

Staff Surveyors' Association: A History

George Baitch

Retired from Department of Lands

Life Member APAS

george.baitch@gmail.com

ABSTRACT

The NSW Staff Surveyors' Association (SSA) held its first Annual Conference in 1921 with the objective of looking after the professional and vocational interests of Surveyors employed in the NSW Department of Lands. The SSA surveyors were widely scattered and isolated throughout New South Wales, and initially this Association was their only mechanism for professional development and collective representation. This paper tells the story of the significant events of SSA since its inauguration. This information was obtained by going through published papers and proceedings, combing through minutes of meetings and by holding interviews with some of the past members of SSA. It also includes the author's own recollections and interpretation of events. The SSA was instrumental in the formation of the Association of Public Authority Surveyors (APAS), almost 80 years later. This paper includes a description of the events that led to the formation of APAS and the drafting of its constitution. The main objective of this paper is to record the history of the SSA. It will also showcase how organisations that are alert to their environment can identify necessary changes, take bold initiatives and adapt to the times. This paper proves that the future is clearer by acknowledging past events.

KEYWORDS: *Staff Surveyors' Association (SSA), history, Association of Public Authority Surveyors (APAS), professional development, unionism.*

1 INTRODUCTION

The Staff Surveyors' Association (SSA) was the body responsible for the formation of the Association of Public Authority Surveyors (APAS). It has held 90 conferences since 1921 and achieved many great things for its members, and also contributed generously to the orderly economic and physical development of New South Wales (NSW). This paper records a few significant events of the SSA and gives an insight into the rich heritage that APAS has inherited.

The story of the SSA has its roots in the first (British) settlement of Australia. Staff surveyors worked in isolation in regional centres with little contact with their professional brethren. It was only when the surveyors employed in the Department of Lands formed the Staff Surveyors' Association, did they get adequate training and gain a collective voice. Since its formation, the Association has helped shape the work of surveyors in the Department of Lands for the benefit of the rest of the State.

In 1993, SSA decided to spawn an organisation that was more relevant to the times and proposed the formation of an Association of Government Employed Surveyors – later to be called APAS. In 2014, the members of SSA decided to disband the Association, as APAS is

an excellent instructional mechanism, and the Public Service Association (PSA) fulfils the members' vocational representational needs.

This paper is based on information obtained from published papers and proceedings, minutes of meetings and interviews with some of the past members of the Association. It also includes some of the author's own recollections and interpretation of events. Retired Surveyor General and Past President H.E.H. (Harry) Barr presented a paper on "The history of the NSW Staff Surveyors' Association" at the 50th Anniversary Staff Surveyors' Conference in 1971 (actually the 47th conference). Unfortunately, only a brief transcript of his presentation was published in the proceedings, and the full written paper was not found for this paper (SSA Conf. 1971, p.34).

In fact, complete records of the Association were not found for the preparation of this paper, and accordingly there are some omissions, and some of the facts are only reported in general terms.

2 HISTORY OF STAFF SURVEYORS

The history of the Staff Surveyors' Association is interwoven with that of its parent organisation, the NSW Department of Lands. Telling the story of the SSA is to some extent telling the story of the surveying function within the Department of Lands and its successors, such as, currently, Land and Property Information (LPI).

2.1 From Colonisation to 1920

It was the Surveyor General's responsibility to turn unmeasured land into a saleable commodity. Surveyors and assistant surveyors of the Surveyor General undertook this work. They were gentlemen, professionals and well educated. Their salary was well above that of clerks. However, as time passed, there was a lack of acknowledgement of the role of surveyors in the opening up of the colony. Also, there was always too much survey work and not enough men and resources. Furthermore, the then Surveyor General Thomas Mitchell embarked on the trigonometrical survey of the known colony, drawing away surveyors from the pressing local and cadastral survey work developing the colony.

In order to enable more surveyors to undertake the work, in 1837, the first Board of Surveyors was established to examine surveyors for their professional competence (Kass, 2008, p.27). Surveyors did not receive formal education; instead they worked a form of unpaid apprenticeship in the Surveyor General's Office for some months.

In 1853, to improve efficiency, the Department of Lands created the regional Crown Lands offices structure (Kass, 2008, p.34). This was an attempt to deal with the enormous backlog of survey work for settlement of the colony.

Then in 1856, New South Wales achieved responsible government. This had profound implications for public servants in NSW. Newly elected colonial politicians were anxious to reduce the power and salaries of the large public service bequeathed to them by the imperial government. Highly paid elite bureaucrats were pensioned off – although (initially) surveyors were relatively unscathed, as their skills were in very high demand.

In order to enable coordination of the regionally based survey workforce, the Surveyor General produced the 'Surveyors Pocket Book' in 1886. However, according to Surveyor General P.F. Adams, these textbooks did not have enough information about all matters that surveyors needed to know. It included some advice on calculations, tables of calculations, as well as notes on the use of the newer survey equipment, especially the steel riband (Figure 1). So, for that time, surveyors in the field laboured measuring large areas of land, with only limited training.

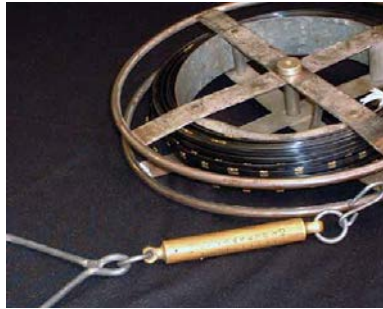


Figure 1: Steel riband.

The Institution of Surveyors was formed in 1881 under the Institution of Surveyors Incorporation Act. Surveyor General P.F. Adams felt that surveyors “were not advanced enough” in the colony to New South Wales to need an Institute. He said that surveyors in his Department had little interest in the Institute, as it did not discuss the scientific matters that were of interest to them (Kass, 2008, p.140). The initiative to form the Institution of Surveyors New South Wales came not from the ranks of the Lands Department surveyors, but from the surveyors in private practice.

Then in the 1890s, staff surveyors were leaving the public service to make a more lucrative living in the private sector. To undertake the pressing survey work at that time, the District Surveyors had two salaried surveyors and several contract surveyors. The salaried surveyors were classified by length of service for all matters, which also included valuations, appraisal of rents, and inspection of contract surveys. Surveyors were under pressure.

In 1900, the Institution of Surveyors issued a strong statement about the need for both adequate remuneration and status for surveyors (sic) (Kass, 2008, p.167). Until this time, the surveyors were “nabobs” in rural areas, and instrumental in the orderly settlement of the colony – linked to its wealth and prosperity. Staff surveyors undertook arduous work, were highly regarded, but underappreciated.

Following the introduction of the Crown Lands Amendment Act, where more lands were made available for settlement, field surveys were impeded by the acute shortage of staff surveyors. The Minister of Lands sought to attract suitable men to be trained by the Department (Sydney Morning Herald, 8 Aug 1907, p.6). Also affecting the performance of surveyors in the Department was in 1916 the introduction of a bill to register surveyors. It was nearly two decades before the bill finally passed into legislation.

2.2 From 1920s to WW2

The Staff Surveyors' Association was formed in 1920, with 56 members. By March 1921, it had 68 members, i.e. all the eligible staff surveyors employed by the Department of Lands except for three who refused to join (SSA Conf. 1921, p.4).

