



Professional Engineers
Ontario

2013 Committee and Task Force Reports

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Contents

Introduction	4
Board Committees	
Legislation Committee	5
Regional Councillors Committee	6
Legislated Committees	
Academic Requirements Committee	11
Complaints Committee	13
Complaints Review Councillor	14
Discipline Committee	15
Experience Requirements Committee	16
Fees Mediation Committee	17
Registration Committee	18
Regulated Committees	
Central Election and Search Committee	20
Consulting Engineer Designation Committee	20
Regional Election and Search Committees	21
Appointed Committees	
Advisory Committee on Volunteers	23
Education Committee	24
Enforcement Committee	26
Equity and Diversity Committee	27
Government Liaison Committee	28
National Engineering Month Ontario Steering Committee	29
Ontario Centre for Engineering and Public Policy Advisory Board	32
Professional Engineers Awards Committee	33
Professional Standards Committee	34
Task Forces	
Emerging Disciplines Task Force	36
Experienced Practitioners Task Force	36
National Framework Task Force	37

Introduction

From the association's beginning in 1922, committees have aided in accomplishing much of PEO's work. Several hundred members are active participants on PEO's standing committees, while others are active on additional PEO task forces. These committee reports cover the period January 2013 to December 2013.

PEO committees can be legislated, regulated or appointed. Legislated and regulated committees are set out, along with their missions, in the *Professional Engineers Act*, R.S.O. 1990, Chapter P.28, or Regulation 941/90. Under the Act, PEO Council is also permitted to appoint committees to address specific needs. These standing committees are mandated for an indefinite term, but their membership is appointed periodically by Council. Council also creates task forces to undertake specific tasks. Task forces exist only as long as necessary to finish their task.

Several of PEO's committees have also been designated as PEO board committees. These committees have a fiduciary and/or oversight role; operate on a Council-year basis from annual general meeting to the next annual general meeting; and have the majority of their members as sitting members of Council, selected either by position, election or appointment at the Council meeting immediately following the AGM.

The following are committee and task force reports submitted for 2013.

Board Committees

Legislation Committee

(LEC)

Mandate

The Legislation Committee's mandate is to provide oversight and guidance on matters pertaining to PEO's Act, Regulation and Bylaws. This includes: (i) acting as custodian for PEO's legislation, identifying PEO policies, rules and operational issues that touch on or affect PEO's legislation and providing guidance as to which of these should be put into legislation; (ii) overseeing draft changes to PEO's legislation; (iii) keeping Council apprised of relevant external legislative initiatives and changes that may affect PEO's legislation; iv) in accordance with the Council-approved Regulatory Policy Protocol, reviewing all referred policy proposals that involve authority from the Act, Regulation and Bylaws and providing regulatory impact analysis and recommendations to Council; and v) reviewing Ontario legislation that conflicts with the authority or provisions of the *Professional Engineers Act* or its Regulations and making recommendations for corrective actions.

Activities

The Legislation Committee met 12 times this past year, and focused its work on completing the amendments to Regulation 941 intended to give legislative authority to previous Council directives. The committee determined that, at this juncture, a subset of the original proposed regulation changes was ready and asked the Attorney General's Office to prepare the regulation package for Council approval. Subsequently, Council directed the committee to include changes to the Limited Licence and Certificate of Authorization (including the addition of the Licensed Engineering Technologist), and the committee asked the Attorney General to combine the two regulations. Throughout 2013, the committee continued to review and refine the combined regulation, together with the Attorney General's policy staff.

In September, the committee held a productive meeting with the Attorney General's policy staff to clarify regulation development processes, identify ways of improving our working relationship with them, and better understand requirements for compliance with the *Ontario Labour Mobility Act*, the government's new evidence-based policy development approach, and its new Regulatory Impact Analysis requirement for all proposed regulations.

