



AUSTRALASIAN INSTITUTE  
OF MARINE SURVEYORS



# Annual Report

2023



Established in 1986, the Australasian Institute of Marine Surveyors (AIMS) is the peak industry body for Marine Surveyors in Australasia, and the largest marine surveyor association in the Southern Hemisphere. AIMS has members in all States and Territories of Australia as well as New Zealand, the Asia and South Pacific regions, and beyond.

#### Our vision

*Excellence in marine surveying.*

*Safe vessels, safe seas, safe surveyors.*

#### Our Mission

*Promote, maintain and advance the specialised discipline of marine surveying in Australasia.*

We strive to achieve this by:

- Working with government and industry at all levels to ensure the interests and livelihoods of those persons working within the marine surveying industry are protected.
- Researching, improving, and promoting the



discipline of marine surveying through the delivery of processes and resources to support our members.

- Providing consumers with sufficient information to ensure that the marine survey industry itself is represented in the public decision-making process.
- Providing educational resources for all people engaged in or wanting to join the profession to improve and enhance the future of the industry.

#### AIMS Core Values

**Talent** – build and enhance skills through participation in continuing professional development activities, providing access to technical resources, and facilitating industry events and networking opportunities.

**Integrity** – commitment to the Institute’s code of professional practice, access to affordable professional insurance and a complaint-management policy in line with a process of procedural fairness.

**Excellence** – promotion of industry best practices and quality survey standards, including recognition of achievement with our Awards for Excellence.

#### Our Members

*AIMS members represent the full spectrum of the marine surveying industry from international shipping, domestic commercial vessels, super yachts to recreational small craft. Members are qualified and experienced in their profession, with many joining the marine surveying profession following a maritime career as a seafarer or shore-based maritime role.*

- Shipping Surveyors – inspect, survey or examine marine vessels to oversee cargo loading and unloading operations, assess damage or may inspect or monitor the condition of the vessel or onboard cargo, machinery or equipment.
- Domestic Commercial Surveyors – are accredited by Australian Maritime Safety Authority (AMSA) to undertake statutory surveys on domestic commercial vessels in accordance with National Law and Regulations.
- Recreational Vessel Surveyors – undertake survey of recreational vessels on behalf of an owner, insurer or potential purchaser with the purpose of assessing the vessel’s condition and/or value.

## Promotion, maintenance and advancement of the specialised discipline of Marine Surveying by:



### Applying Self Regulation



### Building our Capacity



### Empowering our Members



### Industry and Government Representation



### Maintaining Financial Stability



### Strategic Planning

While striving to deliver on our objectives, the AIMS values the contribution of our members, students, staff and stakeholders through engagement, consultation and involvement. We integrate the principles of community and social responsibility into our operations internally by exhibiting the behaviours of strong governance and ethical and transparent practices and externally by minimising our environmental impact and providing support of the marine surveying and wider maritime industry.



# Chairman's Report

I acknowledge the traditional owners and First Nations peoples of the lands and waters upon which the AIMS and its members live and work, and pay respect to elders past, present and emerging.

The past year for The Australasian Institute of Marine Surveyors (AIMS) has been both challenging and rewarding. The management team responsible for day-to-day operations and maintenance of AIMS business — including membership, training, administration, financial management, advertising, promotion, development and systems — has experienced substantial change as previous General Manager, Stacey Taylor, and membership administration officer, Brett McCulloch, both vacated their positions.

As a result of these personnel movements, the AIMS employed CEO, Dr Eric Perez, to take the helm. Eric came to the AIMS with a track record of achievement in similar roles with industry organisations and has been hard at work from day one to finalise long-term programs, continue working on others and investigate new initiatives across a broad range of areas under the remit of his appointment. Eric is ably supported by Sue Brown, who now takes overall responsibility for training and provides additional backup in other areas. Sue and Eric are further supported by a network of specialist contractors and, of course, by the AIMS board.

Whilst the changes at management level have been challenging, the AIMS also celebrates the achievements of 2023. Growing the AIMS presence in New Zealand by fostering relationships with New Zealand marine and maritime bodies and regulators has made significant headway this past year – many thanks to NZ based board member Greg Marsden for his contributions and hard work in this space. I believe that following past unsuccessful attempts, the AIMS has set a course to truly become what it says in the name – Australasian.

Development and implementation of the Australian Grain Surveyors Assurance Scheme (AGSA) highlights the value of perseverance. The scheme was initiated under former CEO, Susan Hull, evolved and progressed by former GM Stacey Taylor, and finally signed into legislation under our current CEO. I would like to acknowledge the patient efforts of the AIMS Grain working committee, the AIMS management teams involved over the past few years, members who have provided their valuable input and the public service team at Department of Agriculture, Fisheries and Forestry who cooperatively worked through this to achieve a world-first outcome where a regulator and industry body have partnered in such a manner. Quite some achievement!

However, we must not let these achievements overshadow the work being undertaken by the Recreational Vessel Committee to create an industry recognised and approved insurance report format for use in the recreational vessel sector. Within the largely unregulated recreational sector, there are numerous other improvement projects underway, including a Standards proposal with the end game being something akin to a Roadworthy Certificate for boats.