The first Annual Conference was held on 29 March 1921. The SSA provided the professional training needs of rural surveyors to carry out their duties. In addition, they had the opportunity to learn about their administrative duties within the Department of Lands. It became a major meeting place where the staff could learn from each other and cement professional friendships (SSA Conf. 1921, p.13).

The Association also set out to represent the surveyors' industrial interests and, to that end, affiliated with the Professional Officers Association. In 1926, the then President of the Public Service Association (PSA), Mr J. Brown, courted the Association with an address made at the Annual Conference (SSA Conf. 1926, p.2). The Proceedings of the 6th Annual Conference indicated on its title page that it was "affiliated with the New South Wales Service Professional Officers' Association". On the title page of the 7th Annual Conference in 1927 it showed "sub-section of Public Service Association". Arrangements were decided between the Public Service Association and the SSA by a referendum of all members "by a fairly small majority (25 to 21)" (SSA Conf. 1927, p.15). This relationship with the PSA continues to this day.

The Association started communicating with the Institution of Surveyors with the objective of raising the status of public service surveyors. Until that time it was their view that the Institution only represented private surveyors. On the title page of the 7th Annual Conference in 1927 it showed "incorporated with the Institution of Surveyors New South Wales". This is the first indication that a relationship had been established with the Institution, and the Association was entitled to have two representatives to the Council of the Institution.

Staff surveyors were under enormous pressure of work both during the Depression and the post-war period when the closer settlement of NSW was the big issue. Poor wages and the efficient use of vehicles characterised the industrial interests of the early period of the Association.

Higher standards and greater governmental control of private surveyors were implemented at about this time. On 7 January 1927, uniform regulations for the registration of surveyors were gazetted. The Surveyors Act 1929 was passed, and the Surveyor General was appointed President of the Board of Surveyors. However, the main issue dealt with by the Association that year was that of salaries. It was observed, though, by the President of the Association, Mr J.S. Turner, that it was the Association providing further education for staff surveyors – not the Department of Lands (SSA Conf. 1927, p.40).

The SSA was instrumental in introducing the motor vehicle into use for surveying (Figure 2). The Association "anxiously pressed" that a more equitable allowance be paid for the use of a car in their work. A sub-committee of the Public Service Board plus the Surveyor General was appointed in 1925 to consider making motorcars part of the equipment of surveyors. "It recommended the gradual replacement of horse equipment by motorcars" (Lands Annual Report 1925, p.19). In 1929, vehicle manufacturers advertised in the SSA Conference Papers and subsidised the printing of conference papers (SSA Conf. 1929, p.11).

It was the Depression that caused the Staff Surveyors' Conferences of 1931 and 1933 to be cancelled. At that time, the Public Service Board review sought to remove the position of Senior Surveyor in 1932, even though demand for their services increased. The Lands Department reduced its staff by 92 due to the Depression from 1927 to 1931. However, demand for surveyors' time and skill increased. Surveyor General Mathews implored the staff

surveyors “to exert themselves even more to meet the demands of their work” (SSA Conf. 1932, p.3; 1934, p.2).



Figure 2: Parliamentary inspection of TS2761 Kosciuszko in the 1920s.

During the Depression of the 1930s, there was a lot of work, large numbers of reappraisals of soldier settlement blocks. However, Treasury did not provide additional staff assistance. Surveyors were overworked to the point that some became ill. This was a time of retrenchments and staff surveyors were reduced in numbers.

Staff surveyors responded by training at conferences, exemplary performances in the field and courts giving praise from Surveyor General Mathews in 1937: “You have done your job well – dealt with £20,000,000 worth of property – and without one breath of suspicion” (SSA Conf. 1937, p.6). However, there was a heavy price to pay: “There was illness and breakdowns” (SSA Conf. 1935, p.3), leading Surveyor General Mathews to implore his surveyors to ease up – “It is possible to go too far in giving service” (SSA Conf. 1934, p.22).

With the spread of Sydney, demand for quarter and half acre housing blocks for the unemployed increased for land unsuitable for agriculture. By 1935, demand for residential land revived, providing survey activity for staff surveyors (Kass, 2008, p.260).

2.3 From War Years to 1970s

The Lands Department commenced WW2 with reduced staff after budget cuts of the 1930s. The staff surveyors were poorly prepared for the stresses that were placed upon them during the War. Staff Surveyor numbers progressively fell so that remaining staff had to work even more strenuously. The war had a big impact on the Staff Surveyors’ Association, causing it to abandon conferences in 1942 and 1943 (SSA Conf. 1944, p.16). Department of Lands surveyors’ work shifted from developmental to more strategic.

Surveyor General A.M. Allen was fundamental in enlarging the role of the Lands Department surveyors with the Emergency Mapping Scheme. Four survey parties were taken from the Lands Department survey staff for military mapping. The President of the Association welcomed the withdrawal of the staff for this work: “There are definite signs that they [surveyors] were to have their experience and capacity recognised, and made full use of in the service of the State” (SSA Conf. 1941, p.5).

In 1944, the SSA passed a resolution “calling for a contour survey of the State as soon as possible” (SSA Conf. 1944, p.22). However, the Under Secretary responded that “this could not be undertaken until some of the backlog of work and other pressing matters were in hand.” By 1944, the survey staff of the Department of Lands had been depleted by:

- Staff economies of the depression era.
- The absence of men in military service.
- The fact that no new appointments had been made for the past 10 years.

During these times, staff surveyors felt much undervalued. They were appreciated for their professional abilities and hard work. The bulk of survey staff was over 40 years old. In 1946, Senior Surveyors had an average age of 55 years old (SSA Conf. 1946, p.22). Indeed, with the few appointments, it seemed that departmental policy was “aimed at the extermination of the breed” (SSA Conf. 1944, p. 11).

The unsatisfactory salaries and the staff shortages were taken seriously by the Lands Department. In 1946, the Minister of Lands made representation to the Public Service Board to raise the salary levels of surveyors. Through the untiring work of the Association, by 1947 staff surveyors were more satisfied and restored to their rightful importance in the Department and their salaries improved (SSA Conf. 1947, p.5). All District Surveyor positions were finally given permanent positions (SSA Conf. 1948, p.5). The Lands Department undertook an active recruitment, and in 1948 there were 43 staff surveyors (SSA Conf. 1948, p.24-25).

The influx of young surveyors from the armed forces strengthened the Department. The new recruits faced rapid promotion, since it was estimated that within 15 years every District Surveyor and Senior Surveyor would have retired. In 1950, it was reported that the survey staff was “nearing a full panel of field assistants, and there were quite a number of pupil assistants in training” (SSA Conf. 1950, p.13).

The Association even influenced the shape of the university course that was developed for surveyors, as it was widely canvassed at SSA Conferences. A wide range of ‘non-survey’ subjects was included in the course, which met with a good deal of opposition before content was finalised (SSA Conf. 1949, p.8). Eventually, topics such as land utilisation, aerial photography and land valuation were included.

In June 1947, the Central Mapping Authority (CMA) was formed and the Assistant Director of Mapping Mr Middleton was appointed under the supervision of the Surveyor General. However, trigonometrical survey work was still suspended in 1948 due to the desperate need for War Service Land Settlement surveys. The CMA became a properly functioning unit in 1951 when equipment ordered from overseas finally arrived in Australia.

