



Professional Engineers
Ontario

CEO/ REGISTRAR'S REPORT

APRIL 5, 2024



INTRODUCTION

As we arrive at the last Council meeting for the 2023–2024 term, I want to acknowledge the commitment of and extend my appreciation for all members of the current Council. I am immensely proud of our accomplishments over the past year, as demonstrated by the progress made in support of PEO's 2023–2025 Strategic Plan, which we are now half way through. PEO staff and I look forward to working with the new members of Council, as well as those councillors who are continuing into the next term, which begins after the Annual General Meeting later this month.



Group photograph of PEO staff during a presentation by Jennifer and Kay Mehrizi, PEO's manager of equity, diversity and inclusion

NATIONAL ENGINEERING MONTH

In Ontario, March 1 commemorates P.Eng. Day and marks the beginning of National Engineering Month (NEM) across Canada. Every March the Ontario Society of Professional Engineers, in its role as the engineering advocacy body, co-organizes NEM events across Ontario in collaboration with Engineers Canada. This year, every week in March had a unique theme, and the first week of this past March was "Journey to the P.Eng." PEO staff participated in various activities throughout the month, and the Spring 2024 issue of *Engineering Dimensions*, scheduled to be released on April 11, will have coverage of three events, including the NEM kickoff event on March 5 at the CN Tower in Toronto, ON; an online discussion on March 6 about navigating the consulting engineering career path; and an informative online discussion on March 7 by Modeste Muhire, P.Eng., PE (New York et al), PMP, who obtained his P.Eng. last November. Muhire, who is originally from Rwanda, obtained his engineering education and 10 years of civil engineering experience in the United States. He originally submitted his application to PEO in 2019 but was unable to become licensed in Ontario until PEO adopted its new licensure model last year. Under this model, the previously mandatory Canadian engineering experience requirement was removed in favour of a competency-based assessment (CBA). "The new

Anthony Colangelo, P.Eng., asks a question at the panel discussion during the NEM kickoff event at the CN Tower on March 5.



regulations opened a door of professional opportunities not only for internationally trained engineers but for the whole industry," Muhire told *Engineering Dimensions*. "The recent changes in [PEO's licensing] process allowed me to use my decade of experience in the USA to satisfy the competence requirements."

West Central Chapters Symposium

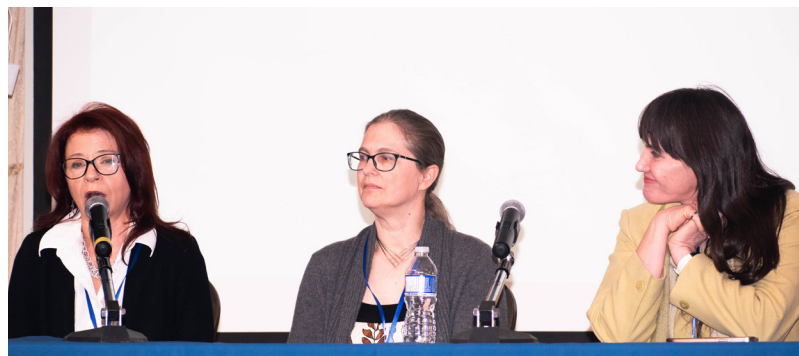
On February 24, I attended the West Central Symposium, which was themed "Engineering Today for Tomorrow." With over 260 people in attendance, the symposium covered a wide range of important and diverse topics and array of speakers. Thank you to all the volunteers who helped make the symposium a success, including Councillor Pappur Shankar, P.Eng., FEC. On page 17, you'll find more information about other visits to chapter events throughout the year under PEO's new Chapters Events Engagement Model.

In addition to delivering introductory remarks, I had the privilege of hosting an informative and compelling panel discussion on women in engineering with three highly accomplished women leaders in the engineering profession. Panelists included Stephanie Smith, P.Eng., Candu Energy senior vice president and AtkinsRéalis chief nuclear engineer; Kim Jones, PhD, P.Eng., associate professor of chemical engineering at McMaster University; and Marisa Sterling, P.Eng., FEC, assistant dean and director, diversity, inclusion and professionalism at the University of Toronto. Sterling has also previously served PEO as president.



(l to r) Ranjit Gill, P.Eng., FEC, Jennifer, and Councillor Pappur Shankar, P.Eng., FEC, at the West Central Symposium on February 24

(l to r) Stephanie Smith, P.Eng., Kim Jones, PhD, P.Eng., and Marisa Sterling, P.Eng., FEC, during a women in engineering panel discussion at the West Central Symposium



OPERATIONAL PLAN STATUS REPORT

PEO’s 2023–2025 Strategic Plan includes the four goals of modernizing processes, improving governance, optimizing organizational performance and collaborating with stakeholders. In support of achieving goals within the strategic plan, PEO’s operational plan includes 21 initiatives for 2024. As of April 2024, activities in support

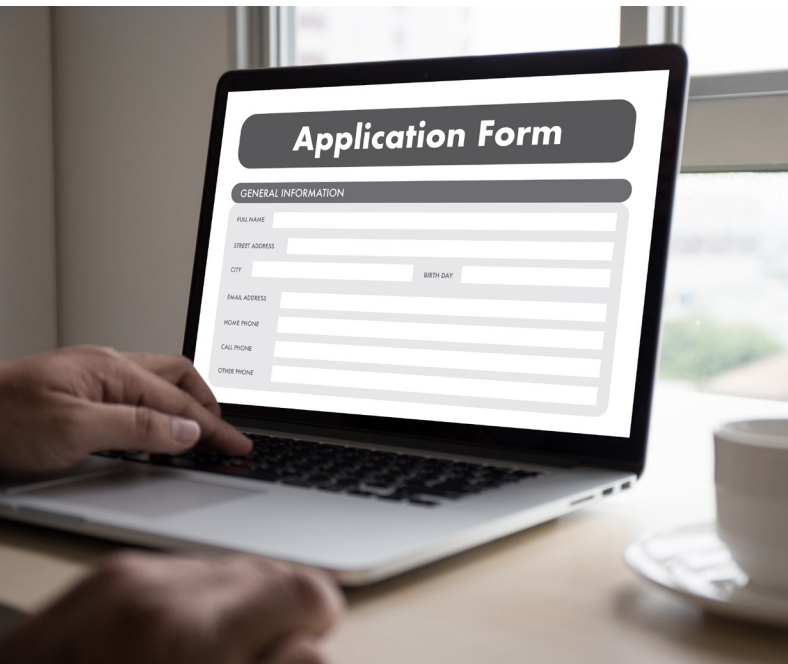
of 90 per cent of initiatives have been started per established work-plans for the year.