Developing and implementing standards across all categories of marine surveying has always been a priority for the AIMS in efforts to provide assurance to those who rely upon marine surveyors' expertise. There are numerous projects currently underway to develop standards frameworks covering a diverse range of common marine

surveys and inspections, and I thank all those members who have given their time to assist with their development.

The AIMS has rapidly evolved, particularly over recent years, to become a respected representative body for marine surveyors; nonetheless, all the achievements are underpinned by sound financial management, and I am very happy to report that the AIMS finances maintain a positive position, providing a platform for future growth, greater industry recognition, better member benefits, and continuing success for both the Institute and its members.

The AIMS is primarily a representative body for our members, and as such, focuses on a number of ways to support members across the spectrum of marine surveying activities undertaken by our members. The areas identified broadly fall into the following categories:

## Membership

- Engagement with current members through online platforms and face-to-face events.
- Engagement with potential members to demonstrate value of membership.
- Growth and expansion of membership domestically and regionally.
- Provide direct member benefits and resources with current relevance.
- Respond to member-identified opportunities for improvement.
- Develop an online forum to connect and empower members.

## Government, Regulator and Industry Engagement

- Lobby for changes or improvements to benefit AIMS members, like the development and implementation of the AGSA scheme, engagement with AMSA and MNZ to develop regional cooperation and reciprocity, development of industry standard reporting formats.
- Encourage regulator involvement with AIMS working committees and events.

## AIMS Presence and Place

Develop and maintain a comprehensive online presence through a powerful website, providing a one-stop for membership, forum, resources for training and business, CPD identifiers and opportunities.

Promote the AIMS and the benefits of engaging with AIMS and its members.

Establish a succession planning team to bring forth future leaders and provide a pathway to board membership.

As the AIMS continues to mature, I believe the foundations laid by past executive and management and the dedication of the current board, CEO and his management team will see the AIMS expand further to become a world-recognised representative body. I thank my fellow board members for their efforts this past year and, on their behalf, want to acknowledge the hard work of the business management team and, most importantly, thank our members for their continuing support.

**John Holden**  
Board Chairman

# Year in Review

## Building our Capacity

- AIMS Board changes in 2022/23 included the election of Eric McIlwain to the Board.
- Internal management restructure with the departure of the General Manager and recruitment of a Chief Executive Officer.
- 514 members as of the 30 June 2023 (486 at July 2022).
- Ongoing recognition of the Certified Commercial Marine Surveyors initiative.

## Empowering Members

- Online industry workshops.
- Student online tutoring sessions.
- Member in person networking events.
- Attendance at the Sanctuary Cove International Boat Show.
- Attendance at the Auckland Boat Show.
- 104 new student enrolments — the training sector continues to be extremely busy with strong local and international enrolments signalling an increasing interest in the marine survey industry.
- Review of the Working Boat and Recreational Vessel qualifications is underway.

## Representation with Industry and Government

- Continued application of self-regulation.
- Ongoing member compliance with Continuing Professional Development policy.
- Finalisation with the Department of Agriculture, Fisheries and Forestry of the Accredited Grain Surveyor Assurance (AGSA) Scheme.
- Continuing work with the AMSA – MO504 Working Group.

## Financial Stability

- Surplus of \$43,895 in FY 2022/23 compared with \$36,981 in FY 2021/22.
- Members equity of \$168,090 in FY 2022/23 compared with \$124,195 in FY 2021/22.
- The restructure of internal staffing and changes to work at home / remote arrangements have resulted in ongoing cost savings that have contributed to FY 2022/23's financial performance.
- Membership fees funding operations and strategic initiatives.
- Training fees funding the management and continual improvement of our training packages.





# Internal Governance and Technical Committees

## Corporate Structure

Following AIMS' corporate transition from a not-for-profit Incorporated Association to a not-for-profit Company Limited by Guarantee (CLG) in 2021, AIMS welcomed its inaugural Board of Directors at the start of the 2022 financial year. The former General Manager, Stacey Taylor, ended her role with AIMS in May 2023. Dr Eric Perez was recruited in June 2023 as Chief Executive Officer (CEO). The team is supported by Sue Brown, Professional Development and Training Coordinator.

## AIMS Board of Directors



**John Holden**  
*Chairman of the Board*  
Gladstone, QLD

John is the Managing Director of Seaweigh Pty Ltd, a marine survey and consultancy company with over 20 years' experience as a marine surveyor. John started his maritime career as a ship builder and holds an Advanced Diploma in Marine Surveying. He became a member of AIMS in 2009 and was elected as Vice President in 2013, becoming a vital contributor to the Executive, which led to his appointment as Chairman in 2021. As Chairman, John is responsible for the development and oversight of strategic direction, succession planning and sound business operations in conjunction with the Board and CEO.