The committee addressed new requests for regulation changes from Council motions (filling councillor vacancies, Engineer of Record, and election restrictions for the President's position), as well as policy referrals from other committees (Professional Practice Standards for Delegating and Supervising Professional Work, from the Professional Standards Committee).

The committee responded to new governmental policy developments that could have an impact on PEO's regulatory functions, specifically the Ontario Human Rights Commission's policy statement on "Canadian experience", and a legal case involving "good character". The committee undertook policy development to identify the issues and possible legislative solutions in both these areas.

The committee continued to monitor outstanding proclamations of *Professional Engineers Act* amendments stemming from the *Open for Business Act, 2010*. The committee began a process to review all Ontario legislation that refers to “engineer” or “engineering” and whether there are any regulatory conflicts with the *Professional Engineers Act* or its Regulations. The committee also revised its Terms of Reference to improve continuity of members, which was forwarded to the Advisory Committee on Volunteers for review.

Committee chair: Bob Dony, Ph.D., P.Eng., FEC

Staff advisor: Johnny Zuccon, P.Eng., FEC, deputy registrar, tribunals and regulatory affairs

Regional Councillors Committee	(RCC)
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The Regional Councillors Committee (RCC) comprises the 10 elected regional councillors (two-year terms each) of each of the five regions. In 2013, the members of the RCC were:

Region	Senior Regional Councillor (term expires at 2014 AGM)	Junior Regional Councillor (term expires at 2015 AGM)
Northern	Sandra Ausma, P.Eng.	Michael Wesa, P.Eng.
Eastern	Chris Taylor, P.Eng.	David Brown, P.Eng.
Western	Len King, P.Eng.	Ewald Kuczera, P.Eng.
West Central	Danny Chui, P.Eng.	Robert Willson, P.Eng.
East Central	Denis Carlos, P.Eng.	Changiz Sadr, P.Eng.

The mandate of the RCC is to act on behalf of Council in relation to all matters of concern to PEO’s 36 chapters dispersed in the five regions. The RCC has the authority from PEO council to respond to all matters pertaining to the mandate of the association in the context of chapters and its volunteers.

The following generally summarizes the responsibilities and business of the RCC:

- ◆ meet as a committee on a regular basis to discuss/resolve relevant chapter issues;
- ◆ recommend budget allocations for activities of the RCC, and the chapter system;
- ◆ host Regional Congresses and meet with chapters on a regular basis; and
- ◆ facilitate reports and studies related to regional and chapter business.

In 2013, the regional councillors collectively participated in numerous events organized by chapters in their own regions and, in some cases, attended chapter events in other regions to gain broader insight to the profession throughout Ontario.

The RCC continued the Chapter Scholarship Program, in which chapters can award up to \$1,000 in any denominations to one or a number of deserving student(s) entering into an engineering program in Ontario. RCC also developed a guideline to guide chapters to fund raise for additional money to supplement the \$1,000 scholarship money provided by PEO.

Election of 2013-2014 RCC chair

RCC elects its chair annually from among the 10 elected regional councillors. For 2013, Len King, P.Eng., was elected by acclamation during the April 27, 2013 RCC meeting to chair RCC. Robert Willson, P.Eng., was elected at the same meeting on the first ballot as vice-chair of RCC.

2013 Regional Congresses

Regional Congresses are business meetings of the chapter volunteers and the regional councillors. They are scheduled to take place during the months of February, June and September of the year.

Chaired by the senior regional councillor, the meetings are intended to facilitate effective two-way communications between PEO council, chapter staff and the volunteers in the chapter system.

The RCC tried out a new idea for February: a Tri-Regional Congress. The idea was to bring the two central regions together with the Northern Region and have one regional congress for all of them. The intention was to try out a multi-region congress without incurring extra costs as the central regions meet at PEO already. The Northern Region also meets at PEO. Unfortunately the Tri-Regional Congress had to be cancelled due to inclement weather and the opportunity to try it was lost. As a result, regular single region regional congresses replaced it and were completed on March 19, 2013.