See Figure 1 for the Operational Plan: Status Report as of April 2024.

Goals	Sub Goals	Activities	Status			
			NYS	< half	> half	Done
1. Improve licensing processes	1.1 Create fair, transparent, accessible and efficient application process	1.1.1 FARPACTA tech solution - Phase 1 & 2				
		1.1.2 FARPACTA process (licensing and compliance)				
		1.1.3 Change management and communications				
	1.2 Review licensing processes; implement changes	1.2.2 Implement mandatory CPD - Phase 2 (business rules, sanctions)				
	1.3. Ensure licensing reflects EDI values	1.3.1 EDI - Phase 1 (audit, supports)				
2. Optimize organizational performance	2.2. Ensure adequate IT; data collection/mgt	2.2.1 Digital transformation roadmap				
		2.2.2 Data governance model				
	2.3 Review/improve comms & business processes; ensure reflects EDI values	2.3.1 Organizational EDI strategy				
		2.3.2 HR high performance team roadmap				
		2.3.3 Modernize payroll processes				
		2.3.4 Communications strategy (value, EDI)				
		2.3.5 Modernize budget processes				
		2.3.6 Review financial controls				
		2.3.7 Develop Customer Service Model				
3. Implement governance improvement program	3.1 Ensure councillor & ELT orientation	3.1.2 Review/revise board orientation				
	3.2 Ensure committee/council evidence for decision-making	3.2.2 RM framework				
	3.3 Establish metrics for governance performance	3.3.1 Review governance committee evaluations				
4. Refresh vision; ensure stakeholders see PEO value	4.1 Dialogue with members & stakeholders	4.1.3 Stakeholder engagement session(s)				
	4.2 Undertake research	4.2.1 Legislative/reg/legal review				
	4.3. Develop proposed vision for consultation	4.3.1 Draft new vision				
4.3.2 Post vision consultation						

Figure 1: PEO’s 2024 operational plan document as of April 2024

Status Counts: 10% 66% 24% 0%



3000

PEO has contacted over 3000 current P.Eng. applicants who are strong candidates for licensure based on their individual qualifications.

Recent enhancements to the dashboard include improved data visualizations to support PEO's evidence-based decision-making practices.

CBA 1.1.3 Change Management and Communications

In February, PEO's Competency-Based Assessment (CBA) guides were updated to clarify the requirement to meet the Canadian environment competencies. Specifically, the changes emphasize that these competencies can be satisfied by work experience gained outside Canada by demonstrating the international standard equivalence. The CBA guides outline a step-by-step process for meeting PEO's experience requirement for licensure. The guides are comprised of a two-part set. The first explains the CBA process and the 34 competencies, including six Canadian environment competencies. The second is a validator guide outlining the responsibilities of validators under the CBA. This update comes ahead of a planned comprehensive rewrite of the guides to bolster clarity, accessibility and comprehension.

OPTIMIZING ORGANIZATIONAL PERFORMANCE

2.2 Ensuring adequate IT and Data Collection and Management

2.2.1 Digital Transformation Roadmap

PEO's Digital Transformation journey continues through the strengthening of cybersecurity practices and optimization of system architectures. An organization-wide mindset is critical to support this journey, and education and awareness remain important cornerstones of a strong cyber resiliency program. We continue to deploy monthly awareness campaigns, which have had a 97 per cent participation rate among PEO staff. Additional steps to strengthen PEO's cybersecurity enhanced threat monitoring, as well as security hardening of our applications and infrastructure. Moreover, PEO's security-by-decision approach helps maintain strong cyber practices throughout all aspects of our digital transformation journey.

2.2.2 Data Governance Model

As a critical enabler for modernization, numerous initiatives are underway to further improve application stability, enhance user experience and enable innovation. Selected initiatives include optimizing data governance and system architecture to gain better insights from our data to inform planning and service delivery.

IMPROVING THE LICENSING PROCESS

1.1 Create Fair, Transparent, Accessible and Efficient Application Process

1.1.2 FARPACTA Process (Licensing and Compliance)

PEO continues to meet the registration timelines set out in the *Fair Access to Regulated Professions and Compulsory Trades Act* (FARPACTA) for reviews of complete applications and registration decisions.

In alignment with PEO's 2024 operational plan, the Licensing department continues to implement the Inventory Management Project, which aims to issue registration decisions in a fair and timely manner to current P.Eng. applicants who applied prior to May 15, 2023.

Furthermore, under the Inventory Management Project, PEO has contacted over 3000 current P.Eng. applicants who are strong candidates for licensure based on their individual qualifications. In 2024, PEO will be identifying additional applicants from the current queue of P.Eng. applicants who applied prior to May 15, 2023, to support them in reaching a registration decision on their application.

The total number of applicants reached a high point of 33,760 applicants in July 2023, when admissions to the legacy process ended. This total number is 27,811 legacy applicants as of March 19, thanks to the Inventory Management Plan, which gave applicants opportunities to obtain a licensing decision promptly and fairly.

Additionally, wait times for both academic and experience assessments continue to decrease in the legacy process.

Additionally, reporting and business intelligence capabilities have also been strengthened through changes to the Licensing Dashboard.

Ultimately, these insights have supported and will continue to advance a data-driven approach, improving operational efficiency and service excellence.