**Scott Aiton**  
*Vice Chairman*  
Sydney, NSW

Scott is the Director of Gibson, Minto and Aiton Marine Consultancy, with over 20 years' experience as a marine surveyor. Prior to this, Scott began his seagoing career with BHP Transport before moving into tugs, working as a tug master in the ports of Newcastle, Sydney, Port Botany and Port Kembla. Scott has been a member of AIMS since 2003, following in the footsteps of his father Neil, who is one of the founding members of AIMS. As Vice-Chairman, Scott has supported the Chairman in his duties, including stepping in on occasion where the Chairman is unable to fulfil his role.



**Eric McIlwain**  
*Company Secretary*  
Mount Gravatt, QLD

Eric commenced his surveying career in 2014. He became an accredited surveyor with Maritime Safety Queensland in 2014, which then transferred to AMSA in 2015. As an AMSA accredited surveyor, he is accredited for extra low voltage initial surveys and periodical surveys, initial surveys for construction and alterations for hull, deck and superstructure, machinery, equipment, and commissioning; periodic surveys, periodic surveys for loadline and safety equipment. As Secretary his role is to monitor the compliance of all board activities and processes in conjunction with the CEO.



**Andrew Graver**  
*Board Member*  
Newcastle, NSW

Andrew is a Director of Hunter Marine Surveyors in NSW and holds a Master Class 1 (Unlimited) qualification. He is a past Executive Treasurer and State Representative for NSW. Andrew is a firm supporter of the AIMS education and maintaining professional standards. His commitment extends to the Hunter Marine Surveyors workplace, and he has personally sponsored most of his current employees in their enrolment in AIMS training courses.



**Peter Murday**  
*Board Member*  
Immediate Past President  
Brisbane, QLD

Peter began his career as a marine surveyor in 1986 following many years as a Master Mariner holding a Master Class 1 (Unlimited) qualification. Peter is the Managing Director of MCC Marine in Brisbane and has been a member of AIMS since 1992. Peter was the Queensland State representative from 2006 to 2011, followed by Vice President until 2013, at which time he was elected President, a position he held for 8 years. In 2021, Peter became the first Chairman of the Board with AIMS corporate restructure, later retiring his position in November that same year.



**Abdur Razzak Syed**  
*Board Member*  
Melbourne, VIC

Razzak is the Managing Director of Australian Marine Surveys, with over 28 years' experience as a Marine Surveyor, joining AIMS in 2000. Prior to coming ashore, Razzak had 14 years' seagoing experience and holds a Master Class 1 (Unlimited). Razzak's experience of the industry is diverse, spanning many different sectors and specialities like Auditor, P&I Club correspondent/surveyor and Flag State Inspector. Razzak brings with him all his experience as well as his expansive relationships gained over many years within the industry to contribute to the continuing success of the AIMS and the Marine Survey industry.



**Greg Marsden**  
*Board Member*  
Wellington, New Zealand

Greg has been a marine surveyor for over 5 years, prior to this working within the defence industry, specialising in test and evaluation. Greg is the Director of Marsden Marine Ship Surveyors based in Wellington, New Zealand. Greg is a MNZ and AMSA qualified and recognised marine surveyor and an Inspector with the International Marine Certification Institute specialising in CE compliance. Greg is also undergoing specialist training in marine accident investigation through the UK's National Maritime Training Centre. Greg is the first New Zealand representative to join the AIMS Board and is keen to continue to foster the linkages between our Australian and New Zealand membership and surveying community. Greg works closely with the board and CEO to achieve these goals.





## Recreational Survey Standards Committee

The role of the recreational survey standards committee is to consult on projects related to marine survey standards within the recreational survey sector.

Members join the committee for a specified period to fulfil the requirements of a project, the duration of which will vary dependent on the project outcomes. Each project has its own brief specific to the initiative.

The committee members act in an advisory capacity and contribute technical knowledge and expertise to the project. During this year, a project committee was formed to explore the development of standard forms and templates for use by marine surveyors within the currently unregulated recreational survey sector.

The committee's work is ongoing.

Recreational Survey Standards Committee	
Members	Location
Rhett Sullivan	WA
Mark McIlwain	VIC
Andrew Laughlin	QLD
Aaron O'Donoghue	NSW
Eric McIlwain	QLD
Greg Marsden	NZ
Kerryn Woonings	WA
Dr Eric Perez	AIMS Secretariat

## Training Committee

The AIMS has undertaken a review of training content for both our recreational as well as working boat qualifications to ensure the training content is relevant, fit for purpose and robust enough to provide students with the necessary knowledge, skills, and abilities to perform effectively as a marine surveyor in today's market as well as into the future.

The role of the Training Committee in the review is to provide consultative input, technical knowledge and expertise on marine surveyor training courses offered by the AIMS by reviewing the overall training suite and individual unit content currently offered, as well as identifying gaps.

Outcomes of the review will assist with ensuring that our marine surveyor training is meeting the current needs of the industry.

Members have joined the committee for a specified period, the length of time dependent on the progress of the review.

