



Professional Engineers
Ontario

ANNUAL REVIEW 2018



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EXECUTIVE

Interim Registrar

Johnny Zuccon, P.Eng., FEC

Senior executive assistant

Becky St. Jean

LICENSING AND REGISTRATION

Deputy registrar, licensing and registration

Michael Price, MBA, P.Eng., FEC

Manager, admissions

Moody Farag, P.Eng.

Manager, registration

Faris Georgis, P.Eng.

Manager, licensure

Pauline Lebel, P.Eng.

Supervisor, examinations

Anna Carinci Lio

REGULATORY COMPLIANCE

Deputy registrar, regulatory compliance

Linda Latham, P.Eng.

Manager, enforcement

Cliff Knox, MBA, P.Eng.

Manager, complaints and investigations

Ken Slack, P.Eng.

TRIBUNALS AND REGULATORY AFFAIRS

Deputy registrar, tribunals and regulatory affairs

Johnny Zuccon, P.Eng., FEC

Director, policy and professional affairs

Bernard Ennis, P.Eng.

Manager, tribunals

Salvatore Guerriero, P.Eng., LLM

Manager, policy

Jordan Max

Manager, standards and practice

José Vera, P.Eng., MEPP

COMMUNICATIONS

Director, communications

David Smith

Editor, *Engineering Dimensions*

Nicole Axworthy

Manager, communications

Duff McCutcheon

CORPORATE SERVICES

Chief administrative officer

Scott Clark, B.Comm, LLB, FEC (Hon)

Manager, government liaison programs

Jeannette Chau, MBA, P.Eng.

Manager, engineering intern programs

Tracey Caruana, P.Eng.

Acting director, people development

Olivera Tosic, BEd, CHRP

Manager, secretariat

Ralph Martin

Acting manager, chapters

Adeilton Ribeiro, P.Eng.

FINANCE

Director, finance

Chetan Mehta, MS, MBA

Manager, financial services and procurement

Peter Cowherd, CPA, CMA

INFORMATION TECHNOLOGY

Director, information technology

Michelle Wehrle

Manager, information technology

Doria Manico-Daka

Senior IT project manager

Paula Habas

2018-2019 PEO COUNCIL AND ENGINEERS CANADA DIRECTORS

Officers

President

David Brown, P.Eng., BDS, C.E.T., IntPE, MCSCE

Past president

Bob Dony, PhD, P.Eng., FIEE, FEC

President-elect

Nancy Hill, P.Eng., LLB, FEC, FCAE

Vice president (elected)

Marisa Sterling, P.Eng., FEC

Vice president (appointed)

Kelly Reid, P.Eng., IACCM CCMP

Executive Members

Michael Chan, P.Eng.

Ishwar Bhatia, MEng, P.Eng.

Councillors

Councillors-at-large

Roydon A. Fraser, PhD, P.Eng., FEC

Kelly Reid, P.Eng., IACCM CCMP

Gregory Wowchuk, P.Eng.

Northern Region councillors

Ramesh Subramanian, PhD, P.Eng., FEC

Serge Robert, P.Eng.

Eastern Region councillors

Ishwar Bhatia, MEng, P.Eng.

Guy Boone, P.Eng., FEC

East Central Region councillors

Thomas Chong, MSc, P.Eng., FEC,

PMP, FCAE

Keivan Torabi, PhD, P.Eng.

Western Region councillors

Lola Mireya Hidalgo, P.Eng., PMP

Gary Houghton, P.Eng., FEC

West Central Region councillors

Warren Turnbull, P.Eng.

Lisa MacCumber, P.Eng.

Lieutenant governor-in-council appointees

Michael Chan, P.Eng.

Lorne Cutler, MBA, P.Eng.

Qadira C. Jackson Kouakou,
BA, BSW, LLB

Tim Kirkby, P.Eng., FEC

Lew Lederman, QC

Iretomiwa Olukiyesi, P.Eng.

Nadine Rush, C.E.T.

Marilyn Spink, P.Eng.

ENGINEERS CANADA DIRECTORS

Annette Bergeron, P.Eng., FEC

David Brown, P.Eng., BDS, C.E.T.,
IntPE, MCSCE

Danny Chui, P.Eng., FEC

Christian Bellini, P.Eng., FEC

Rakesh K. Shreewastav, P.Eng., AVS, FEC



Recyclable where facilities exist



David Brown, P.Eng., BDS,
C.E.T., IntPE, MCSCE
President

HISTORICALLY, PRESIDENTS take this opportunity to enlighten members about what we (Council) have accomplished during the year. However, as my term as president concludes, it behooves me to remain true to myself and have each of us consider what has yet to be accomplished and why we, as a professional regulator, need to consider the organizational risks should we not continue to move forward with significant

change. As many of you are well aware, I have made it abundantly clear since day one in this office that we must modernize ourselves as a regulator or go the way of the dodo bird. This is a reality with evidence mounting all around that change is necessary for our survival.

As a practising structural engineer and principal and founder of an engineering construction firm, I believe much of what truly needs to be changed at PEO would have been long since completed if PEO operated like a business. As much as I feel we have begun to make some inroads, the truth is that a highly traditional organization like PEO, similar to most regulators, we are slow to accept any change let alone the significant change we require now. Unfortunately, and as I have noted in a number of my president's messages in *Engineering Dimensions*, the regulatory environment is changing below our feet. I have argued and continue to argue, that the "train" has already left the station and we need to decide if we want to wave goodbye or run immediately down the platform to try and catch it.

As serious as I continue to believe our situation to be, there have been a few positive signs of progress this year. For example, Council took the bold step of approving an external regulatory performance review, which began early in 2019. The report, including findings and recommendations, is scheduled to be presented to Council in June 2019. Although I strongly believe we need to have a full external governance review of PEO, as do other stakeholders (the Ontario Society of Professional Engineers and Consulting Engineers of Ontario), I felt the external regulatory review to be a good starting point given my time limitations in this office. We need to assess our regulatory performance—specifically with respect to licensing and enforcement, major components of our core mandate under the *Professional Engineers Act*. These are specific areas that

I believe will need to be overhauled and modernized in the coming years.