In 1961, membership rules were amended to include not only registered surveyors, but also all surveyors graded by the Public Service Board as surveyors, whether permanent or temporary. This enabled all trigonometrical surveyors employed in the Department of Lands to be full members. Associate members (who did not have voting rights) were also able to join the Association, which included assistant surveyors, pupil assistants and trainees in the Surveying degree course (SSA Conf. 1961, p.9).

Full-time trainees in Surveying at the University of New South Wales (UNSW) sponsored by the Department of Lands were invited by the Association to attend the papers presented at the conference (SSA Conf. 1961, p.3). The number of attendees at the SSA’s Annual Conference swelled from that time because assistant surveyors were granted special leave and rail warrants to attend.

In 1969, it was reported that the Surveyor General had a full complement of staff with every position filled (SSA Conf. 1969). Together with the formation of the CMA and recruitment, the 1970s were a time of growth.

2.4 From 1970s to Formation of APAS in 1993

The Staff Surveyors' Association celebrated its 50th year of operation at its 47th conference in 1971. The membership of the Association had swelled to the highest numbers ever because of the recruitment of surveyors to the Topographical Mapping Program and the creation of the CMA. Another reason for the greater membership was the commencement of the Department of Lands 'cadetship' scheme that sponsored university students through the surveying degree, with the view of further employment as surveyors. From December 1969 onwards, all surveying candidates needed a degree from UNSW. Membership records show that there were 21 students in 1972.

Another influence on the membership numbers of the Association was the Homesite Development Program. The Department of Lands was the largest landholder in the metropolitan area. In 1973, the Surveyor General was a member of the State Planning Authority in recognition of the Department's large land development role. So in the late 1960s and early 1970s, surveyors were not only laying out subdivisions, surveying and overseeing road construction, but also completing trigonometrical surveys and control surveys for a standard mapping program. Accordingly, the category of cartographic surveyor was introduced to undertake this work, which also qualified as a full member of the Association.

One of the issues discussed at length at the 1974 Annual Conference was the appointment of the CMA Director H. Rassaby. The CMA was torn away from the Surveyor General's responsibility, along with the decision to create a separate authority and relocate to Bathurst (SSA Conf. 1974, p.59). Mr Rassaby famously announced that with the relocation to Bathurst, "employees will find that they have time for recreational activities and mapping will be a hobby" (SSA Conf. 1975, p.52).

In 1978, the SSA held its conference in Bathurst, the first conference outside of the CBD of Sydney. In 1979, the official adoption of the flexitime agreement was successfully negotiated, taking into account the fact that surveyors worked much of their time "in the field". This was the introduction of the 35-hour week for surveyors (SSA Conf. 1979, p.7).

During the mid 1980s, the Association was actively involved with the PSA in the campaign to preserve the benefits of the State Superannuation Scheme. However, the campaign did not stop the government of the day ending the scheme.

In 1993, SSA decided to spawn an organisation that was more relevant to the times and proposed the formation of an Association of Government Employed Surveyors (later to be called the Association of Public Authority Surveyors), and APAS was born (see section 3).

2.5 1993 to Present

Following the formation of APAS, the Staff Surveyors' Association continued principally with its industrial function. APAS took the lead in providing continuing education and the presentation and publication of papers.

The Department of Lands went through organisational turmoil during this period, where even management did not know where its survey function belonged. The Association dealt with many issues relating to the changing structure of the Department of Lands: Department of Information & Technology Management, Land and Property Information, and even the Department of the Surveyor General for a while. The awards were negotiated with the Association and management, and consolidated to provide coverage for all surveyors in various parts of the Department.

The SSA did successfully negotiate to have a representative on the 'Department Committee' enabling active interaction with management on industrial matters. The main issues during this period were award negotiations and the continued deployment of surveyors within the Department.

Following extensive discussions by members at the SSA Annual General Meetings from 2011 to 2014, questioning the relevance and effectiveness of this body, a motion was finally put at the 2014 AGM "that actions be initiated to dissolve the NSW Staff Surveyors' Association and advise members accordingly at the next APAS conference." The remaining assets are to be transferred to APAS on dissolution. This heralded the end of 90 years of proud service to its members and the Department of Lands. An almost complete list of all conferences and executive positions is collated in Table 1.

3 PROPOSAL TO FORM APAS

During the 1980s and early 1990s, employed surveyors of other government organisations and authorities were continually asking to join the Staff Surveyors' Association. This was mainly because their numbers were small and there was no mechanism for them to have a collective voice. The only broad organisation that existed at that time was a loose coalition that held an annual Government Surveyors Dinner that was instigated by L.N. Fletcher.

The broader view of membership to the Association was discussed when surveyors of the Forestry Commission joined SSA. Then the surveyors of the Maritime Services Board approached the Association to join (SSA Conf. 1977). The issue came to a head in November 1981 when the Department of Lands and the Department of Local Government amalgamated. Do surveyors employed in other organisations, albeit amalgamated with Lands, qualify as staff surveyor members? This seems to be the genesis of the formation of a combined government employed surveyor organisation.

In order to address this issue, discussions began within the Association to form a Government Surveyors' Association. At the April 1993 Conference held in Gerringong, a motion was passed to "sponsor a Government Surveyors' Association, by preparing a draft constitution." It was also moved that the next conference be promoted by the Association as a "Government Surveyors' Conference" (SSA Conf. 1993). At the SSA Executive meeting in September 1993, the President L.S. Gardner tabled a proposed set of rules to merge with the Government Surveyors' Association. At the AGM of the SSA Conference it was moved "that the SSA make provision for up to \$1,500 seed funding to be provided for the creation of the Public Sector Surveyors' Association." It was noted in the minutes after this motion was passed that "this motion was one of the Association's most momentous decisions, and it should be proud of the initiative it has taken in this matter" (SSA Conf. AGM 1994).

Proceedings of the 20th Association of Public Authority Surveyors Conference (APAS2015)
Coffs Harbour, New South Wales, Australia, 16-18 March 2015

Table 1: Staff Surveyors' Association – Executive and conference information.