Review and Improve Communications and Business Processes; Ensure the Reflection of EDI Values

2.3.2 HR High Performance Team Roadmap

PEO's performance review process has been strengthened through a focus on SMART (specific, measurable, attainable, realistic and time bound) goals aligned to organizational priorities, further enabling the attainment of organization-wide strategic objectives. Furthermore, the review program is focused on individual development plans, whereby employees determine which areas of development they will focus on throughout 2024. Every employee has completed their performance plans as of late February.

2.3.7 Customer Service Model

Introduced in 2023, PEO's customer service team provides first-level support and resolution for a wide range of inquiries. With input from subject matter experts, we continually update our knowledge database as new queries arrive to ensure consistency, helpfulness and accuracy.

As part of our journey of modernization and transformation, we continue to leverage dashboards to generate deeper business intelligence. Insights gained from these dashboards have further aided our evidence-based decision-making approach to enable operational improvements. Recently, as a direct response to feedback to the customer-service team, staff updated the PEO portal login page to enable a simpler, more efficient user login experience.

IMPLEMENT A GOVERNANCE IMPROVEMENT PROGRAM

3.1 Ensure Councillor and Executive Leadership Team Orientation

3.1.2 Review/Revise Board Orientation

PEO recognizes the importance of an effective onboarding and orientation process for councillors so they have a clear, shared understanding of their role and responsibilities as board members, including in relation to the role of staff. Orientation for the 2024–2025 term will be held on May 2, and all councillors, both new and current, are encouraged to attend.

Starting in 2024, PEO has developed a new standard operating procedure to onboard councillors and effectively orient them to their roles. It includes creating incoming councillor email contact lists; technology shipping; providing introductory packages, including the Governance Manual; and posting councillors' biographies on PEO's website.



LICENSING

In a February 20, 2024, letter from the Office of Fairness Commissioner, Fairness Commissioner Irwin Glasberg, LLB, commended PEO for undertaking the following important initiatives:

- Digitizing PEO’s registration process by enabling an online application portal and remote proctoring for all technical examinations, including the National Professional Practice Examination;
- Removing PEO’s longstanding Canadian experience requirement and migrating to a competency-based assessment model;
- Developing new business processes to meet prescribed time limits for domestic labour mobility applicants;
- The adoption of PEO’s Anti-Racism and Equity Code, eight principles designed to identify and remediate business processes that may contribute to systematic racism; and
- Reviewing PEO’s global four-year engineering work experience requirement, which must be fulfilled before a candidate can apply for licensure.

As of March 5, 2024, a total of 19 applicants in the new process have been granted P.Eng. licences. All licensing decisions were made within the 180-day timeline as required under our FARPACTA obligations. In the FARPACTA-compliant process, over 90 per cent of successful applicants have degrees accredited under the Canadian Engineering Accreditation Board (CEAB). This is to be expected at this time, as non-CEAB applicants must successfully complete four

confirmatory technical exams. Forty per cent of registrations for technical exams in the spring 2024 are from the FARPACTA-compliant process, indicating that the number and proportion of successful non-CEAB applicants is expected to increase later this year.

A snapshot of PEO’s Licensing Dashboard (Figure 2), 88 per cent of candidates under the FARPACTA-compliant system applied for PEO licensure from within Canada. However, only 18 per cent of candidates completed a CEAB-accredited undergraduate engineering degree in Canada, and 60 per cent of non-CEAB graduates completed a bachelor’s degree in engineering from PEO’s Recognized Program List (RPL).

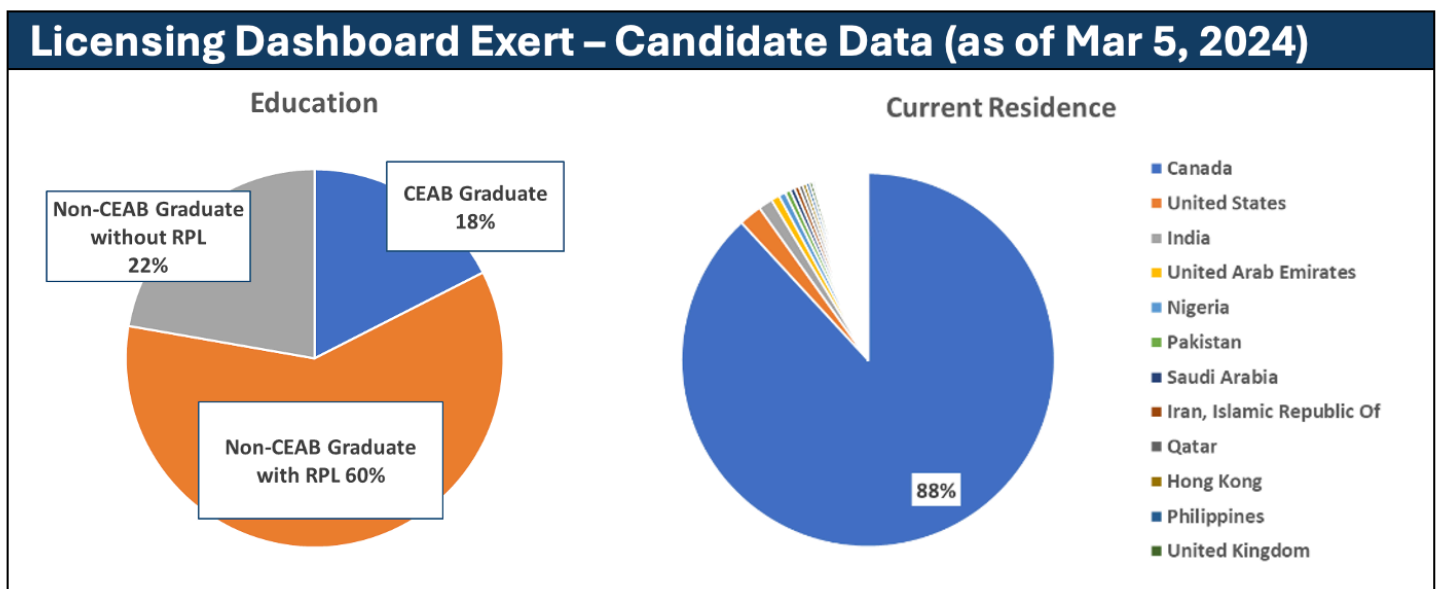
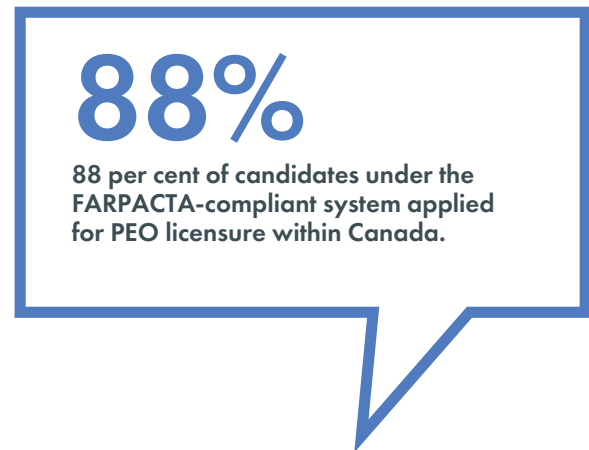