Fifteen regional congresses took place in 2013, with 274 delegates attending the three rounds of five regional congresses. The number of attendees at each congress included two delegates from each chapter of a region, two regional councillors, chapter office staff and some invited guests.

2013 Regional Congress schedule

	Northern	Eastern	Western	East Central	West Central
February	March 19 12 attended Teleconference	February 23 19 attended Ottawa	February 2 19 attended Windsor- Essex	March 9 19 attended PEO Offices	March 7 19 attended Toronto
June	May 25 16 attended Lakehead	June 8 18 attended Peterborough	June 15 17 attended Grand River	June 1 16 attended PEO Offices	June 13 18 attended Toronto
September	September 7 17 attended Algoma	September 28 21 attended Thousand Islands	September 21 25 attended London	September 14 16 attended PEO Offices	September 25 22 attended Toronto

2013 RCC meetings

RCC meets when it is necessary to resolve pertinent chapter-related issues, such as reviewing regional congress open issues; establishing allotments; evaluating special project requests for chapters, etc.

In 2013, RCC met four times. The table below shows the meeting schedule. Although face-to-face meetings are preferred, technology, in particular Adobe Connect and teleconference technology, is often leveraged to help RCC carry out its mandate and maintain quorum.

Date	Location	Details
March 23, 2013	PEO HQ, Toronto	Face-to-face meeting
April 27, 2013	Toronto Eaton Centre Marriott, Toronto	Election meeting
July 20, 2013	Best Western Lamplighter Inn, London (Western Region)	Face-to-face meeting
December 7, 2013	PEO HQ, Toronto	Face-to-face meeting

2013 PEO AGM training (April 27, 2013)

Three training sessions were organized by RCC. The chapter office staff provided the training to volunteers after the 2013 PEO AGM Luncheon. The training sessions were Chapter Executive Training, Chapter SharePoint Training and GLP Update and Training. A PEO Committee Information Session was rolled into the Chapter Executive Training.

◆ *Chapter Executive Training*

- 32 chapter volunteers signed on to this popular training session to learn about the details of chapter operations and the responsibility of a chapter executive.
- 38 chapter volunteers participated.
- The two-and-a-half-hour training session was provided by Matthew Ng, P.Eng., chapter manager.

◆ *Chapter SharePoint Training*

- 16 interested chapter volunteers signed on to this new, hands-on training to gain familiarity of the new chapter SharePoint site.
- 20 chapter volunteers participated
- The two-and-a-half-hour training session was provided by Sebrina Natalizio, chapter coordinator.

◆ *Government Liaison Program (GLP) Training*

- 15 chapter volunteers signed on for further training in government relations with Jeannette Chau, P.Eng., and Howard Brown of Brown and Cohen.

2013 Chapter Leader Conference (November 23, 2013)

RCC nominated Robert Willson, P.Eng., to lead the organization of the 2013 Chapter Leaders Conference (CLC). Michael Wesa, P.Eng., was nominated as vice chair to the committee assisting Rob. The conference successfully took place on November 23, 2012 at the Marriott Toronto Airport Hotel at 901 Dixon Road.

The theme for the 2013 CLC was “Connecting by Communicating”. The program for the CLC comprised:

- ◆ Alan Mallory as guest speaker. The Queen's graduate in engineering, Hatch employee and mountain climber spoke of his family's journey up Mount Everest. Among other leadership traits, Alan's talk highlighted the importance of communication and what can happen if clear communication methods are broken or not in place;
- ◆ a workshop on communication excellence, ways of improving communication and the way we connect with others. Alan moderated the workshop, which leveraged his talk using examples from the climb and team dynamics, as well as generating a number of discussion questions to get everyone engaged, sharing their thoughts and ideas and learning from each other's successes. The goal was to provide new communication ideas and strategies for delegates to take home and to be able to better connect to members;
- ◆ three breakout sessions in the afternoon. The topics were:
 - Breakout 1: Increasing Interest through Outreach,
 - Breakout 2: Using Twitter and LinkedIn More Effectively #peoclc2013, and
 - 2nd Annual Chapter Story Contest, The People's Choice.