Training Committee	
Members	Location
Nigel Hay-Smith	NZ
Joe Akacich	QLD
Denis Brookes	WA
Mario D'Souza	VIC
Nathan Clark	QLD
William LaVars	SA
Mike Smith	NSW
Sue Brown	AIMS Secretariat

## Government and Industry Representation

Department of Agriculture, Fisheries and Forestry – Accredited Grain Surveyor Assurance (AGSA) Scheme. AIMS celebrated the establishment of a landmark scheme in partnership with the Australian Government's Department of Agriculture, Fisheries and Forestry (DAFF). The Accredited Grain Surveyor Assurance Scheme is the first time that government has engaged in such a way for such a program.

The AGSA scheme is a marine surveyor accreditation initiative involving the clarification and verification of the qualifications and experience required for marine surveyors to be accredited to perform bulk vessel surveys prior to the loading of grain.

The administration of the scheme and the ongoing accreditation and verification of marine surveyors under the scheme will be managed by AIMS. A list of accredited marine surveyors was published on the AIMS website, providing assurance for exporters and shipping companies in the sourcing of appropriately-accredited marine surveyors as per the requirements of the Export Control (Plant and Plant Product) Rules 2021.

The implementation of the AGSA Scheme was the result of more than five years' work that was started by Susan Hull, former AIMS CEO, worked through by the previous General Manager, Stacey Taylor with support from the Board, and AIMS Grain Committee members who have freely given their time to attend meetings and discussions. AIMS also thanks and congratulates the team at DAFF for their cooperation and collaborative approach.

Grain Committee	
Members	Location
Andrew Graver	NSW
Peter Murday	QLD
Michel Lagesse	WA
Prabhgeet Singh	QLD
John Holden	QLD
Razzak Syed	VIC





# Membership and Member Engagement



Membership continued to maintain steady growth throughout the year with a 2.3% increase in members from the 1 July 2022 to 30 June 2023. AIMS still experienced growth overall, primarily within our Associate members with a total of 22 new members within this category over the 2022/23 period.

The below graph shows the movement in membership levels across each month of the 2022 membership year.

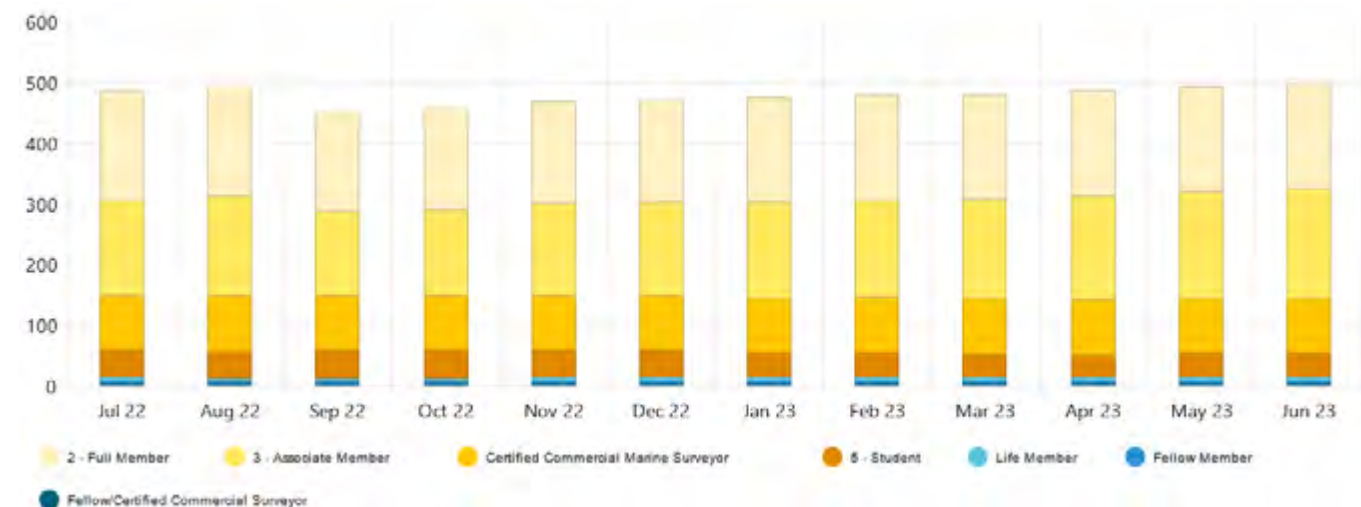
While membership growth is an important aspect of a dynamic organisation, AIMS recognises the importance of, and will continue to focus on, value recognition for all current members.

Providing members with a sound value proposition and professional recognition in return for membership is a strategic area of focus.

## Certified Marine Surveyors

AIMS' Certification scheme continues to grow in recognition, with over 18% of members gaining Certification status by the end of the 2023 year. Certification is a level of membership granted by approval of the board, to those who possess a minimum level of marine survey qualifications and experience and also elect to:

- Provide yearly verification of Professional Indemnity Insurance held either personally or via their employing company.
- Provide evidence of professional practices in line with the requirements of an ISO9001 Quality Management System.
- 100% compliance with all requirements of AIMS continuing professional development policy.



- Strictly adhere to standards and ethical practices in line with the AIMS Code of Professional Practice.