Year	Conf. No.	No. Members (attending Conf)	Theme Title	Venue	President	Vice- Presidents	Hon. Secretary & Treasurer	Hon. Secretary	Councillors
1920	Inaugural	56			CJ Harnett		A Dunn		
1921	1	68		Royal Society's Office Sydney	FP Brown	CJ Harnett & SA Giraud	EH Dunlop		EA MacKenzie, HB Corlis, PR Drummond, JJ Baker, FJ Bootle, JS Turner, D Herborn, TW Watson
1922	2	100			FP Brown	CJ Harnett & HG Barrie	EH Dunlop		SA Giraud, JJ Baker, FJ Bootle, HB Corlis, PR Drummond, FC Della Ca, JS Turner, RM Drummond,
1923	3	130			HG Barrie	JJ Baker & HB Corlis	EH Dunlop		PR Drummond, CJ Harnett, LS Ferrier, D Herborn, RM Drummond, FP Brown, A Max Allen, JS Turner
1924	4				HG Barrie	LS Ferrier & HB Corlis	MJ Cronin		EH Dunlop, JS Turner, JJ Baker, WJ Close, PR Drummond, RM Drummond, EA MacKenzie, TW Watson
1925	5				JJ Baker	EH Dunlop & LS Ferrier	MJ Cronin		JJ Baker, HB Corlis, MJ Cronin, EH Dunlop, FC Della Ca, LS Ferrier, SA Giraud, EA MacKenzie, DS Mulley, GL Sheaffe, AH Stephen, TW Watson
1926	6				HB Corlis	JS Turner & DS Mulley	FC Della Ca		HB Corlis, AG Close, MJ Cronin, FC Della Ca, LS Ferrier, H Godfrey, RF Massie, DS Mulley, LA Proust, GL Sheaffe, AH Stephen, JS Turner
1927	7	57			JS Turner	DS Mulley & AG Close	FC Della Ca		AG Close, MJ Cronin, FC Della Ca, LS Ferrier, H Godfrey, RF Massie, DS Mulley, GL Sheaffe, AH Stephen, JS Turner, TW Waldron, CT Webb
1928	8				DS Mulley	AG Close & FH Nowlan	FC Della Ca		AG Close, MJ Cronin, FC Della Ca, HG Evans, H Godfrey, LA Kimber, RF Massie, DS Mulley, FH Nowlan, AH Stephen, TW Waldron, CT Webb
1929	9				DS Mulley	FC Della Ca & FH Nowlan	RF Massie		A Max Allen, MJ Cronin, FC Della Ca, HG Evans, H Godfrey, LA Kimber, RF Massie, DS Mulley, FH Nowlan, AH Stephen, JS Turner, CT Webb
1930	10				DS Mulley	FC Della Ca & CT Webb	RF Massie		A Max Allen, MJ Cronin, FC Della Ca, HG Evans, H Godfrey, LA Kimber, RF Massie, DS Mulley, FH Nowlan, AH Stephen, JS Turner, CT Webb
1931			Cancelled						
1932	11				DS Mulley	FC Della Ca & CT Webb	RF Massie		A Max Allen, FC Della Ca, CE Elphinstone, HG Evans, AC Fairley, H Godfrey, LA Kimber, RF Massie, DS Mulley, AHH Stephen, H Sheppard, CT Webb
1933			Cancelled						
1934	12				FC Della Ca	HG Evans & AC Fairley	CE Elphinstone		A Max Allen, FC Della Ca, CE Elphinstone, HG Evans, AC Fairley, LA Kimber, RF Massie, DS Mulley, AC Robb, AHH Stephen, H Sheppard, CT Webb
1935	13				H Godfrey	CT Webb & AC Fairley	CE Elphinstone		A Max Allen, FC Della Ca, CE Elphinstone, H Godfrey, RF Massie, DS Mulley, AC Robb, GL Sheaffe, H Sheppard, RB Stokes, CT Webb
1936	14				H Godfrey	CE Elphinstone & AP Lipscomb	AA Peirce		A Max Allen, HEH Barr, FC Della Ca, CE Elphinstone, AC Fairley, H Godfrey, AP Lipscomb, R Mostyn, AA Peirce, RB Stokes, GW Vincent, CT Webb
1937	15				FC Della Ca	CE Elphinstone & HJ Stone	AA Peirce		HEH Barr, FC Della Ca, CE Elphinstone, H Godfrey, LA Kimber, DS Mulley, AA Peirce, AC Robb, RB Stokes, GL Sheaffe, HJ Stone, GW Vincent

Proceedings of the 20th Association of Public Authority Surveyors Conference (APAS2015)
Coffs Harbour, New South Wales, Australia, 16-18 March 2015

Year	Conf. No.	No. Members (attending Conf)	Theme Title	Venue	President	Vice- Presidents	Hon. Secretary & Treasurer	Hon. Secretary	Councillors
1938	16				FC Carr	CE Elphinstone & HJ Stone	AA Peirce		HEH Barr, FC Carr, CE Elphinstone, AS Hutchinson, EA Johnson, RF Massie, AA Peirce, AC Robb, RB Stokes, HJ Stone, GW Vincent, CT Webb
1939	17				FC Carr	CE Elphinstone & HJ Stone	GW Vincent		HEH Barr, FC Carr, CE Elphinstone, H Godfrey, GF Hendy-Pooley, AS Hutchinson, R Mostyn, AA Peirce, AC Robb, RB Stokes, HJ Stone, GW Vincent
1940	18	45			FC Carr	CE Elphinstone & HJ Stone	GW Vincent		HEH Barr, FC Carr, CE Elphinstone, H Godfrey, GF Hendy-Pooley, AS Hutchinson, R Mostyn, AA Peirce, AC Robb, RB Stokes, HJ Stone, GW Vincent
1941	19	44	<i>7 on war duties</i>		GW Vincent	H Godfrey & HJ Stone	AS Hutchinson		HEH Barr, FC Carr, CE Elphinstone, H Godfrey, GF Hendy-Pooley, AS Hutchinson, R Mostyn, AA Peirce, AC Robb, RB Stokes, HJ Stone, GW Vincent
1942			<i>Cancelled due to war</i>						
1943			<i>Cancelled due to war</i>						
1944	20	41			GW Vincent	GL Sheaffe & AA Peirce	AS Hutchinson		HEH Barr, FC Carr, CE Elphinstone, AS Hutchinson, R Mostyn, RF Massie, R Mostyn, AA Peirce, JN Prior, AC Robb, GL Sheaffe, RB Stokes, GW Vincent
1945	21	38			GW Vincent	AA Peirce & FL Mathews	HEH Barr		HEH Barr, FC Carr, CE Elphinstone, AS Hutchinson, FL Mathews, VF O'Donohue, AA Peirce, JN Prior, PE Raymond, GL Sheaffe, RB Stokes, GW Vincent
1946	22	44			GW Vincent	CE Elphinstone & AC Robb	HEH Barr		HEH Barr, FC Carr, CE Elphinstone, AS Hutchinson, AC Robb, J Middleton, LN Fletcher, JN Prior, PE Raymond, GW Anderson, RB Stokes, GW Vincent
1947	23	43			GW Vincent	CE Elphinstone & AC Robb	HEH Barr		GW Anderson, HEH Barr, FC Carr, CE Elphinstone, LN Fletcher, J Middleton, AS Hutchinson, JN Prior, PE Raymond, AC Robb, RB Stokes, GW Vincent
1948	24	35			CE Elphinstone	AS Hutchinson & RB Stokes	CC Bradley		GW Anderson, HEH Barr, PJ Firth, LN Fletcher, TP Keig, T Allsop, JN Prior, AS Wolstenholme
1949	25	37			HEH Barr	AS Hutchinson & RB Stokes	TP Keig		GW Anderson, CC Bradley, AS Wolstenholme, JN Prior, FF Kell, LN Fletcher, CW Prince, AW Bonner
1950	26	32			HEH Barr	AS Hutchinson & RB Stokes	TP Keig		GW Anderson, CC Bradley, AS Wolstenholme, FF Kell, CW Prince, JN Prior, AW Bonner, LN Fletcher
1951	27								
1952	28								
1953	29								
1954	30								
1955	31								
1956	32	46			PJ Firth	LN Fletcher & CC Bradley	JB Martin		CW Prince, RV Clarke, CR Champion, JN Fenton, LH Anderson, B Stapleton, JW Power, EF Higgs
1957	33	42							
1958	34								

Proceedings of the 20th Association of Public Authority Surveyors Conference (APAS2015)
Coffs Harbour, New South Wales, Australia, 16-18 March 2015