The year has had its challenges on a number of fronts. A decade-long period with a static P.Eng. licence fee—without so much as a cost of living increase—has finally caught up to us and Council has begun a review process of this issue. As an interim solution, Council approved an increase of all fees by 20 per cent, which only equates to the compounded cost of living increases since we last raised fees. In other words, this only brings us back to zero after almost 10 years of fixed member fees. The next step is to formally address a reasonable fee increase structure based on a properly formulated business plan that incorporates a renewed focus on our regulatory activities as mandated under the act. PEO has experienced years of what I like to refer to as "scope creep" and a properly coordinated strategic plan against our mandate and finances is needed going forward.

We must accelerate progress towards meaningful change to align ourselves with modernized regulatory frameworks. PEO has much to do in the near future to remain relevant to the public and demonstrate that we are moving away from a member-centric club to that of a progressive regulator with the public interest as our primary focus. After all, is this not our primary mandate under the act?

I did not seek out the role of PEO president to pad my résumé. Rather, I have spent the last six years of my life volunteering thousands of hours to this great organization because I truly believe it can be a national leader in engineering regulation; however, we are far from that today.

Thank you to my predecessors for their sage advice as well as to my Council colleagues for putting their faith in me as their chair. I wish incoming president Nancy Hill, P.Eng., LLB, FEC, FCAE, much success during her term. It has been my great pleasure and honour working with all of you to lead our shared profession over the 2018-2019 term.

Thank you for the opportunity.

A handwritten signature in black ink, appearing to read 'DB' followed by a flourish and 'P.ENG.' written in a smaller, simpler font.



Johnny Zuccon, P.Eng., FEC
Interim Registrar

THE PAST YEAR WAS BOTH

transitional and challenging for PEO. Beginning in February 2018, I was appointed interim registrar following the departure of former registrar Gerard McDonald, P.Eng., who left to become CEO of Engineers Canada.

My sincere thanks to all PEO staff and volunteers—councillors, task force and committee members, and

chapter volunteers—for their selfless and dedicated work in helping guide and direct the association over the past year.

Practice Evaluation and Knowledge (PEAK) Program

March 31, 2018 represented the first-year anniversary of PEO's PEAK program. The program was established to improve PEO's data about licence holders' practice profiles while encouraging continuing knowledge development. As of that date, 33 per cent of licence holders had completed the practice declaration element of the program, with 75 per cent self-declaring as practising. Of this group, 93 per cent of practitioners completed the practice evaluation questionnaire and received a recommended number of hours of continuing knowledge activity, 22 per cent of whom reported some continuing knowledge activities to PEO. Sixty per cent of all program participants in the first year viewed the online ethics module. As year two of the program nears its completion, data from March 31, 2018 to December 31, 2018 showed that 20 per cent of licence holders declared their practice status with 79 per cent self-declaring as practising. Of this group, 84 per cent of practitioners completed the practice evaluation questionnaire and received a recommended number of hours of continuing knowledge activity, 46 per cent of whom reported some continuing knowledge activities to PEO. Seventy-two per cent of all program participants viewed the online ethics module during this time.

Licensing

The past year witnessed the highest number of new engineering licences issued in PEO history. Of the 2649 licences issued in 2018:

- 1719 were granted to graduates from Canadian Engineering Accreditation Board (CEAB)–approved post-secondary engineering programs;
- 930 were granted to graduates of non-CEAB programs;
- 2178 recipients were male; and
- 471 recipients were female.

External regulatory review

In September, Council approved a motion to undertake an external regulatory review to identify any gaps between the association's current practices and the processes, procedures and policies exhibited by the best regulators. Led by international regulatory expert Harry Cayton, the review will assess PEO's performance against our statutory mandate and legislative requirements, our internal policies and the standards of good regulation across our core regulatory functions:

- Licensing and registration;
- Complaints, discipline, compliance and enforcement; and
- Professional standards.

The final report is expected to be presented to Council in June and will be publicly available on our website.

Enforcement

In 2018, charges were filed in relation to three enforcement files, in addition to five matters that carried over from 2017. Charges were withdrawn or dismissed in three matters and two matters proceeded to prosecution, resulting in findings of guilt against an individual illegally using the title of professional engineer and a former member using a professional engineer's seal on documents submitted to a city building department. To promote the role of the regulatory compliance department and its enforcement activities, PEO published a *Guide to Enforcement Reporting*.

2018-2020 Strategic Plan

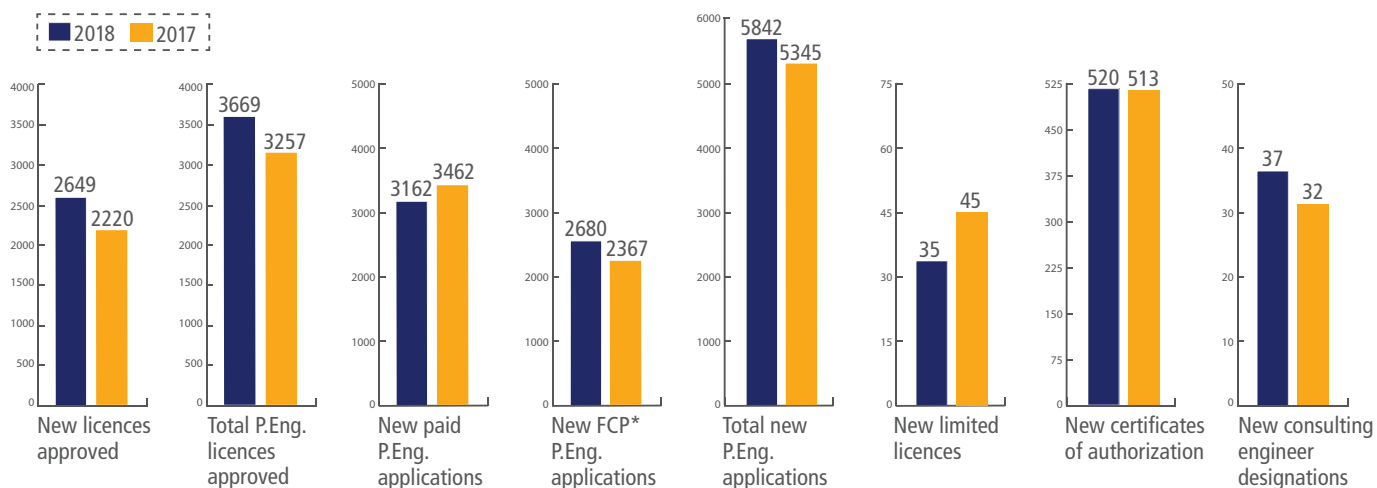
Developed after two years of stakeholder consultation, PEO's 2018-2020 Strategic Plan focuses on nine strategic objectives covering three priority areas: protecting the public interest, engaging stakeholders and advancing PEO's mission. The plan's strategic objectives include:

- Refining the Practice Evaluation and Knowledge program;
- Heightening delivery of PEO's enforcement efforts;
- Enhancing PEO's public image;
- Engaging PEO chapters as a regulatory resource;
- Increasing influence in regulatory matters;
- Augmenting the applicant and licence holder experience;
- Redefining the volunteer leadership framework;
- Creating a seamless transition from student member to EIT to licence holder; and
- Enhancing PEO's corporate culture.