Overall feedback scores from the delegates to the conference were 89 per cent for appropriateness and 86 per cent for quality of execution.

RCC 2013 achievements

- ◆ *2013 chapter allotment distribution*
 - \$400,000 budgeted in 2013 for chapter allotments
 - all 2013 chapter allotments in February through May, after having received chapters' activity reports (financial statements and activity report) for 2012.
- ◆ *2014 chapter budget planning*
 - the 36 proposed 2014 chapter business plans reviewed in accordance with the business plan and expense guideline. Collectively, all 36 chapters requested a total of \$495,865.58 for 2014 allotment
 - RCC's total allotment budget proposal for 2014 is \$500,000. It was approved by PEO council during the November 2013 council meeting.
 - For the first time ever, PEO chapters will receive exactly what they asked for.
 - In the light of this surplus allotment budget, regional councillors agreed to closely monitor chapters spending in 2014 to make sure PEO money is spent in accordance with the council-approved essential purposes of a chapter.
- ◆ *Chapter open issues*
 - All issues formally raised by chapter leaders in regional congresses dealt with.

Committee chair: Len King, P.Eng.

Committee advisor: Matthew Ng, P.Eng., manager, chapters

RCC 2013 attendance record

Regional Councillor		Meetings eligible to attend	Meetings attended	Meetings attended %
Paul Ballantyne	Eastern Regional Councillor (term expired in 2013)	1	1	100%
Chris Taylor	Eastern Regional Councillor (term expires in 2014)	4	2	50%
David Brown	Eastern Regional Councillor (term expires in 2015)	3	2	67%
Michael Wesa	Northern Regional Councillor (term expired in 2013, re-elected term expires in 2015)	4	4	100%
Sandra Ausma	Northern Regional Councillor (term expires in 2014)	4	4	100%
Rob Willson	West Central Regional Councillor (term expired in 2013, re-elected term expires in 2015)	4	3	75%
Danny Chui	West Central Regional Councillor (term expires in 2014)	4	3	75%
Thomas Chong	East Central Regional Councillor (term expired in 2013)	1	1	100%
Denis Carlos	East Central Regional Councillor (term expires in 2014)	4	3	75%
Changiz Sadr	East Central Regional Councillor (term expires in 2015)	3	3	100%
Wayne Kershaw	Western Regional Councillor (term expired in 2013)	1	1	100%
Len King	Western Regional Councillor (term expires in 2014)	4	4	100%
Ewald Kuczera	Western Regional Councillor (term expires in 2015)	3	2	67%

Legislated Committees

Academic Requirements Committee

(ARC)

Mandate

To **assess** the academic qualifications of applicants referred to the Academic Requirements Committee (ARC) by the registrar or who have requested the ARC to review their qualifications, **advise** Professional Engineers Ontario (PEO) on academic matters relating to PEO admission procedures and policies, and **oversee** the Professional Practice Examination.

Activities

In 2013, 3422 applications for applicants graduating from Canadian Engineering Accreditation Board (CEAB)-accredited programs and 2332 applications for non-CEAB applicants were received. A total of 2593 academic assessments were completed for non-CEAB applicants. Of the academic assessments completed for non-CEAB applicants, 614 applicants were deemed to have met PEO's academic requirements for licensure, and 1661 applicants were assigned an examination program. Of the 696 interviews conducted by the Experience Requirements Committee (ERC) on behalf of ARC, 359 applicants had their examination programs waived by ARC. ARC also approved 241 technical examinations prepared by PEO examiners. In 2013, 3585 Professional Practice Examinations were written, of which 3585 examinations were passed.