Figure 2: Licensing Dashboard—Candidate Data as of March 5, 2024

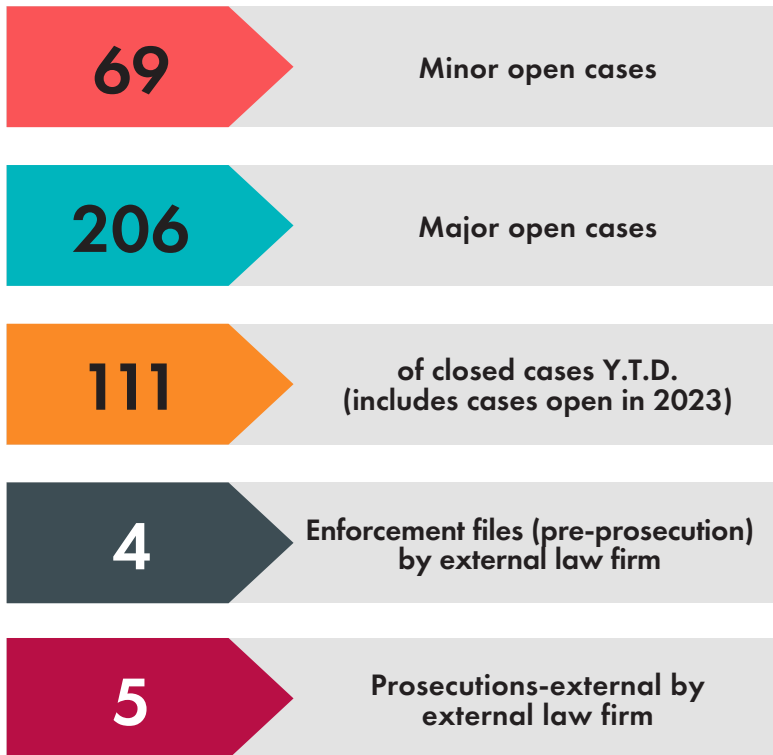


Unlicensed Practice

The Unlicensed Practice (formerly “Enforcement”) department continues to take legal action against unlicensed individuals holding out as engineers, as well as against individuals using engineers’ seals without authorization. Legal action is typically in the form of a warning letter advising the unlicensed individual of their obligations under the *Professional Engineers Act (PEA)*, a prosecution under the *Provincial Offences Act (POA)* and/or the seeking of a court injunction ordering them to stop their unlicensed practice.

Currently, four Unlicensed Practice files are with PEO’s outside counsel for review prior to taking any legal action. Of the files for which legal action has already been commenced, an injunction was recently granted by the courts in one case against an applicant refusing to abide by PEO’s required vetting process. An injunction is also pending against an individual previously convicted in 2018 for violating the PEA and a request for an injunction in a third file will be heard by the courts in mid-April.

One Unlicensed Practice prosecution under the POA is expected to be completed soon on the basis of a plea agreement, and another prosecution is awaiting the result of a parallel civil matter. A third prosecution is expected to commence soon once the information is filed with the court.



COMPLAINTS AND INVESTIGATION STATISTICS

	2022	2023	2024 (March 7)
Complaints Committee (COC) Caseload			
Filed Complaints ¹ not disposed of by COC at previous year-end	105	120	160
Complaints Filed (PEA s. 24. 1(a)) during the Year	96	90	10
Total Caseload in the Year	201	210	170
Total Filed Complaints Disposed of by COC in the Year (for details see <i>COC's Disposition of Complaints</i> below)	81	50	5
Total Filed Complaints Pending for COC Disposition (for details see <i>Status of Active Filed Complaints</i> below)	120	160	165 ²
COC's Disposition of Complaints			
Direct that the matter be referred, in whole or in part, to the Discipline Committee. (PEA s. 24. 2(a))	13	11	0
Direct that the matter not be referred. (PEA s. 24. 2(b))	35	30	5
Take such action as COC considers appropriate in the circumstances and that is not inconsistent with this Act or the regulations or by-laws. (PEA s. 24. 2(c))	33	9	0
COC's Timeliness Regarding the Disposition of the Complaint³			
Complaint disposed of within 90 days of filing	0	0	0
Complaint disposed of 91–180 days of filing	3	1	0
Complaint disposed of after more than 180 days of filing	78	49	5
COC Processing Time – Days from Complaint Filed to COC Disposition (12 mo. rolling avg.)			
Average # Days	554	509	528
Minimum # Days	154	176	252
Median # Days	414	427	461
Maximum # Days	1766	1761	1761

¹Signed Complaint Form filed with the registrar.

²See Figure 4 for further details on active filed complaints.

