

BOSSI Update

BOSSI INVESTIGATOR

At the meeting of the Board on the 4th April 2019, the Board resolved to approve the creation of a full time investigator role within the BOSSI Secretariat to conduct compliance activities under NSW legislation administered by the Board, fulfil the role of chairperson to the Board's Professional Audit and Investigation Committee (PAIC) and to facilitate the investigation of complaints against Registered Surveyors in cooperation with the PAIC.

Following successful recruitment undertaken in July of 2019, the Board has appointed the successful candidate Ross Wilkinson APM VA to the role of BOSSI Investigator.

Ross possesses an extensive professional background and experience in investigative and compliance related activities, notably including;

- Employment in the NSW Police Force just under 25 years working in tactical Operations Unit in Newtown, senior management and leadership roles within Western NSW, conducting complex Civil, Criminal, Internal and Coronial investigations and undertaking duties as an experienced auditor, group facilitator and performance manager,
- Working as a programs officer within NSW Corrective Services
- Employment in a NSW Local Government council as a compliance and risk manager.

The Board welcomes Ross to the role and the BOSSI Secretariat team.

BOSSI STATISTICAL REVIEW 2018-2019

At the September meeting of the Board, the BOSSI Statistical Review 2018-2019 was endorsed for publication on the Boards website. The BOSSI Statistical Review provides an insight in to the composition and statistical trends which relate to both Registered and Candidate surveyors listed on the BOSSI Register of Surveyors. The BOSSI Statistical Review for 2018-2019 is available on the BOSSI [website](#).

STRATEGIC PLAN UPDATE

After endorsing our Strategic Plan 2019-2021 earlier this year BOSSI is pleased to be able to report on its implementation progress

Integrity of Cadastre & Mining

- The dedicated BOSSI Investigator role has been created and recruited (see "Introducing Ross Wilkinson")
- The Professional Audit and Investigation Committee (PAIC) has commenced drafting summaries of investigations and these will soon be published on the BOSSI website to help educate surveyors and the public
- BOSSI board members continue to present the "What is a land survey?" presentation to stakeholders

Engagement & Communication

- The BOSSI communique is being issued following every board meeting. We have been taking on board feedback received so please let us know if there is any particular content you would like to see included
- BOSSI has commenced updating the content on the website. It might interest you to know that the BOSSI website was accessed by 3,380 users during August 2019 with 73.7% of them being new users. A few other stats from August;
 - Find a registered surveyor web page was accessed 3,167 times by 714 users
 - Disciplines of surveying web page was accessed 1,688 times by 1,381 users
 - CPD frequently asked questions web page was accessed 521 times by 424 users
 - 63% accessed via desktop computer with 37% using a mobile or tablet device
- The board has committed to speaking to students at UNSW, UoN and USQ about BOSSI and the registration process on an annual basis
 - Chris Abbott spoke to USQ students on 26 September
 - Narelle Underwood is scheduled to speak to UNSW students on 6 November
 - We are in the process of arranging a suitable date to speak at UoN
- The board has exceeded its industry event presentation target – ISNSW Australia Day Seminar, ISNSW North Coast Group, APAS annual conference, CSA Easter conference, SSSI Qld, ISNSW Cumberland Group, ISNSW webinar, ISNSW Murray Group, ISNSW Central Western Group with more presentations to be delivered before the end of the year.

Growth of the Profession

- BOSSI continues to work with ISNSW, ACS & AIMS to help educate and support candidates through the registration process – we have seen continued high numbers at examinations with 93 land candidates making applications to sit exams at the October assessments (106 individual assessments).
- The Training Committee have begun work on a policy for the recognition of candidate competencies gained in other ANZ jurisdictions. We are currently working with the Surveyors Registration Board of Victoria on this matter
- 44 new candidate surveyor applications have been received and approved so far this year
- BOSSI contributed information to the [Diversity & Inclusion: thinking differently about difference](#) action agenda. We report on diversity (age and gender) in our annual statistics report and will look to expand this in future editions

Governance

- The BOSSI secretariat is continuing work to finalise development and commence the implementation of the Government Licensing System (GLS) platform. The new system will be delivered through the Service NSW website, streamlining the application and renewal process and improving customer service
- The digitisation of BOSSI's records is well underway

The below image highlights progress to date against our original plan – a green tick indicates complete while a yellow dot indicates work in underway