Despite Council's decision to defer implementation of the new plan due to budget constraints and cost-reducing measures, significant strides were made on several related initiatives, most notably PEO's website redesign project, the Public Information Campaign Task Force, the external regulatory performance review and the 30 by 30 Task Force.

A handwritten signature in black ink that reads "Johnny Zuccon P.Eng." The signature is fluid and cursive, with the first name being the most prominent.

2018 STATISTICS AT A GLANCE



*Financial Credit Program

ENFORCEMENT

Activity	2018	2017
Files carried over from previous year	375	340
Files opened	548	488
Violation type (%)		
Title	96%	94%
Practice	2%	2%
Both title and practice	2%	4%
Source of inquiry		
PEO staff initiated	67%	65%
Public	33%	35%
Files closed	596	453
Compliance achieved (%)	98%	98%
Files to carry over at December 31	327	375
Enforcement prosecutions	2018	2017
Matters from previous year	5	0
New charges or applications filed	3	10
Matters withdrawn	3	4
Court prosecution	2	1
Matters carried over at December 31	3	5

COMPLAINTS COMMITTEE

Activity	2018	2017
Complaints filed	58	63
Complaints disposed of by committee	53	73
Referred to Discipline Committee	5	8
Not referred to Discipline Committee and no other action taken	28	44
Not referred to Discipline Committee and other action taken	20	21

COMPLAINTS REVIEW COUNCILLOR

Activity	2018	2017
Applications for review	4	3
Dismissals without a review	0*	2
Notices to conduct a review	0*	5
CRC reports issued	0*	1
Caseload	10	6
Examinations under section 26(1)	0	0

*only completed reports are included for the purposes of this annual report; 6 pending applications were received on May 25, 2018; 5 reports are currently being reviewed by CRC's lawyer.

REGISTRATION COMMITTEE

Activity	2018	2017
Requests for hearings	0	3
Pre-hearing conferences held	1	2
Matters pending (caseload)	1	6
Hearings completed	2	3
Written final decisions issued	2	5

DISCIPLINE COMMITTEE

Activity	2018	2017
Matters referred to discipline	5	8
Pre-hearing conferences held	7	8
Matters pending (caseload)	8	14
Written final decisions issued	11	10

TIME FOR CHANGE

EXTERNAL REGULATORY REVIEW

In September, Council approved contracting an international advisor to the United Kingdom-based Professional Standards Authority (PSA) to conduct a comprehensive review of PEO's performance as a regulator. The idea to seek an external regulatory effectiveness review to identify the gaps between the association's current practices and the processes, procedures and policies exhibited by the best regulators, was first discussed and gained support at the Council Workshop in June.

The review comes as regulators across Ontario and Canada have had their regulatory performance questioned or curtailed by provincial governments. An external review is intended to assist PEO Council in identifying regulatory effectiveness issues for action in 2019 and beyond.

Preliminary work began in December with the balance to be done in 2019. This will include a review of PEO documents, observing meetings of Council and relevant regulatory committees, and interviews with key staff and volunteer leaders. The review will conclude with the issuance of a report with recommendations to Council in June 2019.

PSA, an independent body accountable to the UK parliament, was enacted in 2002 to oversee the work of nine regulatory bodies that regulate health professionals in the UK and social workers in England. They have since become recognized for setting the standards for regulatory reviews and have been contracted by numerous regulators across Ontario, British Columbia and Australia. PSA's international advisor, Harry Cayton, was chief executive of PSA from 2007 to 2018 and is part of the three-member team undertaking the review of PEO.

INTERIM REGISTRAR APPOINTED

In February, PEO appointed long-serving employee Johnny Zuccon, P.Eng., FEC, as interim registrar. Zuccon, who served as deputy registrar of tribunals and regulatory affairs since 1995, took over for departing Registrar Gerard McDonald, P.Eng., who, in December 2017, announced he was leaving PEO to become chief executive officer of Engineers Canada. PEO opened an executive search for a new registrar and Zuccon served on an interim basis for the remainder of the year while a search for a permanent registrar was conducted.

FIRST YEAR REPORT ON PEAK PROGRAM

At its June meeting, Council received the results of the first year of operation of the Practice Evaluation and Knowledge (PEAK) program—an annual program launched on March 31, 2017 to improve the association's data about members' engineering practice profiles while encouraging individual continuing knowledge development. As of April 30, 27,283 licence holders (33 per cent of all licence renewals) completed the first element of the PEAK program—the practice declaration. Of this group, 93 per cent of practitioners completed the practice evaluation questionnaire and received a recommended number of hours of continuing knowledge activity, 22 per cent of whom reported some continuing knowledge activities to PEO. Sixty per cent of all program participants in the first year viewed the online ethics module. The first-year report included improvements and planned activities for the coming year, such as a new ethics module and a survey of non-practising licence holders that will collect information on the reasons why they are not engaged in



PEO'S 2018-19 COUNCIL

Back row, left to right: Lorne Cutler, P.Eng., MBA; Roydon A. Fraser, PhD, P.Eng., FEC; Keivan Torabi, PhD, P.Eng.; Gregory Wowchuk, P.Eng.; Michael Chan, P.Eng.; Ramesh Subramanian, PhD, P.Eng., FEC; Tomiwa Olukiyesi, P.Eng.; Marisa Sterling, P.Eng., FEC; Ishwar Bhatia, MEng, P.Eng.; Serge Robert, P.Eng.; Warren Turnbull, P.Eng.; Guy Boone, P.Eng., FEC; Lew Lederman, QC. **Front row, left to right:** Lola Mireya Hidalgo, P.Eng., PMP; Nadine Rush, C.E.T.; Thomas Chong, MSc, P.Eng., FEC, FCAE, PMP; Kelly Reid, P.Eng., IACCM CCMP; Nancy Hill, P.Eng., LLB, FEC, FCAE; David Brown, P.Eng., BDS, C.E.T., IntPE, MCSCE; Bob Dony, PhD, P.Eng., FIEE, FEC; Lisa MacCumber, P.Eng.; Marilyn Spink, P.Eng.; Qadira C. Jackson Kouakou, BA, BSW, LLB. **Absent:** Gary Houghton, P.Eng., FEC; Tim Kirkby, P.Eng.

professional engineering practice. No recommendation was made to move forward with a referendum to make the program mandatory. The second year of the program began on April 1, 2018. Complete information on the PEAK program is available at www.peopeak.ca.