The Certification scheme assists consumers in engaging a quality surveyor who not only holds a minimum level of experience but also elects to comply with minimum industry standards for ethical and professional practice. Through online and print advertising, contributions of editorials to industry publications, online promotion and in-person presence at industry events, AIMS continues to grow the visibility of the Certification brand throughout the industry.

## Member engagement

The member engagement strategy for the year incorporated a mix of the online opportunities utilised widely throughout times of limited travel as well as a tentative return to some face-to-face activities.

Online, AIMS was able to provide the following opportunities for members and students:

- Online member forums – an informal hour of coffee and conversation online, providing members an update and insight into Institute activities.
- AGSA scheme online forum – member information session on the implementation strategy for the AGSA scheme.
- Student tutoring sessions – online subject-specific tutoring sessions for currently enrolled students.

## Auckland Boat Show 23-26 March 2023

AIMS was pleased to attend the Auckland Boat Show between the 23-26 March 2023. Stacey Taylor, former AIMS General Manager, and our NZ Board Representative Greg Marsden attended over the four days and enjoyed meeting local members and promoting AIMS and our members to the NZ boating community.

## Sanctuary Cove International Boat Show 25-28 May 2023

AIMS partnered with the International Marine Certification Institute at the Sanctuary Cove Boat Show 2023. A massive four-day event and an opportunity taken to speak and network with members and non-member marine surveyors and IMCI representatives regarding vessel surveying issues.

An AIMS presence at this event was aimed towards increasing the visibility of the AIMS brand and its members to the public, and critically consumer awareness in the selection of a marine surveyor.

Building the visibility of the AIMS brand is an ongoing

strategic necessity involving the investment of time and money. While the return of investment is not always immediate, our investment is one that will pay off over time.

In a market where consumers are flooded with choice, building our brand presence is an important function of AIMS. The 2023 show attracted 47,000 attendees over the four-day period, the exposure of AIMS and its members was significant, and AIMS will be attending in 2024.





# Training and Professional Development

AIMS continues to deliver specialised marine surveyor diploma and short courses catering to each sector of the marine surveyor industry. Many courses have pre-requisite requirements of existing maritime experience or, in the absence of, a strong industry mentor, in recognition of the foundation knowledge and skills required to support the technically specialised discipline of surveying.

All courses are offered via remote learning at a student's own pace, with assessor assistance available via online tutorials or one-on-one sessions. Assessments are comprised of short-answer questions, research topics, case studies and submission of survey reports. For the latter, students do require access to vessels to complete these tasks.

## Diploma Courses

- Industry Diploma of Recreational Vessel Surveying – prepares students with the knowledge to survey recreational vessels under 25m.
- International Diploma of Marine Surveying (Working Boats) – prepares students with the knowledge of surveying domestic commercial vessels under the National Law and Regulations.
- Advanced Diploma of Commercial Marine Surveying – prepares students with the knowledge of undertaking ship and cargo surveys and inspections.

Enrolments remained steady throughout the 2022/23 period, with a total of 104 new students enrolling across all diplomas. Demographically, students are situated broadly throughout the Australasian region, but there was a marked increase in new enrolments

in the Advanced Diploma of Commercial Marine Surveying.

Student enrolments are received from a mix of those currently working in another sector of the industry looking to transition into a marine surveying role to those working with a marine surveyor wanting to gain the qualification while under the mentorship of their employer.

The graph provides a visual representation of the spread of new enrolments over the past 12 months and total active students in each of the AIMS diploma courses.

## Short Courses

Students elect to undertake these courses as a stand-alone attainment, while others use these courses as a stepping stone to upgrade or a cross-training opportunity.

## Professional Development

Continuing professional development is the ongoing process of developing and documenting the enhancement of professional skills and knowledge. It is not an indicator of career experience, rather it's the opposite; that being the identification of knowledge and skills added as we enhance our careers.

AIMS encourages and supports members in achieving professional excellence through regular professional development activities. AIMS offers professional development training and opportunities to assist members and other interested parties to upskill or

