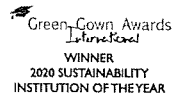


- b) 30% of the minimum number of academic staff (based on staff-student ratio of 1:20) must be professional engineers when the student enrolment is more than 160.

In addition, the academic staff with foreign professional qualification need to show effort to register as a PE under the BEM through Route B (Conversion from foreign regulatory body recognition to Professional Engineer under BEM).

- 2.4 Currently, the number of academic staff with Professional Engineer status in most of the programmes is not sufficient. The accreditation requirement has been fulfilled by the academic staff with the foreign regulatory body qualification (Chartered Engineer) which is currently still recognised by BEM to be equivalent as Professional Engineer (PE) in Malaysia.
- 2.5 In current practice for industrial attachment, a qualified KOE academic staff is required to undergo 1-year attachment with industry to fulfill the requirement from BEM. To suit this requirement with the University policy, KOE academic staff need to apply for long-term attachment of 1-year which require fulltime off-campus commitment (max. 3 staff).
- 2.6 The existing short term industrial attachment in the University policy cannot be applied since it requires total completion within 3 months and report submission within 30 days after returning from the attachment.
- 2.7 In an effort to meet the BEM requirement and maintain the teaching commitment, some dedicated academic staff made arrangement for part-time attachment with industry on their own initiative and arrangement. Since there is no specific policy from the University on part-time attachment, this might create issues in the future if there is no formal arrangement made.
- 2.8 The Professional Engineer Development Unit under the Kulliyah of Engineering has submitted a proposal on the establishment of a structured pathway of short-term attachment and part time industrial attachment for further deliberation of the University Management Committee (UMC) based on the following justifications:
- a) To supplement the existing University policy on Industrial Attachment and introduce new structured way of short term and part-time mode for industrial attachment.
- b) As an alternative to the long-term industrial attachment (1-year). The idea is to create a formal pathway of industrial attachment without compromising the academic staff teaching commitment to the Kulliyah.
- c) The establishment of the part-time and short-term mode will provide solution for the following challenges at Kulliyah:
- i) Requirement of PE in Engineering programme - The initiative will provide option for the KOE academic staff to undergo industrial attachment. Consequently, more academic staff can concurrently undergo the attachment and fulfill the BEM requirement for PE. The number of the Professional Engineer (PE) registered under BEM will be increased gradually and expected to achieve the Kulliyah target to have at least 40% of PE per programme by 2025.



- ii) Teaching workload - The long-term attachment (1-year) will cause shortage of teaching staff in the Kulliyah which consequently impose a challenge for teaching load planning and distribution. The part-time and short-term attachment mode will provide solution to this as academic staff will not be required to take long term leave and they can still become active teaching staff during the attachment period.

2.9 The UMC Meeting No. 22/2021 held on 15th December 2021 was presented with a proposal to establish a structured pathway of “short-term” and “part-time” mode for industrial attachment in fulfilling the requirement to obtain “Professional Engineer” status under the Board of Engineers Malaysia (BEM). The UMC agreed in principle and recommended the proposal to be submitted to the Staff Service Committee for approval.

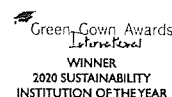
3. DECISION

3.1 The Staff Service Committee (SSC) Meeting No. 4/2022 held on 22nd December 2022 approved the establishment of a structured pathway of short-term and part-time mode for industrial attachment as follows:

- a) The fulfillment of 1-year attachment with industry for engineering will be conducted as a project-based attachment which does not require full-time attendance at the company based on the following mode and method:

No.	Mode	Method	Implementation	Evidence /output
1	Part-time	Project-based attachment	The academic staff is allowed to go to the company/work site according to his/her free time within office hour in 1-year duration. Minimal teaching load will be given within this period. (e.g.: 2 days a week when no lecture)	Final report and acknowledgement letter of 1-year attachment from the company.
2	Short-term	Project-based attachment	3-months fulltime attachment in the company / work site, Then, continue another 9 months on campus to continue the project work with minimal teaching load.	Final report and acknowledgement letter of 1-year attachment from the company.

- b) The academic staff is required to submit the PE application to BEM after the completion of the industrial attachment.
- c) The implementation will be coordinated under the Dean’s office together with the Head of Departments and the Professional Engineer Development Unit under the Kulliyah.



- d) There would be no financial implication involved. The travelling or logistics during the industrial attachment will be borne by the academic staff.
- e) No new officer will be required since the implementation of the proposed initiative will be supervised by the Kulliyah management under the supervision of the Dean's Office, Professional Engineer Development Unit and the Head of Departments.

3.2 The effective date of implementation is **22nd December 2022**, i.e. the date of SSC Meeting No. 4/2022 which endorsed the decision.

All Deans/Directors are kindly required to disseminate this information to all relevant academic staff at the Kulliyah/Centre/Division/Institute/Offices/Mahallahs.

Thank you. Wassalam.

"Leading the Way"



FAZIDAH HJ. BAKHTIAR
Executive Director
Management Services Division

- c.c. : Rector
- : Deputy Rector (Academic and Internationalisation)
- : Deputy Rector (Responsible Research and Innovation)
- : Deputy Rector (Student Development and Community Engagement)
- : Executive Director (Finance Division)
- : Executive Director (Development and Planning)
- : Campus Director, IIUM Kuantan Campus
- : Legal Adviser

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