Year	Conf. No.	No. Members (attending Conf)	Theme Title	Venue	President	Vice- Presidents	Hon. Secretary & Treasurer	Hon. Secretary	Councillors
1959	35	47			LN Fletcher	CW Prince & CC Bradley	JB Martin		JC Paterson, D O'Keefe, JN Fenton, JW Power, CRB Simpson, J Darby, B Stapleton, KJ Fallon
1960	36			Maritime Services Board Hall, Sydney	LN Fletcher				
1961	37	45		Maritime Services Board Hall, Sydney	CW Prince	JW Power & JN Fenton	JB Martin		D O'Keefe, DA Johnstone, B Stapleton, CR Champion, RV Clark, K Hopkins, JB McLean, J Darby
1962	38	Members 48 Associates 18		Institution of Surveyors NSW, Sydney	CW Prince	JW Power & JN Fenton	JB Martin		D O'Keefe, DA Johnstone, B Stapleton, CR Champion, RV Clark, K Hopkins, J Darby, JC Paterson
1963	39	Members 50 Associates 36		Maritime Services Board Hall, Sydney	JW Power	D O'Keefe & DA Johnstone	JB Martin		J Darby, WA Searl, CR Champion, J Adams, F Higgs, JC Paterson B Stapleton, K Hopkins
1964	40	Members 48 Associates 37		Maritime Services Board Hall, Sydney	D O'Keefe	J Darby & J Adams	JB Martin		CR Champion, B Stapleton, JR Roberts, K Hopkins, JC Paterson, CRB Simpson, AET Jackson, WA Searl
1965	41	Members 59 Associates 18		Maritime Services Board Hall, Sydney	J Darby	JC Paterson & CR Champion	JB Martin		WA Searl, J Adams, AJ Robinson, K Hopkins, B Stapleton, P Seidel, WP Kelly, JB McLean
1966	42	Members 58 Associates 28		Maritime Services Board Hall, Sydney	JC Paterson	CR Champion & K Hopkins	WG Spink		JB McLean, WA Searl, EP McAnespie, WP Kelly, P Seidel, J Adams, B Stapleton, AET Jackson
1967	43	Members 66 Associates 47 Total = 113		Maritime Services Board Hall, Sydney	JC Paterson	K Hopkins & WG Spink	JB McLean		IH Marshall, CR Champion, JDK Walker, AET Jackson, J Adams, EP McAnespie, JD Osmond, WP Kelly
1968	44	94		Maritime Services Board hall, Sydney	K Hopkins	WG Spink & B Stapleton		WH Burrell	JB Martin, CR Champion, JDK Walker, AET Jackson, GJ Newham, EP McAnespie, JD Osmond, WP Kelly
1969	45	108		Maritime Services Board Hall, Sydney	WG Spink	WP Kelly & CR Champion		WN Thomson	B Stapleton, JW Osmond, JDK Walker, JB Martin, GJ Newham, EP McAnespie, AET Jackson, WH Burrell
1970	46	99 plus 14 trainees		Maritime Services Board hall, Sydney	WG Spink	CR Champion & WP Kelly		JB Frost	B Stapleton, GJ Newham, JDK Walker, JB Martin, HG Helsham, EP McAnespie, AET Jackson, JR Wallace
1971	47			Maritime Services Board Hall, Sydney	WG Spink	CR Champion & AET Jackson		JB Frost	AC Leard, GJ Newham, JDK Walker, JB Martin, HG Helsham, PG Knights, AE Smythe, JR Wallace
1972	48	Members 72 Associates 30 Students 27 Total = 129		Maritime Services Board hall, Sydney	AET Jackson	WG Spink & JDK Walker		JB Frost	AC Leard, JR Wallace, JW Osmond, JB Martin, DAK Vincent, GJ Newham, HG Helsham, PG Knights
1973	49	Members 75 Associates 38 Students 1 Total = 114		Maritime Services Board Hall, Sydney	AET Jackson	WG Spink & JR Wallace		BG Preston	AC Leard, RTJ Benjamin, JW Osmond, JB Frost, HG Helsham, PG Knights, JT Judge, LB Scrivener
1974	50	Members 65 Associates 17 Students 21 Total = 115		Maritime Services Board Hall, Sydney	AET Jackson	JR Wallace & JB Frost		LB Scrivener	JR Read, RTJ Benjamin, JW Osmond, PE Naylor, HG Helsham, BG Preston, RJ Mullins, GW Middleton
1975	51	Members 66 Associates 40 Students 1 Total = 107		State Office Theatre, Sydney	JB Frost	TC Ryan & R Beeston		HG Helsham	LB Scrivener, RTJ Benjamin, PE Naylor, JR Read, RJ Mullins, R Beeston, KJ Graf, JT Judge
1976	52	no record found		Teachers' Federation Auditorium, Sydney	JB Frost	AC Leard & JDK Walker		HG Helsham	LB Scrivener, RTJ Benjamin, PE Naylor, TC Ryan, RJ Mullins, CW Starkey, KJ Graf, JT Judge

Proceedings of the 20th Association of Public Authority Surveyors Conference (APAS2015)
Coffs Harbour, New South Wales, Australia, 16-18 March 2015

Year	Conf. No.	No. Members (attending Conf)	Theme Title	Venue	President	Vice- Presidents	Hon. Secretary & Treasurer	Hon. Secretary	Councillors
1977	53	no record found		Institute of Technology, Sydney	JDK Walker	TC Ryan & BG Preston		HG Helsham	GJ Kelly, JR Read, RTJ Benjamin, JT Judge, PE Naylor, CE Neale, GW Middleton, JB Frost
1978	54	no record found		Mitchell College of Advanced Education, Bathurst, NSW	JDK Walker	HG Helsham & JT Judge		BG Preston	PE Naylor, JR Read, RTJ Benjamin, TC Ryan, I Robins, G Kelly, RJ Mullins, J Fletcher
1979	55	Members 85 Associates 38 Graduates 9 Total = 132		Macquarie University, North Ryde NSW	BG Preston	JT Judge & JD Walker		RD Lister	PE Naylor, TC Daly, JR Read, CE Neale, I Robins, G Kelly, RJ Mullins, R Cubis
1980	56	Members 82 Associates 34 Graduates 4 Total = 120		University of Newcastle, Shortland NSW	BG Preston	TC Ryan & I Robins		P Barclay	RJ Mullins, J Judge, G Dodd, PE Naylor, K Graf, D Kinlyside, W Watkins, CE Neale
1981	57		Development of Environment	Sydney NSW					
1982	58	114	Surveying Mapping, Training, Safety, Change	Bathurst NSW	J Read				
1983	59	120	Land Management: The Expanding Horizon	Carrington Hotel, Katoomba NSW	HG Helsham	P Naylor & CE Neale		G Samuel	R Cole, D Kinlyside, J Robertson, RC Lander, W Watkins, I Robins, A Woodruff, G Baitch
1984	60		Footsteps in Time	Sydney NSW					
1985	61		Surveying our Natural Resources	Nowra NSW	CE Neale				
1986	62	not reported	Surveying New Fields	Salamader Hotel, Soldiers Point NSW	G Baitch	J Judge & TC Daly		RC Lander	J Filocamo, G Dickson, S McDonald, P O'Kane, R Mullins, G Flood, A Woodruff, T Ferrier
1987	63								
1988	64	not reported		Artarmon Inn, Artarmon NSW	TC Daly	D Halls & J Filocamo		J Robertson	T McInnes, G Norrie, G Stewart, G Songberg, T Ferrier, B Hanna, T Duffy, B McCann
1989	65		The Next 200 Years: Lessons from the Past, Direction for the Future	Nowra NSW					
1990	66								
1991	67		Land Information / Land Management: Working Together	Bathurst NSW					
1992	68		Conservation in the 90s	Penrith NSW					
1993	69			Gerringong NSW					
1994	70		Surveying Geomatics	Goulburn Police Academy, Goulburn NSW					
1995	71		The Challenge	Port Macquarie NSW	L Gardner	A McAnespie		G Baitch	R Ellis, R Birse, R Mullins, G Dickson
1996	72	34	Surveying our Resources	Leura NSW	G Stewart	K Thompson		G Baitch	R Ellis, G Groves, B Hurcum
1997	73	44	Capitalising on Diversity	Eagle Hawk Hill NSW	K Thompson	G Groves		L Gardner	O Moss, K Green, R Birse
1998	74	55	Focus on 2000	Country Comfort Motel, Salamander Bay NSW	K Thompson	G Groves		L Gardner	O Moss, K Green, R Birse
1999	75		Look now Cook!	Murramarang Resort, South Durras NSW	K Thompson	R Ellis		L Gardner	P O'Kane, G Songberg, G Stewart
2000	76	25	Surveying Diversity	Pacific Bay Resort, Coffs Harbour NSW	R Ellis	P Ragen		L Gardner	T Daly, G Stewart, G Songberg