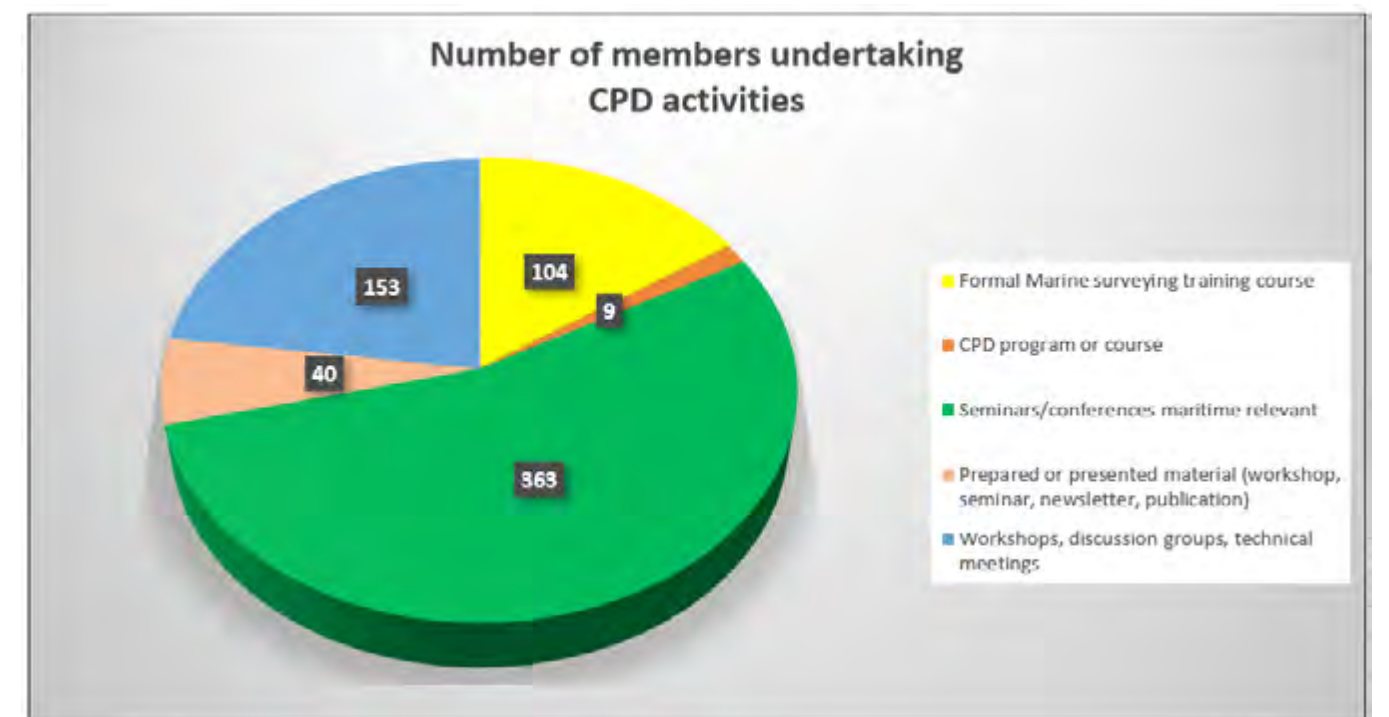
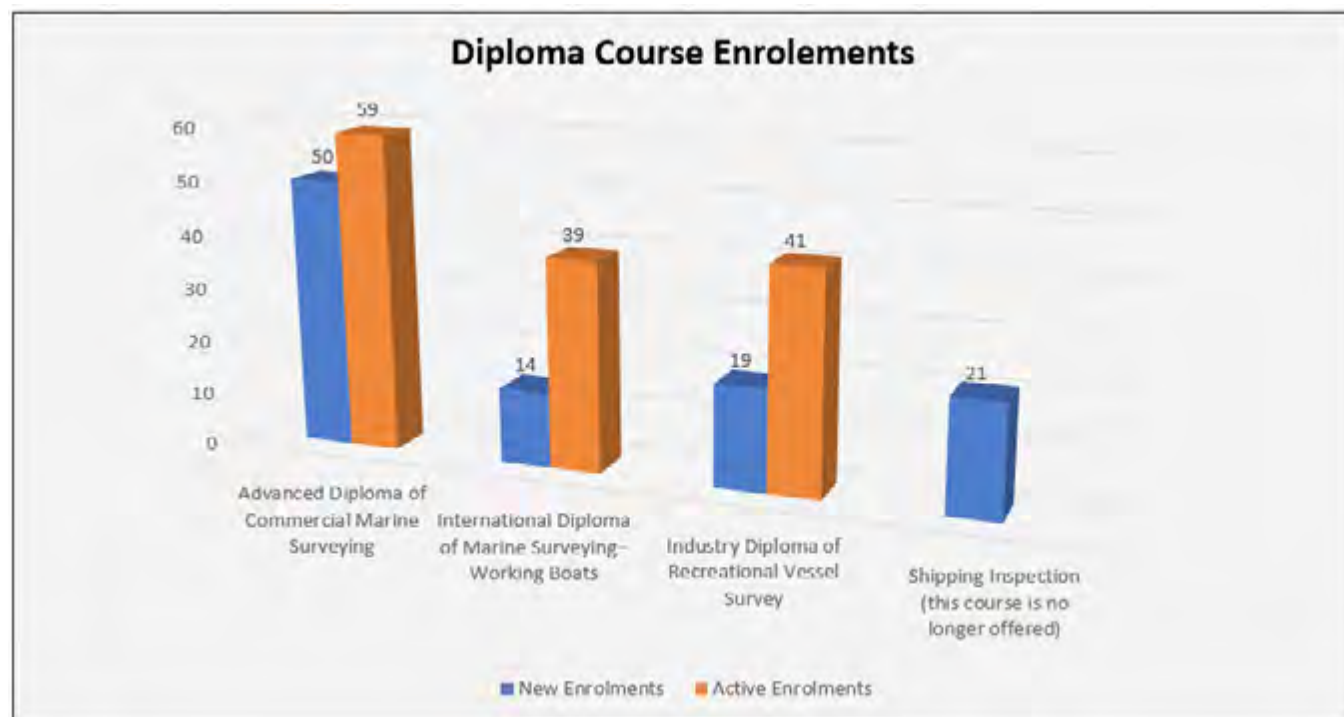


cross-skill, expand their industry knowledge, and fulfill their requirements for ongoing continuing professional development compliance.