2019 OPERATING BUDGET APPROVED

At its November meeting, Council approved the draft 2019 operating budget after incorporating major cost-saving and revenue-generating measures. The draft budget was presented to Council by the Finance Committee with a \$2.5 million deficit before Council discretionary spend items and a deficit of \$5.1 million after Council discretionary expenses. The main reasons for the deficit were:

- The modest increase in membership revenue over the past several years has not kept pace with costs for operations;
- An increase in costs for consultants due to the spend on the regulatory review;
- An increase in costs for computers and telephones, software and server support contracts, and non-capital hardware purchases; and
- An increase in the scope and breadth of PEO operations. Several new initiatives have become part of regular operations over the course of the past several years, such as the Practice Evaluation and Knowledge (PEAK) program, which was introduced in 2017 but became part of regular operations in 2018.

To address the shortfall in 2019, Council approved the elimination of several activities, including: PEO's annual Queen's Park Day reception, Education Conference, Education Committee meetings, regional viewing meetings for all-candidates webcasts for Council elections and Engineering Innovation Forum event funding. Council approved suspending the Governance Working Group Phase 1 and Emerging Discipline Task Force for one year and reducing budgets by 10 per cent for major conferences, such as the Annual General Meeting, Chapter Leaders Conference, Volunteer Leaders Conference, Committee Chairs Workshop and PEO Student Conference, and for chapters, northern and western regional offices, several non-statutory and non-board committees and task forces, and programs such as the Student Membership Program, Licensure Assistance Program, and chapter scholarships.

Council further approved implementing a \$10 convenience fee for all credit card transactions, increasing application, engineering intern and exam fees by 20 per cent and charging fees for interviews to waive technical examinations. The combined actions are expected to reduce the 2019 operating budget deficit to \$860,000, which will be funded by PEO's operating reserve.

TRIO OF REGULATION CHANGES

PEO received cabinet approval in 2018 for a record three sets of changes to Regulation 941, pertaining to Council term limits, fees transfer to bylaw and a French translation of the regulation itself.

Council term limits (O. Reg. 35/18)

On July 1, regulation changes came into effect that implement councillor term limits. In general, the changes place a cumulative limit of six years for an individual to be on PEO Council, regardless of what position they held. This is followed by a minimum waiting period of six years before seeking election for

another Council position. However, a former Council member can run for vice president or president-elect immediately. A president is now limited to one term of office, and a vice president must wait another 10 years before running for the same position. The changes, which were presented by the Council Term Limits Task Force at the June 2017 meeting as part of its final report, were subsequently approved by Council and applied to the 2019 Council elections nominations. Regulation changes were required to implement these new rules, which were approved unanimously by Council on February 2, 2018.

Fees transfer bylaw (O. Reg. 36/18)

In 2010, through the *Open for Business Act*, Council and the government passed amendments to sections 7(1)25 and 8(1)16 of the *Professional Engineers Act* (PEA) to change the authority for making changes to its fees from regulations to bylaws; however, it was not proclaimed due to another change to the members' bylaw confirmation threshold in section 8(3). Without this change, if PEO wanted to make any changes to its fees, it had to get permission from the provincial government by amending Regulation 941.

The legislature's passage of the *Stronger, Fairer, Ontario (Budget Measures) Act, 2017* on December 14, 2017, included a change to section 8(3) of the PEA, which returned PEO's bylaw confirmation threshold to its pre-2010 level of majority of the members voting. This made it possible to proclaim the 2010 changes, allowing Council to set fees through passing bylaws rather than through making regulations. To do so, Regulation 941 had to be amended to remove all remaining prescribed fees and to refer instead to fees as specified in the bylaw at the same time.

At its February meeting, Council approved those regulation changes (the bylaw was simultaneously amended by Council on the same date to add those same fees), coming into effect on April 1. For sections where the fee payable was one of a list of requirements respecting a matter prescribed by Regulation 941, the fee prescribed in regulation was changed to a reference to the "fee specified in the bylaw." Accordingly, sections 79.1 to 80 and sections 82 to 87 were concerned exclusively with fee amounts and were revoked.

The current fee amounts were transferred intact to section 39 of By-Law No. 1, while the requirement to pay fees for licence, certificate of authorization and consulting engineer designation applications and renewals as well as for examinations remain in Regulation 941. Council now has the authority to pass bylaws to change fees unless it requires and specifies a confirmation vote by the members under the rules in section 8(3) of the PEA.

French version (O. Reg. 305/18)

In March 2018, Council approved a French version of Regulation 941, which included the two recent regulation changes mentioned above, and which became effective on July 1. The French version introduced a feminine term ("ingénieure") for seals in section 52 and for titles in section 55.1 as well as for consulting engineer ("ingénieur-conseil" or "ingenieure-conseil") and their plural forms in sections 59, 67-69 and 71. The *Professional Engineers Act* has had a French version since 1991.



Incoming PEO President David Brown, P.Eng., BDS, C.E.T. (right), receives the ceremonial gavel from outgoing president Bob Dony, PhD, P.Eng., FEC, at PEO's 96th Annual General Meeting.

ENFORCEMENT

The number of enforcement files increased while outreach to engineering students and licence applicants was expanded. Enforcement is action PEO takes against individuals or entities who practise professional engineering without a licence or lead others to believe they are qualified to do so, or who offer professional engineering services without holding a certificate of authorization (C of A).

With few exceptions, only PEO

licence holders can practise professional engineering and only people or entities holding a C of A issued by PEO can offer or provide professional engineering services to the public.

In 2018, charges were filed in relation to three enforcement files, in addition to five matters that carried over from 2017. Charges were withdrawn or dismissed in three matters and two matters proceeded to prosecution:

- In February, the Ontario Court of Justice fined Kevin Kirk Smith of Toronto for using the title of professional engineer and displaying a forged licence certificate in his place of work.
- In May, the Ontario Court of Justice found a former member guilty of using a professional engineer's seal on documents submitted to a city building department.