³Days from Complaint Filed to date COC Decision is signed by COC chair.

Figure 3: Complaints and Investigation Statistics

STATUS OF ACTIVE COMPLAINTS

Active Filed Complaints–Total		165
Complaints filed more than 180 days ago	125	125
Pending Approval and Reason regarding COC Decision	67	
Complaints under active consideration by COC	21	
Completed Investigation ready for COC consideration	4	
Regulatory Compliance Investigation	33	
Complaints filed 91–180 days ago	23	
Pending Approval and Reason regarding COC Decision	3	
Complaints under active consideration by COC	0	
Completed Investigation ready for COC consideration	2	
Regulatory Compliance Investigation	18	
Complaints filed within the past 90 days	17	
Pending Approval and Reason regarding COC Decision	0	
Complaints under active consideration by COC	0	
Completed Investigation ready for COC consideration	0	
Regulatory Compliance Investigation	17	

Figure 4: Status of Active Filed Complaints

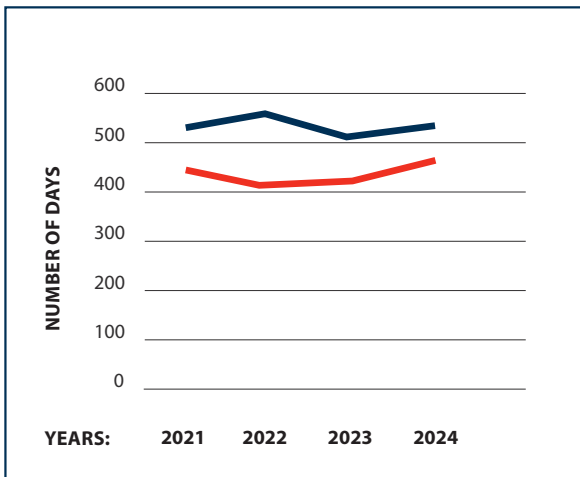
Review by Complaints Review Councillor (PEA s. 26. (s))

According to the Act, where a complaint concerning a member of PEO or a holder of a certificate of authorization, a temporary licence, a provisional licence or a limited licence has not been disposed of by the Complaints Committee (COC) **within 90 days** after the complaint is filed with the registrar, upon application by the complainant or on his or her own initiative, the complaints review councillor may review the treatment of the complaint by the COC.

Glossary of Terms

Complaint Filed–Signed Complaint Form filed with the registrar.
Investigation Complete–Investigation Summary document prepared and complaint file ready for COC consideration.

Complaints and Investigation Statistics as at March 7, 2024



— AVERAGE # DAYS
— MEDIAN # DAYS

Figure 5: Complaint File Processing Times (12-month rolling average) 2021–2024

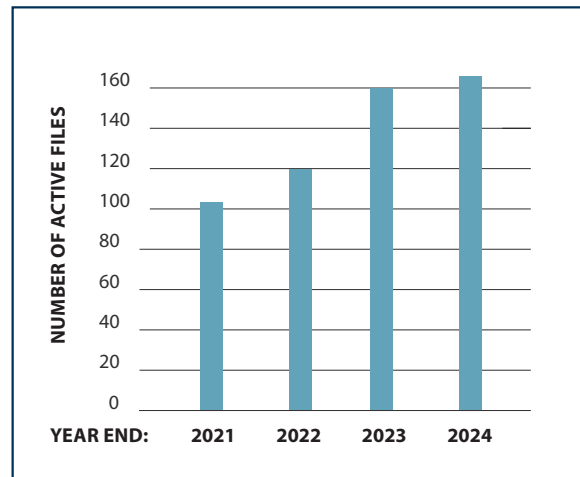
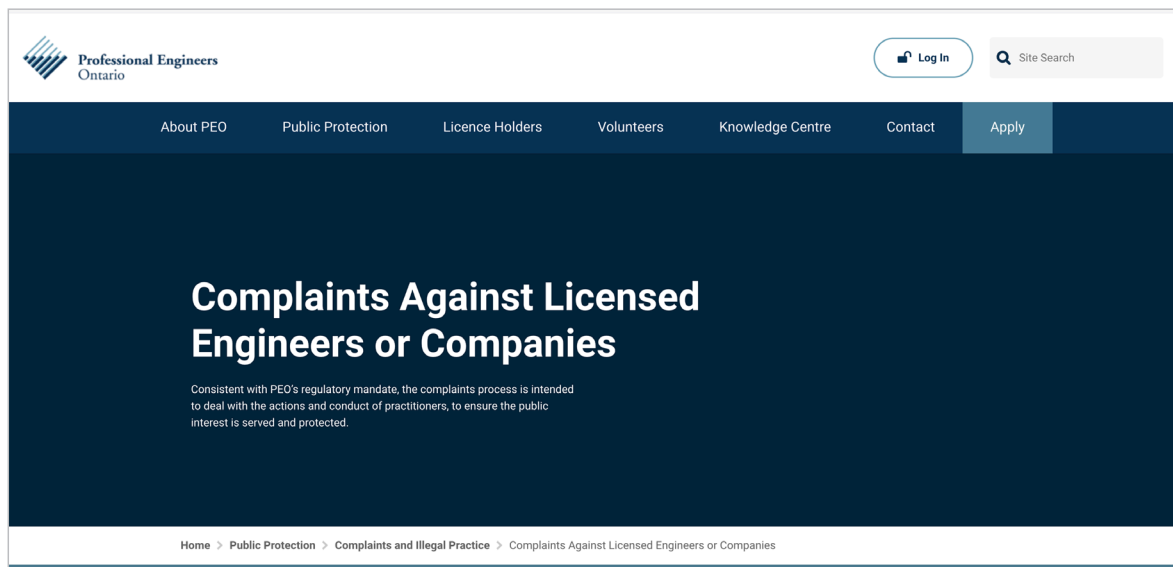


Figure 6: Number of Active Files Year End 2021–2023 and on March 7, 2024.