ARC continues to accommodate emerging engineering disciplines to recognize the diversity of academic credentials of foreign-trained applicants. In 2013, ARC developed a new syllabus in Materials Engineering, and the Civil Engineering group reviewed the syllabus proposed by the Canadian Engineering Qualifications Board in Civil Engineering and provided feedback on it.

ARC continues to work in collaboration with Ryerson University on its initiative to integrate international engineering graduates (IEGs) into Ontario's engineering workforce. The Internationally Educated Engineers Qualification Bridging Program is a bridging program that provides IEGs an alternative path to licensure by taking a combination of engineering courses to fulfill their academic requirements for licensure. In 2013, ARC's role was to improve existing procedures, review the academic results of graduates from the program, and determine new course equivalencies with respect to PEO's syllabi of examinations.

In 2013, ARC worked with the University of Toronto on its initiative to introduce the second engineering bridging program in Ontario for IEGs—Licensing International Engineers into the Profession (LIEP). PEO's applicants who complete successfully the academic portion of LIEP are deemed to have met PEO's academic requirements.

Several ARC members gained experience participating in Registration Committee hearings, as well as attending ERC interviews as observers.

Throughout the year, ARC was responsive in refining various procedures and policies through a process of continuous improvement. Specific improvements in its process include a continuous

quality assessment program. Each month, assessed files are now pulled out randomly and undergo a fresh review by another member of the discipline to ascertain fairness and consistency.

ARC started a pilot project concerning the assessment of foreign applicants whose degrees are named engineering degrees but for which ARC has no information on the depth of their delivery. A review of the past assessments showed a great discrepancy in the number of examinations assigned to applicants. The pilot attempts to alleviate possible lack of consistency.

With the imminent changes to Regulation 941/90 concerning the limited licence, a major problem was identified with the licensing of professors. ARC, through a task force, liaised with the deans of engineering to come up with a mutually acceptable process

A major range of activities took place in reviewing approved changes to the regulation and feeding back information concerning registration to the Legislation Committee. This was conducive in starting a new round of revisions to ARC's *Red Book*, to update it with the passed motions, as well as to take into account major changes in the *Professional Engineers Act* and changes resulting from regulation amendments in the works. Another major change in ARC's process concerns the PAP (Preparedness Assessment Program) for technicians, which has been discontinued. As part of PEO's response to the Ontario Fairness Commission, ARC is now giving a full assessment to technologists/technicians upfront and applying the "good performance process" as applicable.

A major project with ERC started, aimed at ARC having a much closer working relationship with ERC. The first step was information sessions. ARC is attempting to introduce more consistency amongst the various disciplines and the various interviewer teams. This project is continuing very successfully and is being accepted enthusiastically.

ARC was pleased to recommend the awarding of the 2013 V.G. Smith Award for the best average of the top three technical examinations to Rachel Elizabeth Bryan, P.Eng., and the S.E. Wolfe Award for the best engineering report to Trevor Christopher Day, P.Eng.

Three new members joined ARC to help in assessing the increased number of applications: Dr. Jacqueline Stagner, P.Eng., University of Windsor; Dr. Ramesh Subramanian, P.Eng., Laurentian University; and Dr. Suresh Neethirajan, P.Eng., University of Guelph. ARC now has two members (one senior and one junior) who are competent in assessing the emerging disciplines that council endorsed in 2010.

Several ARC members also continue to serve on various national engineering boards, such as the Canadian Engineering Qualifications Board, which is responsible for recommending nationwide, standardized syllabi of examinations for all engineering disciplines (or one of its discipline subcommittees), and the Canadian Engineering Accreditation Board, which is responsible for the national accreditation of all engineering programs in Canadian universities. In summary, ARC members continue to play a very active and enthusiastic volunteer role in the profession.