Proceedings of the 20th Association of Public Authority Surveyors Conference (APAS2015)
Coffs Harbour, New South Wales, Australia, 16-18 March 2015

Year	Conf. No.	No. Members (attending Conf)	Theme Title	Venue	President	Vice- Presidents	Hon. Secretary & Treasurer	Hon. Secretary	Councillors
2001	77	16	Tending the Vine	Hunter Valley Gardens, Pokolbin NSW	R Ellis	P Ragen		L Gardner	T Daly, G Stewart, G Songberg
2002	78	14	One Small Step for Surveying, One Giant Leap for Spatial Sciences	Eagle Hawk Conference Centre, Sutton NSW	R Ellis	P Ragen		L Gardner	T Daly, G Stewart, G Songberg
2003	79	15	Surveying by the Sea	Novatel Northbeach, Wollongong NSW	P Ragen	G Stewart		L Gardner	T Daly, P O'Kane, G Songberg
2004	80	14	The Tides of Change	Citigate Convention Centre, The Entrance NSW	P Ragen	G Stewart		L Gardner	T Daly, P O'Kane, G Songberg
2005	81	18	Bridging the Information Gap	Coach House Marina, Batemans Bay NSW	P Ragen	G Stewart		L Gardner	T Daly, P O'Kane, G Songberg
2006	82	14	Shorelines to Borders	White Sands Conference Centre, Shoal Bay, Port Stephens NSW	P Ragen	G Stewart		L Gardner	D Kennedy, P O'Kane, G Songberg
2007	83	18	To the Territorial Limits	Hotel Heritage, Narrabundah ACT	P Ragen	G Stewart		L Gardner	D Kennedy, P O'Kane, G Songberg
2008	84		Space and Time	Mantra Ettalong Beach, Ettalong NSW	P Ragen	G Stewart		L Gardner	D Kennedy, P O'Kane, G Songberg
2009	85	18	Backsight to the Future	Mantra Ettalong Beach, Ettalong NSW	P Ragen	G Stewart		L Gardner	D Kennedy, P O'Kane, G Songberg
2010		19	<i>AGM only – no conference due to FIG2010 in Sydney</i>	Shelbourne Hotel, Sydney NSW	P Ragen	G Stewart		L Gardner	D Kennedy, P O'Kane, G Songberg
2011	86	17	Challenging Our Horizons	Citigate Conrod Straight, Bathurst NSW	P Ragen	G Stewart		L Gardner	D Kennedy, P O'Kane, G Songberg
2012	87	15	From Port t Portals: Surveying and Spatial Directions	Novotel North Beach, Wollongong NSW	P Ragen	G Stewart		L Gardner	D Kennedy, P O'Kane, G Songberg
2013	88	12	Capitalising on Our Position	Canberra Rex Hotel, Canberra ACT	P Ragen	W Fenwick		L Gardner	D Kennedy, K Thompson, G Songberg
2014	89	12	Grape Expectations: Pressing Forward	Mercure Resort Hunter Valley Gardens, Pokolbin NSW	P Ragen	W Fenwick		L Gardner	D Kennedy, K Thompson, G Songberg
2015	90		Banana Jubilee: 20 Fruitful Years	Novotel Pacific Bay Resort, Coffs Harbour NSW	N/A	N/A	N/A	N/A	N/A

The inaugural Association of Public Authority Surveyors Conference was held in April 1994 at the Goulburn Police Academy, incorporating the 70th SSA Conference. The new rules of APAS endorsed at this conference allowed members from all levels of government (being state, federal and local) to join this body. The new body would provide an annual conference and enable members to make representations to various other institutions. However, APAS would have no industrial purpose and not be affiliated with any other industrial body. APAS and SSA ran in parallel for the next 20 years, until the dissolution of SSA in 2015.

4 CONFERENCE PROCEEDINGS, PAPERS AND MEMBERSHIP RECORDS

Since the first SSA Conference in 1921 to the commencement of APAS in 1994, the Association kept assiduous records of the annual meetings. Originals are held in a steel cabinet the Survey section of LPI in Bathurst. It is hoped that one day these may be converted into electronic records. The Proceedings of each conference are a record of what was said by delegates and record important (and sometimes unimportant) decisions made by members and guests. One of the early issues that emerged from the reading of the proceedings is that the Surveyor General and Under Secretary of the Department seemed to have an influence on the content of the record of proceedings. In addition, it often took longer than a year to finalise the proceedings.

Conference papers that were presented, were either summarised in the Proceedings, or published separately (and initially individually). Records of the papers are not comprehensive, nor organised in any fashion, though most are located in the abovementioned cabinet. Ken Green, a retired past member of the Association, created a spreadsheet of all the titles of papers presented to the Association prior to the mid 1970s.

In an effort to identify the useful papers and determine whether or not any are suitable for republication, the SSA 'Papers and Publications Committee' investigated all past papers. The Committee undertook this task initially in 1967 of papers presented from 1923 to 1950. This Committee was re-formed in 1969 to assess papers from 1951 to 1969. Past papers were categorised as follows:

- N – no use
- C – could be useful (generally indicated that reader was not conversant with subject)
- B – provides background to recent subject
- U – useful
- G – general paper
- P – new paper
- H – historical

This meant that each member of the committee read each and every paper. The committee members were J. Judge (convenor), D.A.K. Vincent, J. Wallace, R. Mullins, J.B. Martin and R.B. Stokes. The results of this review are shown in Table 2.

Table 2: Staff Surveyors' Association – Comments on papers from 1921 to 1968.