BOSSI PURPOSE	Protecting the integrity of the State Cadastre, public interest & fostering professional behaviour			
VALUES	Integrity	Service	Accountability	Trust
STRATEGIC CHALLENGES	<p>INTEGRITY OF CADASTRE & MINING</p> <p>ENSURING THAT ONLY SUITABLY QUALIFIED PROFESSIONALS CONDUCT LAND & MINING SURVEYS. MAINTAIN PROFESSIONAL STANDARDS OF PROFESSION.</p> <p>FOCUS AREAS</p> <p>A. Investigation and discipline of Registered Surveyors for matters relating to professional incompetence & misconduct</p> <p>B. Investigation and prosecution of unregistered surveyors performing land & mining surveys</p>	<p>ENGAGEMENT & COMMUNICATION</p> <p>BUILDING STRONGER RELATIONSHIPS WITH STAKEHOLDERS AND THE PUBLIC</p> <p>FOCUS AREAS</p> <p>A. Proactive stakeholder engagement and education</p> <p>B. Inclusive public communication</p> <p>C. Outreach to related professions / industries</p>	<p>GROWTH OF THE PROFESSION</p> <p>INCREASE THE DIVERSITY OF THE SURVEYING & SPATIAL INFORMATION PROFESSION</p> <p>FOCUS AREAS</p> <p>A. Support the NSW Surveying Taskforce</p> <p>B. Increase the number of graduates applying to become candidates</p> <p>C. Increase the number of candidates gaining Certificate of Competency (CoC)</p>	<p>GOVERNANCE</p> <p>THE AUTHORITATIVE POINT OF CONTACT FOR MATTERS RELATING TO SURVEYING & SPATIAL INFORMATION IN NSW</p> <p>FOCUS AREAS</p> <p>A. Review the Surveying & Spatial Information Act & Regulation</p> <p>B. Aligned & effective Board</p> <p>C. Efficient, consistent and documented approval workflows and processes</p>
STRATEGIC GOALS	<ul style="list-style-type: none"> - Reduce the number of complaints received - Be more responsive to complaints - Reduce the time it takes to resolve complaints - Eliminate land/mining surveys being conducted by unqualified people - Strong relationship with ORG and LRS 	<ul style="list-style-type: none"> - Clear understanding by stakeholders & the public of the role & functions of BOSSI - Members of the public have a clear understanding of the difference between a surveyor and a registered surveyor - Improve engagement with the Spatial Information Industry - Improve engagement with other related professions / industries 	<ul style="list-style-type: none"> - Increase the number of CoCs issued each year - Increase the number of female Registered Surveyors - Continuation of undergraduate SG Scholarship for Women in Surveying - Track and report on changes in diversity profile of profession - Maintain diversity on the Board 	<ul style="list-style-type: none"> - Reputable, Reliable, Robust & Viable - Transparent decision making process - Stable financial management - Ensure that the Government see the value and relevance of BOSSI
ACTION AGENDA	<p>Within 12 months</p> <ul style="list-style-type: none"> ✓ Create a dedicated investigator role ● Review complaints policy & procedures ● Publish summaries of investigations ✓ Promote & deliver 'What is a land survey?' presentation to stakeholders ● Utilise information sharing agreement with Fair Trading <p>Within 3 years</p> <ul style="list-style-type: none"> ○ Analyse trends in complaints ○ Review CPD policy to address common gaps in surveyor knowledge ○ Work with ORG and NSW LRS to transition the profession to 100% digital survey plans ○ Strengthen BOSSI's audit powers <p>3+ years</p> <ul style="list-style-type: none"> ○ Work with Resources Regulator to influence Mining Regulation review and submission of mine survey plans as a digital data set 	<p>Within 12 months</p> <ul style="list-style-type: none"> ✓ Issue a brief email newsletter within 2 weeks of each board meeting covering key matters discussed and decisions made ● Review & update BOSSI website content ● Publish board member profiles on the website ● Highlight and promote the work being conducted by each committee ● Board to speak to students at UNSW, UoN & USQ annually ✓ Board to present at a minimum of 6 industry events annually ● Develop a stakeholder matrix and review annually ● Interact with 4 new stakeholders each year <p>3+ years</p> <ul style="list-style-type: none"> ○ Interact with each stakeholder at least once every 3 years 	<p>Within 12 months</p> <ul style="list-style-type: none"> ● Review Candidate examination statistics to identify trends and barriers ● Work with professional bodies to educate and support Candidates ● Develop a policy for the recognition of candidate competencies gained in other ANZ jurisdictions ● 60 new candidates each year ● Develop clearer communication of process for overseas assessments ● Participation and promotion of the national Diversity & Inclusion Initiative <p>Within 3 years</p> <ul style="list-style-type: none"> ○ 40 female registered surveyors ○ 100 new registered surveyors ○ Review examination process and competencies <p>3+ years</p> <ul style="list-style-type: none"> ○ 50% of 2019 candidates have gained their CoC 	<p>Within 12 months</p> <ul style="list-style-type: none"> ● Implementation of Government Licensing System platform ● Digitisation of records ● Prepare for 1,3 & 5 year renewals ● Establish review cycle for all Determinations, Policies and Guidelines ● Commence review of S&SI Act & Regulation ● Complete audit of CPD ratified organisations <p>Within 3 years</p> <ul style="list-style-type: none"> ○ Implement succession plan for Board, examiners & committees ○ Complete review of the S&SI Act ○ Revise governance & staff structures ○ Revise funding arrangements & fees <p>3+ years</p> <ul style="list-style-type: none"> ○ Audit of Board compliance with policies and procedures ○ Review Board every 5 years

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