Improved Complaints Communications

PEO has recently updated its [Complaints](#) webpage to improve clarity on the process for members of the public to submit a complaint. PEO’s adoption of a digital complaints process reflects PEO’s commitment to become an effective, modern regulator.



FINANCE

For the 12 months ending December 31, 2023, revenues earned amounted to \$37.6 million, while expenses incurred totaled \$33.3 million, resulting in an excess of revenue over expenses of approximately \$4.3 million, as shown in Figure 7. The \$5.5 million favorable variance in revenue is largely attributable to a higher-than-expected investment income, P. Eng applications, registration and exams revenues, as well as affinity revenues that PEO has been receiving since 2023.

On the expenses side, total expenses for the twelve months ending December 31, 2023, amounted to \$33.3 million, compared to a

budgeted spend of \$35.6 million, resulting in a favorable variance of \$2.3 million. This favorable variance is mainly due to lower spending on salaries and benefits, chapters and professional development.

Figure 8 shows cash reserves of approximately \$9 million and an investment portfolio of \$29.1 million as of December 31, 2023, in comparison to cash reserves of \$7.6 million and an investment portfolio of \$27.1 million, respectively as of December 31, 2022.

	2023 Actual	2023 Budget	Variance Act vs Budget
TOTAL REVENUES	\$37,571,379	\$32,043,319	\$5,528,060
Operations expenses	\$29,389,712	\$30,521,660	\$1,131,948
Special project and strategic plan exp	\$3,879,859	\$5,083,048	\$1,203,189
TOTAL EXPENSES	\$33,269,571	\$35,604,708	\$2,335,137
Excess of Rev over Exp	\$4,301,808	-\$3,561,389	\$7,863,197

Figure 7: Revenues and expenses as of December 31, 2023

	2023 Actual	2022 Actual	Variance Act Vs Act
Cash	\$8,986,393	\$7,585,346	\$1,401,047
Other current assets	\$1,421,980	\$1,549,606	-\$127,626
Marketable securities	\$29,112,173	\$27,117,590	\$1,994,583
Capital assets	\$27,213,403	\$28,423,601	-\$1,210,198
Total assets	\$66,733,949	\$64,676,143	\$2,057,806
Current liabilities	\$14,967,095	\$16,847,493	\$1,880,398
Long term debt	-	\$362,904	\$362,904
Employee future benefits	\$12,061,100	\$13,260,100	\$1,199,000
Net assets	\$39,705,754	\$34,205,646	\$5,500,108
Total liabilities & net assets	\$66,733,949	\$64,676,143	\$2,057,806

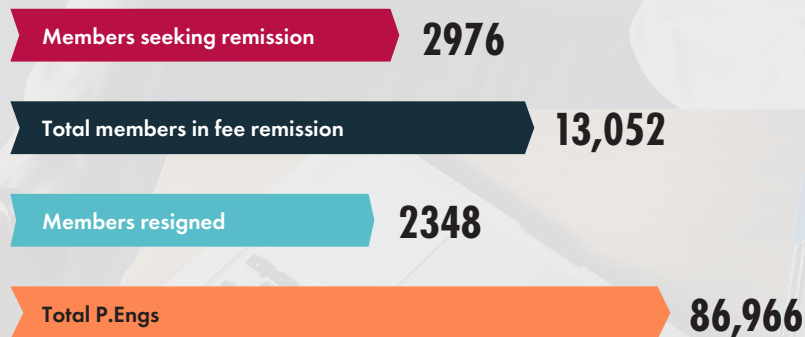
Figure 8: Assets and liabilities as of December 31, 2023

Remissions and Resignations

As of December 31, 2023, the data in Figure 9 shows that the total number of P.Engs in fee remissions was 13,052, down from 13,483 in 2022. Additionally, in 2023, the average monthly number of members seeking remissions was 248, compared to 229 in 2022.

There was a notable increase in resignations in 2023, with an average of 196 resignations compared to 113 in 2022. However, this increase was offset by the number of new P.Engs, resulting in a net increase of P.Engs by 861, reaching 86,966 by December 31, 2023, compared to 86,105 reported on December 31, 2022.

YTD 2023



YTD 2022

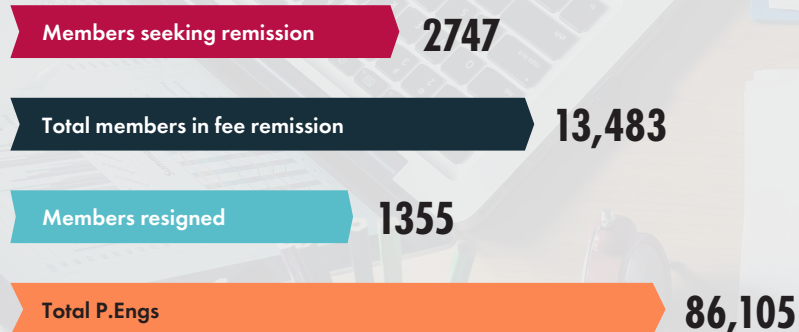


Figure 9: Remissions and resignations as of December 31, 2023

CUSTOMER SERVICE

From January 1, 2024, to the end of February, 74 per cent of inquiries were received via email, 25 per cent through phone calls and 1 per cent from walk-in visits. Moreover, the team helped provide effective and timely service as demonstrated over 94 per cent of direct resolution of inquiries. The team continued to respond to a wide range of inquiries, including support for technical issues, inquiries related to PEO's new licensing process and the PEAK program.