Year	Paper	Vincent	Judge	Wallace	Mullins	Martin	Stokes	Year	Paper	Vincent	Judge	Wallace	Mullins	Martin	Stokes
1921	1	C		N	U/H			1939	1	U	N	U			
	2	C		N	B				2	N	CP	N			
1922	1	B		N	B			1940	1	H	UG	H			
	2	B		N	N			1941	1	C	C				
	3	B		N	B				2	H	UG				
	4	C		C	C			1944	1	N	C				
	5	B		N	U			1945	1	N	B	N			
1923	1	N	N	N	B				2	N	N	N			
	2	C	C	N	U			1946	1	H	B	H			
	3	C	C	N	U				2	N	C	N			
	4	N	N	N	U				3	H	B	H			
	5	N	N	N	N			1947	1	H	C	H			
1924	1	H		H	H				2	C	C	C			
	2	N		N	N			1948	1						
	3	N		N	N				2	HU	N				
1925	1	C	C	N	H				3	C	C				
	2	N	C	N	U				4	N					
	3	N	C	N	N			1949	1	U	C				
	4	C	C	N	H				2	C	C				
1926	1	B	C	C					3						
	2	CG	CG	H				1950	1						
1927	1	C	C	C					2	N	CB				
	2	C	C	C					3	C	U				
1928	1	C	C	C				1951	1		C	N	B	B	NP
	2	C	C	C				1952	1		G	U	U	C	U
	3	C	C	C				1953	1		H	H	H	H	HP
	4	C	C	C				1954	1						
	5	C	C	C					2						
	6	C	C	C					3						
	7	C	C	C					4						
	8	C	C	C				1955	1						
	9	C	C	C					2		C	P	P	C	
	10	C	C	C					3						
	11	C	C	C					4						
	12	C	C	C					5		GC	U	UP	P	U
	13	C	C	C				1956	1						
1929	1	C	C	C					2						
	2	C	C	C					3						
	3	U	U	U					4						
	4	C	C	C					5	U	U	U	B	BP	NP
	5	H	H	H					6	G	G	C	U	U	U
	6	N	N	N					7	U	U	C	U	BP	U
	7	N	N	N					2.T	C	U	C	C	C	
1930	1	U	U	U					2.C	C	U	C	C	C	
	2	N	N	H					2.M	C	U	C	C	C	
	3	U	C	U				1957	1	C	C	C	U	U	
	4	C	N	N				1958	1						
	5	C	C	C					2	H	U	N	H	H	
	6	C	N	N					3	Good	Good	U	U	U	
1932	1	B	CP		N				4	Good	Good	Good	U	G	
	2	B	C		U				5						
	3	B	C		B				6						
	4	B	C		BH				7						
1934	1	H	B	GH	B		H		8						
	2	N	C	N	B		N	1959	1	BP	U		P	BP	P
	3	N	GP	N	H				2	Good	Good		U	Good	U
1935	1	H	N	N	H		H		3						
	2	C	C	C	B		N		4	H	HU		H	H	H
	3	H	GP	N	H		H		5	C	U		P	C	P
1936	1	N	N	N	B		N		6	C	U		B	C	U
	2	B	C	N	B		N		7	N	N		N	N	N
	3	N	C	N	B		N		8	N	N		N	N	N
	4	N	N	N	N		N		9	?	?			?	
1937	1			N	B			1960	1	BP	HG		B	GH	H
	2			N	N				2	C	U		U	U	U
	3			U	U				3						
1938	1	GH	G	GH					4						
	2	N	C	N					5	U	U		U	U	U
	3	N	N	N					6						

Proceedings of the 20th Association of Public Authority Surveyors Conference (APAS2015)
Coffs Harbour, New South Wales, Australia, 16-18 March 2015

Year	Paper	Vincent	Judge	Wallace	Mullins	Martin	Stokes	Year	Paper	Vincent	Judge	Wallace	Mullins	Martin	Stokes
1960	7	G	G		U	G	U	1966	1	Good	Good	U	Good	U	U
	8	U	Good		U	Good	U		2		N		N		
	9								3	U	C	U	U	U	U
	10	UP	Good		U	Good	U		4	N	N	N	N	N	N
1961	1		N	N	N	N	N		5	N	N	N	N	N	N
	2	Good	Good	U	U	Good	U		6	H	Good	H	H	H	H
	3	Good	Good	U	U	Good	U		7	U	C	U	U	U	U
	4	Good	Good	U	U	Good	U		8	N	N	N	N	N	N
	5		N	N	N	N	N		9	N		N	N	N	N
	6	C	C	C	U	C	U		10	U	U	U	U	U	U
	7	C	C	C	C	C	UP		11	U	Good	U	U	U	
	8		N	N	N	N	N		12	N	N	N	N	N	H
	9	C	U	C	B	C	?		13	N	C	N	N	U	N
1962	1	U	Good	U	U	U	U		14	N		N		N	N
	2	P	Good	UP	P	P	U		15	N	N	N	N	N	N
	3	P	Good	UP	P	P	P	1967	1	UH	Good	UH	H	UH	UH
	4	C	C	P	P	C	P		2						
	5	U	Good	U	U	U	U		3	U	Good	U	U	U	U
	6	U	Good	U	U	U	U		4	N	N	N	N	N	N
	7	N	N	N	N	N	N		5	Good	Good	U	U	U	U
	8	N	N	N	U	C	N		6	N	N	N	N	N	N
	9	U	Good	U	U	U	U		7	N	N	N	N	N	N
	10	U	U	C	U	U	U		8	N	N	N	N	N	N
1963	1	U	Good	U	U	U	U		9	N	U	U	N	U	
	2	N	N	N	N	N	N		10	N	N	N	N	N	N
	3	U	Good	U	U	U	U		11	U	Good	U	U	U	U
	4	B	C	B	B	B	U		12	Good	Good	Good	U	U	U
	5	H	N	H	H	N	N		13	Good	Good	Good	U	U	U
	6	P	Good	B	B	B	UP		14	U	Good	U	U	U	U
	7	U	Good	U	U	U	U		15	N	N	N	N	N	N
	8	U	Good	U	U	U	U		16	N	N	N	N	N	N
	9	N	N	N	N	N	N	1968	1						N
1964	1	P	Good	P	P	P	P		2						N
	2	N	N	N	N	C	N		3						N
	3								4	U	C	U			U
	4	U	Good	U	U	U	U		5	U		U			U
	5	P	Good	UP	P	CP	P		6						
	6	N	N	N	N	N	N		7						
	7	N	N	N	N	N	N		8						
	8	N	N	N	N	N	N		9	N	N	N			N
	9	N	N	N	N	N	N		10						
	10	C	C	C	N	C	N		11	N	N	N			N
	11	Good	Good	U	U	U	U		12	N	N	N			N
	12	U	Good	U	H	U	U		13						
	13	N	N	N	N	N	N		14						
1965	1		N						15	N	N	N			U
	2	N	C	U	U	U	U		16						
	3	N	N	N	N	N	N								
	4	N	N	N	N	N	N								
	5	N	N	N	N	N	N								
	6	U	C	U	U	U	U								
	7	Good	Good	Good	Beauty	U	U								
	8	N	N	N	N	N	N								
	9	N	N	N	N	N	N								

From the mid-1970s, the Association published a separate bound volume of papers presented at each conference. Since 1994, APAS has produced a bound volume of papers presented at Annual Conferences. SSA has kept good records of meetings in electronic form. From the 20th APAS conference in 2015 onwards, Proceedings are exclusively published online on the APAS website, which was launched in 2014 (APAS, 2015).

A full list of members' names was initially recorded in the early Proceedings. Then this practice lapsed. Full membership lists reappeared in the proceedings in the 1970s. In 1972, the membership details were entered into a Department of Lands computer and published in full in the Proceedings. Membership records are now managed at the LPI office in Bathurst.

