be great if every single RPEQ could make it a goal this year to identify and encourage a male or female high school student to consider engineering as a career.

Given the reducing numbers of enrolments in engineering degrees it is more important than ever that we encourage girls to consider engineering at university. It makes no sense to deter 50% of the population from our profession when we are already in competition with other professions. Only once we have equal numbers of female and male engineering graduates entering the workforce can we hope to start to create the diverse engineering teams in all industries and at all employers that our country so desperately needs.

## EVELYN STOREY

*Deputy Chair and Engineers Australia representative  
BSc (Civil Engineering), DipEm, CPEng, NPER, RPEQ*

Evelyn Storey has served as the Board's Deputy Chair since July 2016. She is a highly experienced structural engineer, technical director and business unit manager, with 30 years' experience in Australia and overseas. Educated at the University of London; Evelyn has been involved in and directed projects including terminal expansions at Brisbane and Gold Coast airports, UQ's Advanced Engineering Building, QUT's Science and Technology Precinct, and the Cross Rail project in London. She is currently Regional Director of Aurecon's South East Queensland operations.



# NEW REGULATIONS CHANGE THE REGULATORY LANDSCAPE FOR AMUSEMENT PARKS IN QUEENSLAND

Recent amendments to Work Health and Safety will require major inspections of amusement rides by registered engineers with the requisite knowledge and skills to carry out the inspections.

As Queensland is the only Australian state or territory with a comprehensive and mandatory registration scheme for engineers, RPEQs are currently the only engineers who will be permitted to carry out the inspections.

Under the new regulations, major inspections will now be required for all amusement rides every 10 years. A major inspection of a ride includes a thorough examination of all critical components including, if necessary, stripping down the ride, and a check of the effective and safe operation of the ride. Details of the inspection must be recorded in the ride's log book, including the results of the inspection, any recommendations from the inspection and any components repaired or replaced during or because of the inspection. RPEQs can conduct these inspections if registered in a relevant area of engineering and appropriately knowledgeable, skilled and competent.

Major amusement parks will also need to prepare detailed safety case outlines and safety cases. Safety case outlines and safety cases must include information about inspection and testing procedures for amusement rides, training of inspectors and operators of rides and safety and emergency procedures. Safety case outlines and safety cases must also identify incidents that could occur, hazards that could be caused and control measures for reducing the risks from those hazards. BPEQ encourages amusement parks to engage RPEQs in the preparation of safety case outlines and safety cases.

BPEQ currently recognises the specialist area of In-service Inspection of Amusement Rides and Devices, however engineers registered in the following areas may also be competent to carry out major inspections of amusement rides and preparation of safety case outlines and safety cases.

- Mechanical
- Electrical
- Structural
- Civil
- Building Services

Determining competence to carry out major inspections of amusement rides and preparation of safety case outlines and safety cases will largely come down to personal assessment.

To discuss competence to carry out major inspections of amusement rides and preparation of safety case outlines and safety cases, RPEQ should contact BPEQ's Legal, Compliance and Investigations Unit at [legal@bpeq.qld.gov.au](mailto:legal@bpeq.qld.gov.au).



# UPCOMING CPD COURSES AND CONFERENCES

## APC SUMMIT

2019 Asia Pacific Cities Summit and Mayors' Forum  
Brisbane: 7-10 July 2019

## ENGINEERING EDUCATION AUSTRALIA

Safety in Design  
Online: (start anytime)

AS/NZS 3000  
Brisbane: 30 April 2019

Financial Acumen for Engineers  
Brisbane: 9-10 April 2019

ASME B31.3 Process Piping Code  
Brisbane: 24-26 June 2019

## IPWEAQ

Drainage for Road Design  
Brisbane: 30 April - 1 May 2019

Queensland Urban Drainage Manual Workshop  
Townsville: 28 May 2019  
Cairns: 29 May 2019

## LIQUID LEARNING

Women in Engineering Leadership Summit  
Brisbane: 21 - 24 May 2019

# RPEQ RENEWALS 2019/20

## KEY DATES

RPEQ registration expires **30 June 2019**

The renewal period is **1 April - 31 May 2019**

Your renewal must be completed and submitted, and payment made by **31 May 2019**

Your RPEQ registration will be active for **12 months from 1 July 2019 - 30 June 2020**

## FEES

RPEQ Practising - **\$227.65**

Non-Practising Professional Engineer - **\$113.80**

# SAFE BUILDINGS STAGE 2

Stage 2 of the Safer Buildings combustible cladding initiative is underway. It is during stage 2 that the expertise of RPEQs in the areas of Civil, Fire, Fire Safety and Structural engineering will be most in demand.