To further promote the role of the regulatory compliance department and its enforcement activities, PEO published in 2018 its *Guide to Enforcement Reporting*.



30 BY 30 TASK FORCE

In September, Council approved a revised version of the terms of reference and action plan for PEO's 30 by 30 Task Force, which were originally approved at the February 2, 2018, Council meeting. The 30 by 30 Task Force was created to support Engineers Canada's 30 by 30 initiative, a commitment to raising the percentage of newly licensed engineers in Canada who are women to 30 per cent by 2030, and to develop and act on a plan for PEO to help resolve the inequity. When the original terms of reference were written, it was believed the task force would be working jointly with Ontario's engineering advocacy body, the Ontario Society of Professional Engineers. It was subsequently determined that PEO would work on a separate but complementary action plan focusing on licensing, and each organization will inform the other of their progress.

NEW PRACTICE GUIDELINE

In February, Council approved publication of the new practice guideline *Assuming Responsibility and Supervising Engineering Work*, a draft of which was approved by PEO's Professional Standards Committee in November 2017.

The guideline defines best practices for engineers who assume responsibility for professional engineering work of unlicensed persons, and for engineers who supervise engineering services in consideration of the *Professional Engineers Act*. All PEO practice guidelines and performance standards are available on the website at www.peo.on.ca/index.php/ci_id/30386/la_id/1.htm.



STRATEGIC PLAN

Input from PEO committee volunteers was solicited to give effect to the nine strategic objectives contained in the association's 2018-2020 Strategic Plan. Over 60 proposals were received, which were then reviewed by PEO's senior management team. Nine projects were subsequently recommended to Council in September, however, the funding for implementing these initiatives was postponed by Council in November as part of its cost-reducing decisions. Thus, further implementation of the 2018-2020 Strategic Plan was deferred.

EIR PROGRAM TRANSFER

At its September meeting, Council approved transferring the ownership of PEO's Engineer-in-Residence (EIR) program to Engineers of Tomorrow, which has been managing the program as a service provider since August 2014. The EIR program, PEO's flagship education outreach program, matches professional engineers with Ontario schools to provide hands-on engineering

presentations. When the EIR program service providers contract ended on July 31, Engineers of Tomorrow expressed an interest in taking over the program as an external organization rather than as a service provider to PEO. With the motion to transfer ownership, Council also approved donating the remaining \$22,000 that was approved in the 2018 budget for the EIR program to Engineers of Tomorrow in support of the program.

GOVERNMENT LIAISON PROGRAM

The Government Liaison Program (GLP) enjoyed another successful year of promoting PEO’s legislated mandate to decision makers in government.

First Professional Engineers Day

Led by the Ontario Society of Professional Engineers, the Ontario legislature unanimously passed a motion to declare March 1 as Professional Engineers Day in Ontario. This is the first time the Ontario government has declared a day for a profession. PEO’s GLP chairs helped support this initiative by contacting their local MPP’s and asking for their support of the motion.

PEO celebrates 96th anniversary at Queen’s Park

PEO’s 12th annual Queen’s Park reception held on October 24 was the first opportunity for many PEO representatives to meet MPPs and cabinet ministers who were newly elected in the June 7 provincial election. The event—which is organized to celebrate the growing relationship between the government and the Ontario engineering regulator through its Government Liaison Program (GLP)—attracted 40 MPPs, including several cabinet ministers.

Parliamentary Assistant to the Attorney General Lindsey Park, MPP (Durham), represented Attorney General Caroline Mulroney at the reception. New Democratic Party Deputy Leader Sara Singh, MPP (Brampton Centre) and critic for the attorney general, spoke of the role of engineers and PEO in public safety. Liberal Interim Leader John Fraser, MPP (Ottawa South), thanked engineers for their work. Green Party Leader Mike Schreiner, MPP (Guelph), recognized the contributions that engineers can make to help combat climate change.

PEO-OSPE Government Relations Conference

On October 24, PEO and the Ontario Society of Professional Engineers (OSPE) jointly hosted members of PEO’s GLP and OSPE’s Political Action Network (PAN) at the second annual Government Relations Conference at the University of Toronto’s Hart House. The conference, whose theme was “Engineers working together for a better future,” was designed to help GLP and PAN members foster strong relationships with the new MPPs who were elected to Queen’s Park in the June 2018 election, 74 of them for the first time, and receive government relations training. Attendees

at the day-long event witnessed expert panels of politicians, public relations officials, journalists and PEO and OSPE staff.

Take Your MPP To Work Day

PEO’s innovative “Take Your MPP to Work Day” program continued to be popular with both chapter members and politicians. Since 2013, individual MPPs have been invited by their local PEO chapters to visit companies who employ professional engineers to learn more about PEO, the work that professional engineers do in their local community, and how they impact public safety. Seven Take Your MPP to Work Days were held in 2018 by members of the Algonquin, London, Windsor-Essex, Chatham-Kent, Oakville, Mississauga and Sudbury chapters.



In December, the Chatham-Kent Chapter hosted a ‘Take your MPP to Work Day’ event with Rick Nicholls, MPP Chatham-Kent/Leamington at the South Chatham-Kent Water Treatment Plant. **Pictured are, left to right:** Tyler Ouellette, lead facility operator; Robin Dudley, facility manager, South Chatham-Kent Water Treatment Plant, Rick Nicholls, MPP Chatham-Kent/Leamington; Tim Sunderland, general manager, South Chatham-Kent Water Treatment Plant; Jeannette Chau, P.Eng., manger, government liaison programs, PEO; Shafquat Alam, P.Eng., chapter executive member, Chatham-Kent Chapter; and Haris Ahmadzai, P.Eng., chapter vice chair and GLP chair, Chatham-Kent Chapter.

The Register at December 31, 2018
 Total P.Eng. licences **83,775**
 Certificates of authorization **5753**
 Provisional licences **28**
 Consulting engineer designations **980**
 Engineering interns **15,003**
 Limited licences **343**
 Temporary licences **97**

2018 Committee, Task Force, Task Group Reports
 Annual reports of PEO committees, task forces and task groups will be provided at the 2018 PEO Annual General Meeting and posted on the PEO website at www.peo.on.ca.