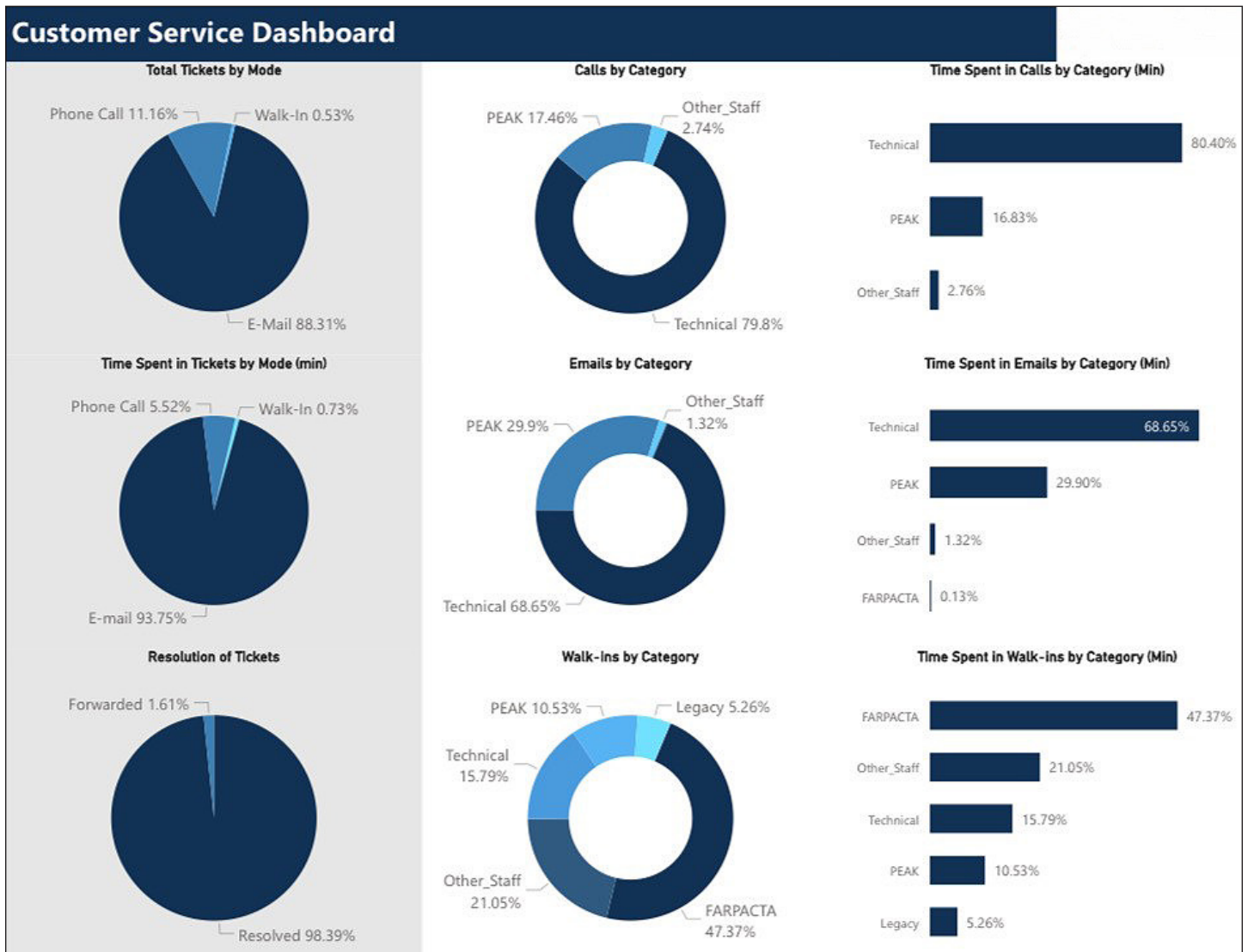


Figure 10: Customer Service Dashboard, January to February 2024

Continuing Professional Development

METRICS FOR	APRIL 2024 *fee remissions exempt from PEAK	2023 YEAR END *incl. fee remissions
Total eligible users	73, 756	82, 317
Completed Practice Evaluation and Professional Practice Model at least once this year	68% completed PE and PPM 6% in progress 26% not yet started	76.5% completed PE and PPM 23.5% did not complete
Compliance	6% with all 3 elements 89% with only 2 elements	51% with all 3 elements *
Declaration	62.4% practising 11.3% not practising 26.3% no declaration	63% practising 20% not practising 17% no declaration

Figure 11: PEAK numbers 2023 year end and April 2024

We continue to support licence holders regarding their annual PEAK requirement. PEO's website has the latest PEAK details, tips and advice, and important announcements are made by email and across our social media channels. Our customer support team continues to respond to emails and phone calls, and the PEAK team delivers presentations to chapters and firms.

This marks the first year that PEAK is enforceable. The timing of enforcement measures is dependent on maximizing compliance so that only those who are persistently and deliberately non-compliant will face sanctions. Once we begin to apply administrative suspensions—on a date to be announced well in advance—affected licence holders will be notified in writing, and their suspension will be posted on the PEO Directory. A suspended licence holder cannot

practise professional engineering or hold as an engineer for the duration of the suspension. However, they can easily lift their suspension by completing their overdue PEAK elements. When the suspension is lifted, they will be notified, and the suspension will be removed from the PEO Directory.

The second enforcement measure available to us is to audit the PEAK declarations made by persons required to complete PEAK. We expect to start auditing the 2024 PEAK declarations starting in 2025. Details about the audit program will be shared as soon as details are available. The PEO web page outlines the practice status options, admissible CPD content and supporting documentation that will prove CPD completion.

Strategic Stakeholder Advisory Group

The process of forming PEO’s new Strategic Stakeholder Advisory Group (SSAG) began earlier this year; roughly 120 individuals have expressed interest, and a selection process is currently underway. Our goal is to ensure diversity on the SSAG in terms of membership, as well as engineering disciplines, geographic locations and levels of experience. Additional members may be added later and/or may be engaged in other ways which draw on their specific expertise.

The SSAG is managed and supported through PEO’s External Relations department. It is established in accordance with directions approved

by Council in 2023. Once populated, the SSAG will support a more comprehensive and far-reaching engagement process on significant regulatory and governance issues. It will provide advice and input on specific initiatives. It will also help to identify other stakeholders and evidentiary sources to be included as part of the policy development process, which generates proposals and options for Council’s consideration.