Stage 2 (to be completed by 29 May 2019) requires building owners to engage a building industry professional (e.g. QBCC licensee, an architect or a RPEQ registered in Civil, Fire, Fire Safety or Structural engineering) to complete a Form 34 – building industry professional statement to determine if the building is likely to be affected by combustible cladding.

The building industry professional must give a copy of the statement within five business days after the statement is signed to the following:

- the building owner
- the relevant local council
- QBCC via (by email, post or in person)

Building industry professionals must keep a copy of the building industry professional statement for at least five years. Building owners must then complete part two of a combustible cladding checklist and provide this to the QBCC along with the building industry professional statement.

This step may be skipped if the building owner suspects cladding forms part of or is attached to the building. Building owners who already know or suspect they have combustible cladding on their building are able to progress directly to Part 3, saving the cost of engaging a building industry professional. Owners taking this step must indicate as such via the Safer Buildings website before the Part 2 deadline.

RPEQs are reminded only to practice within their area of competence and they will need to [consider a number of factors in deciding whether to accept this type of work](#).

Resources for building industry professionals, including the Form 34, are available from [www.saferbuildings.qld.gov.au/help/resources](http://www.saferbuildings.qld.gov.au/help/resources).

Questions about the Safer Buildings regime should be directed to the QBCC at [qbcc.saferbuildings@qbcc.qld.gov.au](mailto:qbcc.saferbuildings@qbcc.qld.gov.au).

## SPECIAL JOINT TASKFORCE

The Special Joint Taskforce has officially started, investigating complaints or allegations of fraudulent behaviour that have led to subcontractor non-payment in the Queensland building industry.

The Taskforce is inviting confidential submissions until 5pm Friday 17 May 2019. Key areas across the

state will be visited by members of the Taskforce from Monday 29 April. Brisbane based times are also available. Book your appointment online today!

Visit the website for submissions and for more information: [www.qld.gov.au/specialjointtaskforce](http://www.qld.gov.au/specialjointtaskforce)



# WELCOME

## WELCOME TO OUR NEWEST RPEQS

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

22248	Sharief	ABDELFATTAH	Civil, Structural
22264	Chendika	ADIKARAM MUDIYANSELANGE	Civil
22203	Jonathan Noel	ARELLANO	Electrical
22175	Mohammadmahdi	ATTAR	Mechanical
22184	Norberto	AYALA-SAMALEA	Civil
22278	Richard	BACK	Civil
22238	Amir	BAHRAMI	Civil, Structural
22109	Campbell	BALZER	Electrical
22080	James	BARKLA	Petroleum
22062	Joel	BARNES	Civil, Management
22220	Lluís	BASSAS MAS	Electrical
22143	Peter	BELL	Electrical
22245	Nicole	BICHEL	Civil
22138	Christopher	BORG	Civil
22074	Remy	BOURCIER	Mechanical, Structural
22272	Kristopher	BOVEINIS	Electrical
22186	Brendan	BOYD	Electrical
22164	Matthew	BRESOLIN	Electrical
22229	Jeremy	BROWNBILL	Civil
22246	Jonathan	BUNKER	Civil
22154	Leo	CAGUIMBAL	Civil
22157	Xujie	CAO	Civil
22237	Keith	CARDEW	Management, Mechanical
22159	Christopher	CARLAW	Civil
22147	Darren	CARLSON	Civil - Public Works
22236	Brodie	CHAN	Civil
22200	Adam	CHAN-SEW	Civil, Structural
22269	Ping	CHEUNG	Civil, Structural
22085	Jonathan	CHONG	Structural
22211	Harrison	CHUA	Civil
22191	Simon	CLARKIN	Aeronautical
22148	David	COHEN	Geotechnical
22223	Ryan	COX	Management, Information Telecommunications & Electronics