Committee chair: Barna Szabados, Ph.D., P.Eng., FEC

Staff advisor: Michael R. Price, MBA, P.Eng., FEC, deputy registrar, licensing and finance

Mandate and operations

The Complaints Committee (COC) is mandated under section 24(1) of the *Professional Engineers Act* to investigate and consider complaints made by members of the public or members of the association regarding the conduct or actions of licence holders and Certificate of Authorization holders. On behalf of the committee, PEO staff investigate the complaints and gather relevant information and documentation for the committee’s consideration. The committee must consider all complaints that have been filed with the registrar and must make every reasonable effort to examine all records and other documents relating to the complaint prior to taking any action allowed under section 24(2) of the Act. Neither PEO staff nor the committee have the authority to prevent a person from filing a complaint, and the committee does not have the discretion to refuse to consider a complaint that has been duly filed.

Introduction

The committee, which currently comprises 14 members including the chair, met eight times during 2013 and disposed of 74 complaints that had been filed and investigated. The disposition of the complaints and the statistics from the previous three years are as follows:

Activity	2011*	2012	2013
Complaints disposed of by COC	49	70	74
Matters referred to Discipline	4	6	3
Matters not referred with no further action	34	59	47
Matters not referred, decision to send Letter of Advice or hold Interview	9	4	20
Matters not referred, Voluntary Undertaking signed/accepted	2	1	4

*New reporting metrics were established in 2011 so not all 2011 figures are reconcilable.

Other activities

As part of the committee’s annual general meeting, held in July 2013, COC held a workshop and training session to facilitate a deeper understanding of two topics. The first was a review of the legal meaning of “unprofessional” under section 72(2)(j) of Regulation 941. The second was a training session focused on writing clear Complaints Committee Decision and Reasons.

The committee members and PEO staff make an effort to continuously improve the efficiency and effectiveness of the committee and the complaints process. Some examples of work undertaken and changes initiated/made in 2013 include:

- ◆ continuing to refine the revision to the complaints process to allow for less complex complaints to be “streamed” so their processing timelines (investigation and consideration by committee) are optimized. By the end of 2013, half of all complaints disposed of by the committee in the year were processed in under six months, and half of those were processed in less than 4.5 months;
- ◆ revising the formal Complaint Form by a COC subcommittee. The revisions are intended to focus the complainant on the public interest, and help the complainant identify the conduct of the licence holder specifically at issue;

- ◆ continuing legal research by the same subcommittee into alternative dispute resolution and the complaints process. The subcommittee plans to make a report to council in 2014;
- ◆ continuing concerns by a COC subcommittee focused on the engagement of “experts” during the complaints process with how the Discipline Committee qualifies experts. The committee hopes for clarification from the courts as a result of an upcoming Discipline Appeal in 2014;
- ◆ carrying out legal research and writing a detailed report to the Complaints Review Councillor, in response to a number of Complaints Review Councillor reports. COC hopes to achieve a common understanding regarding the timelines for complaint processing, as well as the expectation that Complaints Committee Decision and Reasons address the main issues raised in a complaint;
- ◆ considering five Prosecutorial Viability Opinions; and
- ◆ continuing to refine the newly established process by which matters are referred to Discipline together with a particularized Statement of Allegations, including developing Statement of Allegations for three referred matters.

COC would like to express its appreciation to the deputy registrar, investigators and administrative staff within the Regulatory Compliance department for their dedicated support of the committee’s work. COC performs a key regulatory function for PEO and this would not be possible without the dedicated work of staff.

Committee chair: Nancy Hill, P.Eng.

Staff advisor: Linda Latham, P.Eng., deputy registrar, regulatory compliance

Complaints Review Councillor	(CRC)
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PEO’s Complaints Review Councillor (CRC) is Mary Long-Irwin, lieutenant governor-in-council appointee. She commenced her tenure in 2010. The CRC appointed the law firm of Watson Jacobs McCreary to provide her with legal assistance.