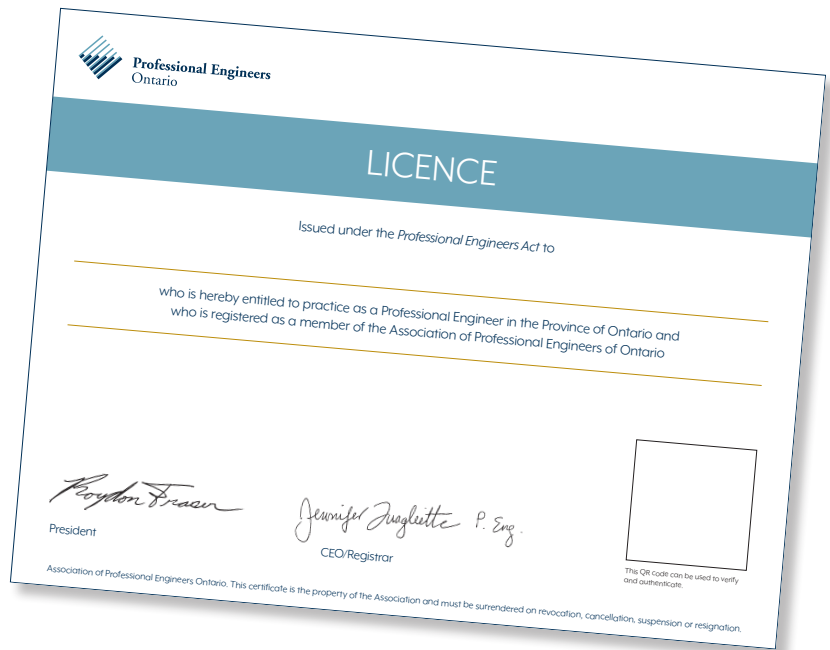
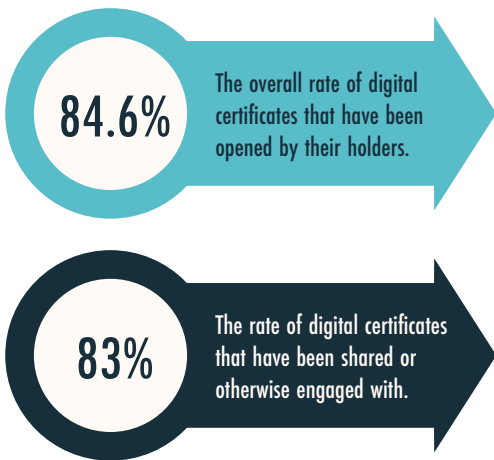
We anticipate that the SSAG will commence its work in the spring of 2024 and will meet as needed throughout the year.

Digital Licence Certificates

In June 2023, PEO introduced digital licence certificates for newly issued P.Engs, temporary licences, limited licences and limited engineering technologists. The digital licence is encrypted, secure and unforgeable and gives PEO licence holders more options to display and share their licence.

On February 21, PEO achieved a milestone by issuing the 3000th digital licence certificate.

Currently, PEO staff are planning the next phase of this project which will offer a digital licence to all PEO licence holders and expand digital licence certificates to include consulting engineers and certificates of authorization.



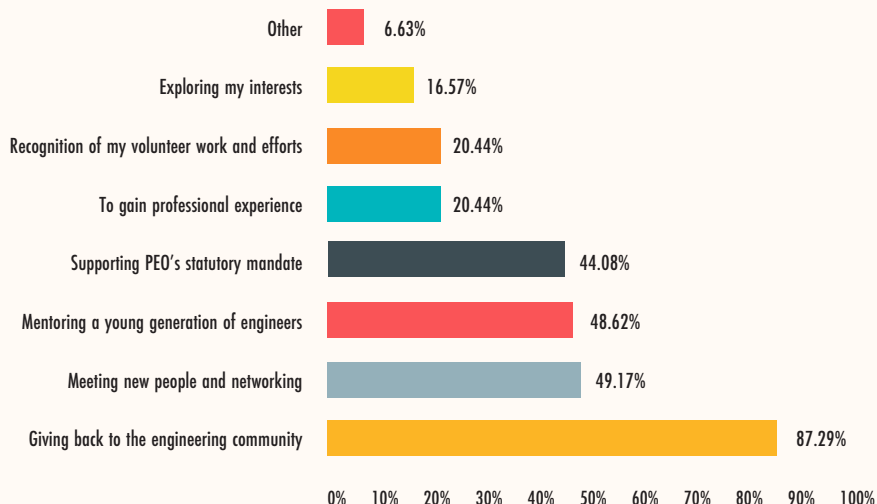
PEO Volunteer Recognition Survey

PEO launched the mandatory PEAK program on January 1, 2023. From December 1, 2023, to January 1, 2024, we surveyed over 700 PEO volunteers for feedback on our Volunteer Recognition Program. Over 181 volunteers provided their time and input into this survey.

In pursuit of continued collaboration and effective engagement with our dedicated volunteers, PEO staff continue to review feedback to develop recommendations and a corresponding action plan.

Over 56 per cent of respondents indicated being satisfied or strongly satisfied with the recognition they receive as a PEO volunteer and are recognized appropriately for reaching key volunteer milestones.

Figure 12: Motivations of PEO Volunteers



Chapters Event Engagement Model

The Chapters Events Engagement Model (EEM) formalizes staff visits to chapter events, including chapter annual general meetings, licence certificate ceremonies and technical symposiums. So far in Q1 2024, staff have attended four chapter AGMs, two combined chapter AGM and certificate ceremonies, and one symposium. Staff have visited events in Brockville, Chatham, Ottawa and the Greater Toronto Area.

Human Resources

To support ongoing improvements to workplace health and safety, PEO's Joint Health and Safety Committee (JHSC) has introduced a new evacuation plan, new fire wardens, training for the co-chairs and monthly inspections. The JHSC will also focus on the mental health and wellness initiatives of all staff in support of a continued culture of psychological safety.