22151	Johannes	CRONJE	Civil
22090	Timothy	CURTIN	Structural
22247	Thomas	DAVIDSON	Management, Mechanical
22206	Blake	DICKHART	Electrical
22252	Tom	DOHRMANN	Mechanical
22196	Nicholas	DOYLE	Structural
22226	Ahmad Essameldin	ELGANZOURY	Mechanical
22217	Mohamed	ELZAHABY	Civil
22131	Alexander	ENGLAND	Electrical
22210	William	EOM	Civil
22242	Ayman	FARRAG	Mechanical
22107	Matthew	FARRELL	Mechanical
22318	Desmond	FERNANDO	Mechanical
22258	Craig	FINDLAY	Management, Mechanical
22224	Craig	FLAVEL	Environmental
22233	James	GANNON	Civil
22301	Peter	GARDNER	Fire Safety
22083	Jonathan	GERIG	Civil, Management
22166	Jason	GOELDNER	Electrical
22249	Moemedi	GOITSEMANG	Electrical
22098	Damian	GRAHAM	Civil, Environmental
22284	Joshua	HALL	Civil, Structural
22306	Tristan	HALLS	Civil, Structural
22139	Thomas	HATTON	Heritage & Conservation Engineering, Management
22204	Peter	HAWKINS	Civil
22292	Jason	HAZELL	Management, Mechanical, Structural
22082	Denzyl	HENDRICKSE	Electrical
22129	Grant	HODGKINSON	Electrical
22214	Robert	HOLOVKA	Mechanical
22130	Michael	HOTHAM	Electrical
22213	Sina	IGHANIYAN	Mechanical
22241	Mathew	INGS	Civil
22176	Mostafa	ISMAIL	Mechanical
22221	Eraj	JAYEWARDENE	Electrical
22105	Adam	JONES	Mechanical
22101	Nimanshubhai	KAPADIYA	Structural
22121	Kamalachandran	KATPAKANATHAN	Civil
22067	Rajesh	KAUSHIK	Civil
22136	Michael	KELLY	Mechanical
22145	Sardar Adnan Rafiq	KHAN	Civil
21462	Christina	KNORR	Fire Safety, Mechanical
22091	Siu Fung Andy	KO	Structural
22225	Marc	KRETSCHMANN	Chemical

22171	Satyen	KULKARNI	Mechanical
22195	Michael	KUMALA	Structural
22307	Robert	LADD	Civil
22160	Liam	LANIGAN	Electrical
22281	James	LAWLEY	Civil
22261	Jai	LEBBY	Structural
22290	Li	LI	Electrical
22228	Rex	LI	Electrical
22285	Yunpeng	LI	Electrical
22077	Sebastian	LIEKENS	Mechanical
22303	Iynkaran	LOGANATHAN	Electrical
22265	Ehab	MADIAN	Mechanical
22231	Bhavin	MAHIDA	Mechanical
22177	Alan	MAIN	Civil
22084	Saman	MALINGUWAGE	Mechanical
22183	Katie	MALVASO	Management, Structural
22268	Christopher	MARTINIC	Biomedical, Information Telecommunications & Electronics, Electrical
22113	John	MATUSCHKA	Electrical, Management
22081	Debra	MCLAUGHLIN	Mechanical
22188	Jeremy	MEERTON	Electrical, Management
22194	Christopher	MELIN	Civil
22111	Jasmine	MIKHAIL	Structural
22255	Lucienne	MISSEN	Civil, Management
22150	Alexander	MONK	Mechanical
22072	Ajay	MORE	Civil
22070	Seyed Meysam	MOUSAVI	Civil
22114	Paran	MOYES	Civil, Management
22075	Dennis	MURPHY	Electrical
22193	Whelan	NAIDOO	Civil
22279	Phuntsho	NAMGYEL	Civil
22132	Muddasir	NAZIR AHMED	Electrical
22239	Mohana Sundaram	NEELAKANDAN	Mechanical
22266	Wei Ming	NG	Mechanical
22146	Mehdi	NIKKHAH	Civil, Structural
22149	Azam	NOURALIZADEH	Civil, Structural
22112	Moleen	NZOMBE	Electrical
22071	Chigozie	OKEKENTA	Civil
22286	Justin	OLAKKANGIL JOHNY	Information Telecommunications & Electronics
22253	Stephen	PALMER	Electrical
22291	Chintan	PATEL	Electrical
22240	Florin	PAVAL	Mechanical