Formal training opportunities are offered through AIMS, with 24 marine surveying specific training units, as well as a diverse range of professional short courses encompassing information technology, business management skills, communication, finance, marketing and writing.

Members can participate in online forums, networking events and working groups through AIMS, as well as the plethora of professional development activities available throughout the wider industry.

The graph shows a breakdown of different CPD activities as undertaken by members to maintain compliance with AIMS requirements in the 2023 year.







## Financial Report

The company has generated a surplus of \$43,895 for the 2022/23 financial year. As a not-for-profit organisation, AIMS cannot pay dividends or distribute profits to members nor build excessive cash reserves. The company does seek to maintain adequate cash reserves to conduct the operations and achieve the strategic objectives of the organisation and build cash reserves equivalent to 50% of yearly outgoings to secure financial stability.

### Incoming

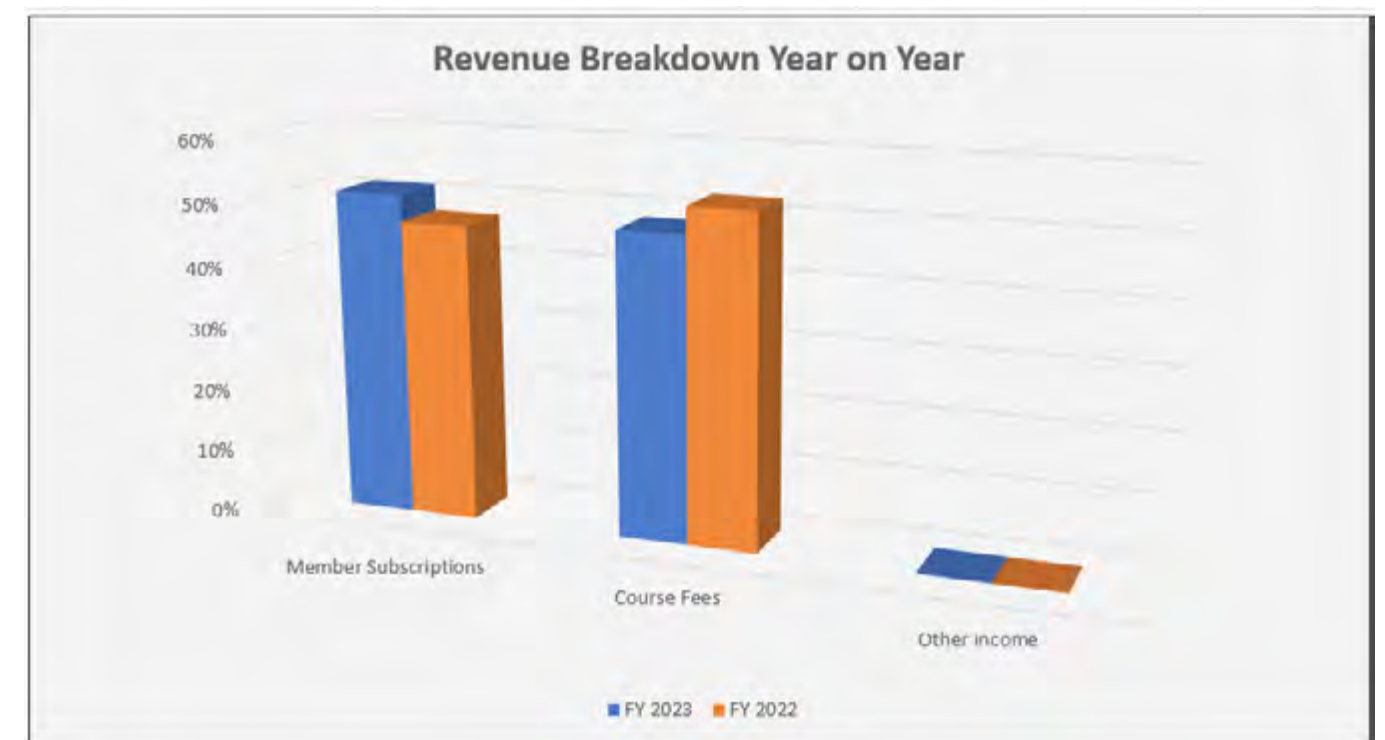
Overall income was in line with similar results for the previous financial year. Membership income decreased during the 2023 year by approximately 1.9%. Income from diploma and professional development courses decreased by 4.8%.

The following graph shows the breakup of overall revenue as a comparison for the last two years.

### Outgoing

Expenses increased marginally year on year by 3%. Staff changes, including the recruitment of a new CEO and increase to full time hours of the AIMS Training and Professional Development Coordinator contributed to the increase.

The 2022 AIMS Conference added to the expenses incurred by the organisation. Under 'Administrative Expenses', there was an increase in expenditure in terms of sub-contracting, course assessment and CEO travel.