5 TEAM BUILDING: SSA AND GOLF

The first record of a golf game associated with the Annual Conference is that on 16 April 1936: “a team of golfers from the Association spent ‘a half day field’ playing against a team from Head Office, the venue being the Manly Golf Links.” The field officers lost (SSA Conf. 1936, p.37). The second golf game recorded that “during the afternoon of 1 April 1937, played at Manly Golf Links” (SSA Conf. 1937, p.17). The third golf game recorded was played during the afternoon of 21 April 1938. Members of the Association played against Head Office for the silver cup presented by Messrs Allman and Allen called the ‘Allman Allen - Golf Cup’. Mr G.F. Allman was the Under Secretary for Lands and Mr A.M. (Max) Allen was the Surveyor General at the time. The venue for that game was the Moore Park Golf Links (SSA Conf. 1938, p.17). This trophy was contested regularly until 1977, then suddenly stopped, and was never contested again.

The ‘Sinclair Cup’ is contested for the best scratch result from an Association member. It is assumed that this cup was named after The Hon. A. Sinclair, who was the Minister for Lands at that time (SSA Conf. 1941, p.17). The Sinclair Cup is a handsome cup made of silver and now a genuine antique of significant historical value. This trophy has been contested every year, except during the war years, to this day.

The ‘1971 Anniversary Trophy - Handicap Event’ has been contested every year since 1971. Unfortunately, this silver plated trophy has not weathered the years well and is now quite tarnished. A list of winners’ names is shown in Table 3.

6 AWARDS

The ‘Jack Frost Award’ was created in memory of Jack Frost, a past President of the Association who died of skin cancer in the 1980s. This award was made in recognition of his contribution to the Association. It was awarded for the ‘best paper’ presented at the Annual Conference by an Association member. A sum of \$1,500 was set aside to fund the awarding of a prize each year.

In 1996, it was agreed that the ‘Jack Frost Award’ be extended to include all APAS/SSA members for the best paper at the conference (SSA Conf. AGM 1996, p.2). In 2012, it was substituted by the ‘Keith Haddon Memorial Award’ following Keith’s death. Keith Haddon was one of the Association’s life members and the ‘behind the scenes’ worker, who generally managed all the logistics of every conference from 1986 till his retirement.

7 CONCLUDING REMARKS

The principal objective of this paper was to record the history of the Staff Surveyors’ Association, now that it has ceased to exist. Over 90 years, the SSA has fulfilled a crucial role in the representation and professional development of Lands Department surveyors in particular and government surveyors in general. The SSA has spawned APAS, a broader association that will continue to perform this role into the future. This paper has shown how organisations that are alert to their environment can identify necessary changes, take bold initiatives and adapt to the times. The future is clearer with awareness of the past.

Table 3: Staff Surveyors' Association – Golf results.

Allman Allen - Golf Cup		1950	AE Thomas	2006	K Haddon
1936	SSA	1951	J Davis	2007	K Haddon
1937	SSA	1952	R Fitzgerald	2008	O Moss
1938	Head Office	1953	R Fitzgerald	2009	K Haddon
1939	Head Office	1954	R Fitzgerald	2010	– no play –
1940	– no play –	1955	A Wardley	2011	O Moss
1941	– no play –	1956	N Simmons	2012	D Kennedy
1942	– no play –	1957	J Darby	2013	O Moss
1943	– no play –	1958	N Simmons	2014	G Baitch
1944	– no play –	1959	N Simmons	2015	G Baitch
1945	– no play –	1960	N Simmons	1971 Anniversary Trophy	
1946	– no play –	1961	J Darby	1971	A Graham
1947	– no play –	1962	D Sheedy	1972	R Benjamin
1948	SSA	1963	J Darby	1973	S Williams
1949	Head Office	1964	JD Walker	1974	S Williams
1950	Head Office	1965	J Darby	1975	HP Jackson
1951	Head Office	1966	JD Walker	1976	J Cuffe
1952	Head Office	1967	JD Walker	1977	J Smith
1953	Head Office	1968	JD Walker	1978	G W.....
1954	Head Office	1969	AE Jackson	1979	R Cole
1955	Head Office	1970	JD Walker	1980	P Pluis
1956	Head Office	1971	JD Walker	1981	P Pluis
1957	Head Office	1972	JD Walker	1982	P Pluis
1958	Head Office	1973	W Mininch	1983	T Duffy
1959	Head Office	1974	J Darby	1984	G Helsham
1960	Head Office	1975	JD Walker	1985	L Griffin
1961	Head Office	1976	JD Walker	1986	G Dickson
1962	SSA	1977	J Darby	1987	R Ellis
1963	SSA	1978	JD Walker	1988	J Miller
1964	SSA	1979	JD Walker	1989	G Dickson
1965	Head Office	1980	JD Walker	1990	I Pengelly
1966	SSA	1981	JD Walker	1991	G Dickson
1967	SSA	1982	G Helsham	1992	R Mullins
1968	SSA	1983	JD Walker	1993	D Mills
1969	SSA	1984	JD Walker	1994	L Gardner
1970	Head Office	1985	G Helsham	1995	G Jones
1971	SSA	1986	G Helsham	1996	K Haddon
1972	SSA	1987	G Helsham	1997	K Haddon
1973	Head Office	1988	G Helsham	1998	J Eggleston
1974	Head Office	1989	G Helsham	1999	R Cole
1975	SSA	1990	G Helsham	2000	R Ellis
1976	SSA	1991	G Helsham	2001	O Moss
1977	Head Office	1992	G Helsham	2002	G Baitch
Sinclair Cup		1993	K Haddon	2003	L Gardner
1938	RCC Hewitt	1994	R Ellis	2004	K Haddon
1939	EC Gleeson	1995	O Moss	2005	G Jones
1940	– no play –	1996	O Moss	2006	K Thompson
1941	– no play –	1997	O Moss	2007	G Baitch
1942	– no play –	1998	K Haddon	2008	G Jones
1943	– no play –	1999	O Moss	2009	G Baitch
1944	– no play –	2000	K Haddon	2010	– no play –
1945	– no play –	2001	K Haddon	2011	G Baitch
1946	– no play –	2002	K Haddon	2012	R Ellis
1947	– no play –	2003	K Haddon	2013	B Hurcum
1948	CEE Elphinstone	2004	R Fish	2014	R Ellis
1949	J Davis	2005	O Moss	2015	L Gardner

ACKNOWLEDGEMENTS

Thanks go to Les Gardner of LPI, who in recent times has been the archivist and guardian of all the SSA records, which are securely housed in a steel cupboard in the Survey section of LPI in Bathurst. Thanks also go to Ken Green and John Read, who are active members of the Seniors' Group of the Institution of Surveyors NSW (and past members of SSA) and generously provided additional information for this paper.

REFERENCES

APAS (2015) The Association of Public Authority Surveyors NSW, <http://www.apas.org.au> (accessed Jan 2015).

Kass T. (2008) Sails to satellites, the Surveyors General of NSW (1786-2007), Department of Lands, Bathurst, NSW.

SSA Conf. (various) Proceedings of Staff Surveyors' Association Annual Conferences from 1921 to 1988.

SSA Conf. AGM (various) Minutes of meetings from Staff Surveyors' Association.