<b>22294</b>	Guillermo	PEMAN	Civil
<b>22218</b>	Santina	PENNISI	Civil, Management
<b>22250</b>	Mario	PERIN	Information Technology and Telecommunications
<b>22178</b>	Michael	PERRIN	Civil, Structural
<b>22094</b>	Poh Teng	PHANG	Chemical
<b>22282</b>	Xan	PHILP	Civil, Management
<b>22263</b>	Jacob	PITTAR	Aerospace, Mechanical
<b>22257</b>	David	PORTELLY	Mechanical
<b>22277</b>	Ashay	PRABHU	Civil
<b>22167</b>	Spencer	PU	Mechanical
<b>22065</b>	Jiawen	QIN	Environmental
<b>22274</b>	Vinaykumar	RAO	Structural
<b>22140</b>	Ragulan	RATNARAJAH	Civil
<b>22276</b>	Reece	REIMERS	Civil
<b>22319</b>	Hesam	REYHANI MEHR	Electrical
<b>22215</b>	Marcelino	RIVERA	Electrical
<b>22122</b>	Mohammad Robin	RIZVI	Electrical
<b>22259</b>	Cameron	ROBERTS	Chemical
<b>22106</b>	Paulo	ROSAS HIDALGO	Mechanical
<b>22212</b>	Kelly	RYAN	Mechanical
<b>22243</b>	Rita	SA DE ALMEIDA AMARAL	Structural
<b>22234</b>	Hossein	SAADAI	Civil
<b>22267</b>	Luis	SABAY	Mechanical
<b>22078</b>	Nasoha	SABBIN	Mechanical
<b>22117</b>	Mohan	SANKARASUBBU	Electrical, Information Telecommunications & Electronics
<b>22287</b>	Ragesh	SASIDHARAN	Mechanical
<b>22207</b>	Pardon	SHAGWAI	Electrical, Information Telecommunications & Electronics
<b>22302</b>	Luke	SHEEHY	Fire Safety
<b>22115</b>	Mozaffar	SHEKARCHIAN	Mechanical
<b>22227</b>	Cassandra	SIMPSON	Civil
<b>22271</b>	Ryan	SINGH	Building Services, Electrical, Management
<b>22254</b>	Cameron	SNEDDON	Mechanical
<b>22180</b>	Jeffrey	SNELGAR	Electrical
<b>22275</b>	Linton	SPEECHLEY	Civil
<b>22235</b>	Benjamin	STANTON	Civil
<b>22288</b>	Jacob	STECHER	Management, Mechanical
<b>22273</b>	Andreas	STEENKAMP	Electrical
<b>22189</b>	Ray	STEWART	Aeronautical
<b>22244</b>	Yukun	SUN	Electrical

<b>22230</b>	Sree Vaishnavi	SUNDARARAJAN	Biomedical
<b>22251</b>	Phillip	SUTHERS	Electrical
<b>22108</b>	Barry	SYME	Structural
<b>22190</b>	Justin	TERHORST	Aeronautical
<b>22222</b>	Kishor	THEKKUVEETIL	Mechanical
<b>22293</b>	Keith	THOMSEN-WRIGHT	Civil, Structural
<b>22104</b>	Rodney	THOMSON	Aerospace, Management
<b>22066</b>	Hai	TIAN	Structural
<b>22174</b>	Masoud	TORSHEKANI	Mechanical
<b>22283</b>	Thanh Quyen	TRAN	Civil, Structural
<b>22063</b>	Stephen	TWOHILL	Civil, Management, Environmental
<b>22165</b>	Bronwyn	VAN GOOL	Civil
<b>22103</b>	Petrus	VAN HEERDEN	Mechanical, Structural
<b>22181</b>	Andrew	VANCE	Electrical
<b>22119</b>	Melanie	VENTER	Civil
<b>21486</b>	Jessica	WALKER	Fire Safety
<b>22208</b>	Paul	WATSON	Civil
<b>22073</b>	Yong	WEI	Mechanical
<b>22127</b>	Leslie	WESTRAY	Structural
<b>22173</b>	Seth	WILLIAMSON	Mechanical
<b>22097</b>	Aaron	WILSON	Structural
<b>22163</b>	Christopher	WOLSKI	Civil
<b>22209</b>	Miguel	WU	Civil
<b>22089</b>	Zhanghou	XUE	Electrical
<b>22270</b>	Kushantha	YAPA	Electrical
<b>22152</b>	Asar	YOUNES	Mechanical
<b>22256</b>	Muhammad Ilyas	YOUSAF	Electrical
<b>22262</b>	Steve	ZACHARKO	Structural
<b>22110</b>	Przemyslaw	ZAKRZEWSKI	Civil
<b>22123</b>	Yu	ZHANG	Electrical
<b>22199</b>	Jie	ZHANG	Aerospace
<b>22305</b>	Marek	ZIETY	Civil, Structural
<b>22088</b>	Haitham	ZOHEIRY	Civil

# THANK YOU

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

Alexander	BOWMAN
Barry	RENAUD
Robert	CROSBIE
Russell	CLARKE
Kevin	LANNING
Michael	WORT
Derek	AVALLE
Iain	MCKERN
John	GOLDFINCH
Garry	RAGEN
James	STANNARD
Ronald	SVENSON
Trevor	PARMINTER
Robert	LILLIE
Terence	COLLINS
Christopher	LOVEDAY
Juan	ALVAREZ
Graham	WOOD


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