ABBREVIATED FINANCIALS

BALANCE SHEET

as at December 31, 2018

		Notes	2018	2017	
ASSETS	CURRENT	Cash in interest-bearing accounts	\$ 2,773,438	\$ 2,353,902	
		Marketable securities, at fair value	6,819,008	6,806,699	
		Accounts receivable	433,467	426,729	
		Prepaid expenses and deposits	404,162	389,089	
		Other assets	456,308	401,256	
		10,886,383	10,377,675		
	Capital assets	3	34,615,613	35,078,815	
TOTAL ASSETS			45,501,996	45,456,490	
LIABILITIES	CURRENT	Accounts payable and accrued liabilities	15	2,215,435	1,787,457
		Fees in advance and deposits		9,250,525	9,048,378
		Current portion of long-term debt	5	5,607,000	980,000
				17,072,960	11,815,835
	LONG TERM	Long-term debt	5	—	5,607,000
		Employee future benefits	6	11,276,600	11,939,100
			28,349,560	29,361,935	
Net Assets		7	17,152,436	16,094,555	
Total liabilities and net assets			45,501,996	45,456,490	

STATEMENT OF CASH FLOWS

year ended December 31, 2018

		Notes	2018	2017	
OPERATING	Excess (deficiency) of revenue over expenses		\$ 123,081	\$ (25,788)	
	Add (deduct) items not affecting cash				
	Amortization		2,208,919	2,232,686	
	Amortization—other assets		77,339	68,852	
	Employee future benefits expensed		1,222,000	1,218,555	
	Change in unrealized losses (gains) on marketable securities		181,017	(190,013)	
	(Gains) Losses on disposal of marketable securities		(24,005)	71,931	
			3,788,351	3,376,223	
	Change in non-cash working capital items		10	608,314	107,844
			4,396,665	3,484,067	
FINANCING	Repayment of mortgage		(980,000)	(952,000)	
	Contributions to employee future benefit plans		(949,700)	(1,173,200)	
			(1,929,700)	(2,125,200)	
INVESTING	Net change in marketable securities		(169,321)	(135,971)	
	Additions to capital assets		(1,745,717)	(249,576)	
	Additions to other assets		(132,391)	(68,743)	
			(2,047,429)	(454,290)	
Increase in cash			419,536	904,577	
Cash, beginning of year			2,353,902	1,449,325	
Cash, end of year			2,773,438	2,353,902	

**STATEMENT OF REVENUE, EXPENSES AND CHANGES
IN NET ASSETS year ended December 31, 2018**

		Notes	2018	2017
REVENUE	P.Eng. revenue		\$ 15,731,903	\$ 15,444,463
	Application, registration, examination and other fees		6,966,526	6,450,742
	Building operations	4	2,058,844	2,386,379
	Advertising income		270,005	269,958
	Investment income		64,460	287,341
			25,091,738	24,838,883
EXPENSES	Staff salaries and benefits/retiree future benefits	9	11,778,442	11,742,284
	Building operations	4	2,494,427	2,401,801
	Purchased services		1,620,259	1,492,430
	Amortization		1,210,440	1,280,598
	Legal (corporate, prosecution and tribunal)		1,072,994	913,788
	Engineers Canada		982,774	960,080
	Computers and telephone		968,239	854,024
	Occupancy costs	4	885,083	817,268
	Chapters	13	817,850	887,498
	Volunteer expenses		726,230	738,032
	Transaction fees		544,817	536,201
	Postage and courier		529,756	638,415
	Contract staff		305,197	189,353
	Consultants		235,196	459,679
	Recognition, grants and awards		141,498	178,010
	Office supplies		134,263	132,120
	Insurance		127,030	116,481
	Printing		102,310	113,406
	Advertising		99,268	156,729
	Staff expenses		88,055	100,522
Professional Development		86,057	120,985	
		24,950,185	24,829,704	
Excess of revenue over expenses before the undernoted			141,553	9,179
	Council discretionary reserve expenses	8	18,472	34,967
Excess (deficiency) of revenue over expenses			123,081	(25,788)
Remeasurement and other items			934,800	80,755
Net assets, beginning of year			16,094,555	16,039,588
Net assets, end of year			17,152,436	16,094,555

* The above information is an abbreviated version of PEO's 2018 financial statements. The full report appears in the May/June 2019 issue of *Engineering Dimensions* and on PEO's website. Financials approved by Council.

CHAPTER HIGHLIGHTS

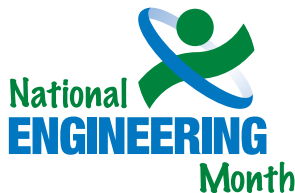
PEO's 36 chapters connect members-at-large with PEO Council and provide a local presence for engineering. In 2018, chapter volunteers organized licence presentation ceremonies, hosted technical seminars and social events, provided a forum for members to exchange knowledge and ideas, and offered professional networking opportunities.

Members involved in PEO chapter activities also continued a long-standing tradition of donating their time, energy and expertise to promoting awareness among grade school students of the engineering profession and the role of science, technology, engineering and math in their daily lives.

Professional Engineers' Day Symposium

The positive disruption brought on by innovators dominated discussion on January 26 at the annual Professional Engineers' Day Symposium in North Bay. Organized by PEO's North Bay Chapter and the Ontario Association of Certified Engineering Technicians and Technologists (OACETT), the event was held under the theme "Innovation and Mavericks." Nearly 100 engineers, technicians and technologists participated. Innovators and mavericks were represented in the presentations by companies such as Cementation, Hardline Solutions and Metric Aid. There were also presentations on entrepreneurship and funding opportunities. Among the guests bringing greetings were MP Anthony Rota (Nipissing-Timiskaming), North Bay Mayor Al McDonald, Ontario Society of Professional Engineers President and Chair Jonathan Hack, P.Eng., OACETT President-elect Kim Pickett, C.E.T., PEO President-elect David Brown, P.Eng., BDS, C.E.T., and outgoing PEO Registrar Gerard McDonald, P.Eng.

National Engineering Month



March marked another exhilarating month of engineering celebrations for National Engineering Month (NEM). With over 500 events planned across the province, #NEM2018 was the largest campaign to date. Under the theme, "There's a place for you," engineers opened their world and shared stories with youth and members of the public with a message that engineering and engineering technology is a place for all kinds of thinkers interested in making a difference in the world. Twenty-eight PEO chapters ran over 70 events across the province. Many Popsicle stick bridges were designed, built and busted this year in chapter events in Algonquin, Brampton, Kingston, Niagara, North Bay, Mississauga, Sudbury, Quinte, Scarborough and the Thousand Islands.