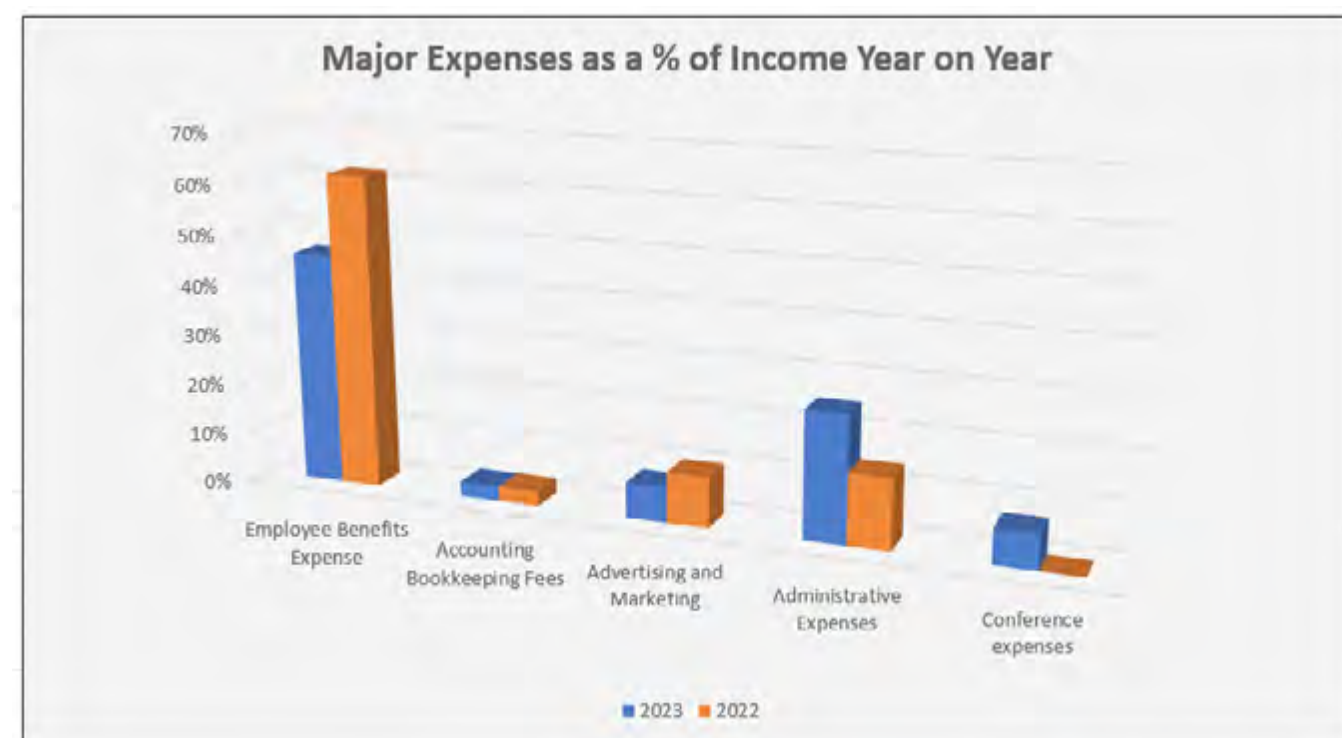




# Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2023

	2023	2022
	\$	\$
REVENUE	401,974	387,554
EXPENSES		
Employee Benefits Expense	185,425	239,414
Accounting Bookkeeping Fees	10,065	10,651
Advertising and Marketing	29,505	37,527
Administrative Expenses	100,330	52,179
Conference expenses	27,123	-
Depreciation	1,537	70
Membership Expenses	991	5,454
Other Expenses	3,103	2,064
Surplus/(Deficit) for the year	43,895	36,981



# Statement of Financial Position

For the year ended 30 June 2023

	2023	2022
	\$	\$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and Cash Equivalents	154,478	157,428
Trade and Other Receivables	57,750	30,662
Inventories	3,742	3,742
Other Assets	5,438	3,246
<b>TOTAL CURRENT ASSETS</b>	221,408	195,080
<b>NON-CURRENT ASSETS</b>		
Property, Plant and Equipment	1,069	433
Intangible Assets	3,267	3,267
Other Assets	59	89
<b>TOTAL NON CURRENT ASSETS</b>	4,395	3,789
<b>TOTAL ASSETS</b>	225,803	198,780
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and Other Payables	14,667	27,331
Other Financial Liabilities	40,429	37,602
Employee Benefits	2,617	9,177
<b>TOTAL CURRENT LIABILITES</b>	57,713	74,584
<b>NON-CURRENT LIABILITIES</b>		
Employee Benefits	-	475
<b>TOTAL NON-CURRENT LIABILITIES</b>	-	475
<b>TOTAL LIABILITIES</b>	57,713	74,584
<b>NET ASSETS</b>	168,090	124,196
<b>EQUITY</b>		
Retained earnings	168,090	124,195
<b>TOTAL EQUITY</b>	168,090	124,195