Volunteer Leadership Conference

The 2018 Volunteer Leadership Conference, held on April 20 during PEO's annual general meeting weekend in Toronto, provided the opportunity for committee and chapter volunteers to work together and share best practices on how to assist the regulator in fulfilling its mandate. The theme for the 2018 conference was "Effective leadership through succession planning," which reflects one of the nine key objectives captured in PEO's 2018-2020 Strategic Plan. The facilitator for the day's events was leadership advisor David Irvine, author of six books on empowering leaders and enhancing corporate culture. The day-long conference included breakout sessions for participants to draw up individual succession plans and share the highlights with the entire forum. The afternoon portion featured additional small group sessions dedicated to formulating novel succession efforts for PEO and for chapter and committee activity.

Chapter Leaders Conference

On November 17, leaders of the 36 chapters participated in the annual, day-long Chapter Leaders Conference in Toronto to hear from keynote speakers and participate in breakout sessions to develop their resilient leadership skills. The morning's speaker was Engineers and Geoscientists British Columbia (EGBC) CEO and Registrar Ann English, P.Eng., who informed the chapter leaders of EGBC's experience working with the Professional Standards Authority during their review of EGBC's policies and procedures. Conference participants then split into four breakout sessions, during which they discussed how chapter leaders can help PEO promote its mandate at the chapter level. Breakout sessions were related to: how chapters can promote the Licensure Assistance Program and host engineering intern candidates while they navigate the academic interviews; how licensed engineers can help PEO's enforcement efforts at the chapter level; how to effectively file a complaint while protecting public safety; and what chapters can do to encourage women to seek—and keep—their engineering licences. The afternoon was devoted to Rumeet Billan, PhD, CEO of Viewpoint Leadership, a learning and development firm that specializes in helping people develop their leadership skills through resiliency.

VISIT WWW.PEO.ON.CA FOR A COMPLETE LIST OF CHAPTERS



PEO members Bilal Sherazi, P.Eng. (left), of the Toronto Humber Chapter and Gil Galang, P.Eng., of the Kingsway Chapter.



Hari Ahmadzai, P.Eng. (left), of the Chatham-Kent Chapter with Asif Khan, P.Eng., of the Windsor-Essex Chapter.



From left: Murad Hussain, P.Eng., of the Scarborough Chapter, Ravinder Panesar, P.Eng., of the Brampton Chapter, and Juwairia Obaid, P.Eng., of the Etobicoke Chapter.



Families participate in the Grand River Chapter's K'NEX Bridge Building Competition.



Students have fun during the Student Design Competition hosted by the Lakehead Chapter in collaboration with the OACETT Thunder Bay Chapter.

HONOURS

ORDER OF HONOUR

Thirteen exceptional engineers were invested into PEO's Order of Honour on April 20 during the association's annual general meeting weekend in Toronto. The inductees were recognized by PEO and their peers for their longtime volunteer leadership at both the chapter and association levels as well as their contributions

to the engineering profession. PEO also presented the 2018 G. Gordon M. Sterling Engineering Intern Award, which celebrates professional leadership achievements of engineering interns and funds leadership development training.



PEO honoured G. Gordon M. Sterling Engineering Intern Award recipient Michael Burdett, EIT (top row, far left), and newly inducted Order of Honour recipients (top row, left to right) Georg Kralik, P.Eng., FEC, Christopher D. Roney, P.Eng., BDS, FEC, David Filer, P.Eng., FEC, Andrew Dowie, P.Eng., FEC, Changiz Sadr, P.Eng., FEC; and (bottom row, left to right) John Bray, P.Eng., FEC, Santosh Gupta, PhD, P.Eng., FEC, Jeannette M. Southwood, P.Eng., FEC, Lisa MacCumber, P.Eng., Rishi Kumar, P.Eng., FEC, and Galal Abdelmessih, P.Eng., FEC. Missing from the photo are Stela Stevandic, P.Eng., and Derek Van Ee, P.Eng., FEC.



PEO President David Brown, P.Eng., BDS, C.E.T., presented the S.E. Wolfe Thesis Award to Abner Ocampo, P.Eng., and the V.G. Smith Award to Lawrence William Green, P.Eng.

S.E. WOLFE AND V.G. SMITH AWARDS

Recipients of PEO's S.E. Wolfe Thesis Award and V.G. Smith Award were honoured during the association's annual general meeting luncheon. The S.E. Wolfe Thesis Award, which is presented to a member who passed at least one PEO exam and whose thesis was awarded the highest mark of those presented during the year, was presented to Abner Ocampo, P.Eng., a mechanical engineer with the St. Lawrence Seaway Management Corporation, for his engineering report *Rehabilitation and Design Improvement of Moveable Bridge Buffers and Span Locks*. He received a mark of 99 per cent.

The V.G. Smith Award, which is presented to an engineer who achieved registration during the past year by examination and possessed the highest standing of those completing exams that year, was presented to Lawrence William Green, P.Eng., of Ontario Power Generation. Green successfully completed 10 technical exams with an average of 84 per cent, and his highest scores were 97 per cent, 96 per cent and 93 per cent.

ONTARIO PROFESSIONAL ENGINEERS AWARDS

Ten high-achieving awardees and one outstanding project shared the spotlight on November 17 at the 71st Ontario Professional Engineers Awards (OPEA) gala in Toronto. Co-presented by PEO and the Ontario Society of Professional Engineers, the annual event brings together industry innovators, business leaders

and policy-makers to celebrate and be inspired by engineering excellence and innovation. Since 1947, the awards have saluted Ontario engineers who have made significant contributions to the profession and their community.



The recipients of the 2018 Ontario Professional Engineers Awards are (clockwise from top left): Pat Di Donato (representing Nick Di Donato, P.Eng.), Paul May, P.Eng., David Lapp, P.Eng., FEC, David Beckman, P.Eng., Jennifer Drake, PhD, P.Eng., Gary J.E. Kramer, P.Eng., PE, Mark Nykoluk, P.Eng., Terrance Nord, P.Eng., John Bandler, PhD, P.Eng., Winnie Ye, PhD, P.Eng., and Ashraf El Damatty, PhD, P.Eng.

PEO RECOGNIZES ACCOMPLISHMENTS AND SERVICE TO THE ENGINEERING PROFESSION THROUGH AWARDS AND RECOGNITION PROGRAMS, AND NOMINATIONS FOR EXTERNAL HONOURS

ORDER OF HONOUR

Recognizes professional engineers and others who have rendered conspicuous service to the engineering profession, normally through association.

ONTARIO PROFESSIONAL ENGINEERS AWARDS

Presented in partnership with the Ontario Society of Professional Engineers and recognizes professional engineers in Ontario who have made outstanding contributions to their profession and their community.

G. GORDON M. STERLING ENGINEERING INTERN AWARD

Recognizes engineering interns who demonstrate leadership potential within the engineering profession.

S.E. WOLFE THESIS AWARD

Presented to the engineer whose thesis was awarded the highest mark of all those presented during the year.

V.G. SMITH AWARD

Presented to an engineer who achieved the highest examination standing during the year.

PRESIDENT'S AWARD

Recognizes non-engineers who have shown continuous support of, and made significant contributions to, advancing the engineering profession in Ontario.

VOLUNTEER RECOGNITION SERVICE

Program recognizes volunteers who have served on chapters, committees/task forces and PEO Council, and celebrates achievements of milestone years of service.

VOLUNTEERS

In 2018, more than 1000 professional engineers, engineering interns and non-engineers volunteered their time to work on behalf of the association. This list includes those who have served on PEO Council, committees and their subcommittees, task forces, chapter executives and the Government Liaison Program, as well as those who have represented PEO on external boards and advisory

groups and volunteered for chapter-sponsored programs. PEO gratefully recognizes and thanks all those who have served the profession in a wide variety of activities and events throughout the year. For more information on opportunities available to participate in PEO, contact Viktoriya Aleksandrova, MEd, committee coordinator, at valeksandrova@peo.on.ca.

- A**
Subramanyam Aarik, P.Eng.
Samuel Abd el Malek, P.Eng.
Galal Abdelmessih, P.Eng.
Sawsan Abdul-Majid, P.Eng.
Adel Abodollahi Zadeh, P.Eng.
Sola Abolade, P.Eng.
Sarah Ackert-Ferguson, P.Eng.
Joseph (Joe) Adams, P.Eng.
Dharani Adunuri, P.Eng.
Vivender Adunuri, P.Eng.
Nanda Affonso, P.Eng.
Ali Afshar, P.Eng.
Nadia Aftab, P.Eng.
Hasan Ahmad, EIT
Haris Ahmadzai, P.Eng.
Azhar Ahmed, EIT
Oday Ahmed, P.Eng.
Re'jeanne Aimey, P.Eng.
Frank Akujobi, P.Eng.
Sulaf Al Karawi, P.Eng.
Mohammad Shaquat Alam, EIT
Md Shah Alamgir, P.Eng.
Behzad Alavi, P.Eng.
Enrico Albani
Gary Albers, P.Eng.
Filip Aleksanderek, P.Eng.
Nima Alhosseini, P.Eng.
Hisham Alkabile, P.Eng.
Greg Allen, P.Eng.
Alvaro Almuina, P.Eng.
Feras Alsheets, P.Eng.
Sunita Alves, P.Eng.
Anjum Amin, EIT
Ayoub Amouch, P.Eng.
James Amson, P.Eng.
Ross Anderson, P.Eng.
Iilir Angjeli, P.Eng.
George Apostol, P.Eng.
Jeffrey Archbold, P.Eng.
Nanjappan Ardhanarisamy, P.Eng.
Arjan Arenja, P.Eng.
John Arvanitis, P.Eng.
Shahab Aryan, P.Eng.
Amir Ashouri, P.Eng.
- Bruce Atrie, P.Eng.
Magdy Attia, P.Eng.
George Ayer, EIT
Afshin Azadmanesh Samimi, P.Eng.
Arshad Azhar, P.Eng.
Naeim Azizi Tavakkoli, P.Eng.
- B**
Sadie Bachynski, P.Eng.
Steven Back, P.Eng.
Shelley Bacon, P.Eng.
Praneet Bagga, P.Eng.
Devinder Bahra, P.Eng.
Steven Bailey, P.Eng.
Burleen Bajwa, EIT
Stella Ball, LLB
Paul Ballantyne, P.Eng.
Adam Balogh, P.Eng.
Predrag Banjanin, P.Eng.
Gary Bankay, P.Eng.
Souheila Bardakji, EIT
Douglas Barker, P.Eng.
Mike Barker, P.Eng.
Roger Barker, P.Eng.
Emma Barlow, P.Eng.
Sharon Barr, P.Eng.
Joey Barreiro, EIT
Jordan Barroso, P.Eng.
Hafiz Bashir, P.Eng.
Harmail Basi, P.Eng.
Salman Basit, EIT
Marriane Baucas, P.Eng.
Michael Beale, P.Eng.
Norbert Becker, P.Eng.
Gaurav Behal, P.Eng.
Mike Bell, EIT
Christian Bellini, P.Eng.
Mark Bendix, P.Eng.
Annette Bergeron, P.Eng.
Donnell Bernardo, P.Eng.
Larry Betuzzi, P.Eng.
Ishwar Bhatia, P.Eng.
Axar Bhavsar, P.Eng.
Satyendra Bhavsar, P.Eng.
Sanjiwan Bhole, P.Eng.
Md Soharab Bhuiyan, P.Eng.
Tarun Biju, P.Eng.
Colin Billowes, P.Eng.
Nigel Birch, P.Eng.
Adrian Bishop, P.Eng.
Jeremy Bishop, P.Eng.
- Shiva Bissoon, P.Eng.
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Mohamed Boutazakhti, P.Eng.
Jas Brar, P.Eng.
Peter Braund, LLM
Robert Bressan, P.Eng.
Peter Broad, P.Eng.
Thomas (Tom) JC Brooks, P.Eng.
David Brown, P.Eng.
Doug Brown, P.Eng.
Jeff Bueckert, P.Eng.
Albena Bukurova, P.Eng.
Andrea Bulanda, P.Eng.
Scott Burden, P.Eng.
Michael Burdett, P.Eng.
Ruben Burga, P.Eng.
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- C**
Karen Cain, P.Eng.
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Ravi Gupta, P.Eng.
Santosh Gupta, P.Eng.
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Mike Harasym, P.Eng.
Kellie Harrison, P.Eng.
Michael Hartley, P.Eng.
Ahsan Hashmi, EIT
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