The CRC is an administrative tribunal, but does not conduct hearings. Therefore, the CRC draws his/her jurisdictional powers under the *Professional Engineers Act*. The *Statutory Powers Procedure Act* does not apply to the CRC. The CRC is appointed by and from among the public members of PEO council who have been appointed by the Ontario government. The Tribunals Office provides administrative support to the Complaints Review Councillor.

Mandate—Reviews of the treatment of a complaint

The decision of the Complaints Committee to refer, or not to refer, a complaint to the Discipline Committee is final. No statutory appeal lies from the decisions of the Complaints Committee.

However, section 26 of the *Professional Engineers Act* provides that a complainant may apply to the CRC for a review of the treatment of the complaint after a decision has been made by the Complaints Committee. In addition, the Act allows a complainant to apply for a CRC review should a complaint not be disposed of by the Complaints Committee within 90 days after the complaint is filed with the registrar.

The procedure to request a CRC review is by way of application. It should be noted that the CRC is not under any statutory obligation to undertake such a review and may, in certain circumstances, issue a decision not to make a review or a decision not to continue a review.

It is, therefore, only in some cases that the CRC will actually issue a Notice informing of his/her intention to commence a review. A report is the outcome of a completed CRC review. The CRC is prohibited under section 26(4) of the Act from inquiring into the actual merits of any particular complaint. As such, a review of the treatment of a complaint is a review of the procedures followed from the receipt of a complaint, to the disposition of the complaint by the Complaints Committee, and to the ultimate notification of this decision to the complainant.

Activity	2012	2013
Applications for review	4	2
Dismissals	7	2
Notices to conduct a review	0	4
Reviews	0	2
Files pending	4	3

Discipline Committee

(DIC)

Mandate

The Discipline Committee (DIC) is a statutory committee established under the *Professional Engineers Act*. Its mandate is to hear and determine allegations of professional misconduct or incompetence that are referred to it concerning the actions of a member of the association and/or a holder of a Certificate of Authorization. Referrals are normally made by the Complaints Committee but can be made by council or the Executive Committee. DIC also hears and decides applications for the removal of a suspension order, or for the reinstatement of a licence that was revoked by the committee. Applications for reinstatement of membership are referred to DIC by the registrar.

The committee is an independent, quasi-judicial tribunal, which means that it acts and conducts its hearings like a court. The committee's responsibilities and decision-making powers are set out in the *Professional Engineers Act*. In addition, it complies with and exercises powers set out under the *Statutory Powers Procedure Act*. Matters and applications are determined on the evidence admitted by a panel acting on behalf of the whole committee. Quorum for a panel is four members, one from each of the categories set out in the *Professional Engineers Act*. Most panels comprise five members to ensure there are no split decisions. Hearing panels are normally provided with a legal counsel.

Developments during the year

In addition to attending to its statutory duties, DIC met once to deal with general administrative matters.

The committee provided its Terms of Reference, annual Work Plan and Human Resources Plan to council.

The amendments to the *Professional Engineers Act*, amongst other things, changed the quorum requirements and the requirements for the selection of panels.

DIC has a restricted number of lieutenant governor appointed councillors (LGAs). The LGAs assigned to the committee have a very increased demand for their time and demanding workload as a result, which created a reason for having an adjudicator pool to assist in meeting panel quorums. The 2010 amendments to the *Professional Engineers Act* included adding section 27(1)3, which provides a pool of qualified adjudicators, who respond to this increased demand.

Caseload activity

The table below shows that the DIC received two matters, and completed six as of December 31, 2013.

The number of pending cases is nine. At the request of prosecution staff and its legal counsel, the DIC chair uses pre-hearing conferences to reduce the workload associated with most matters. Pre-hearing conferences assist parties to identify issues to be decided and to select hearing dates.

Activity	2012	2013
Matters referred to Discipline	6	3
Pre-hearing conferences held	6	4
Matters pending (caseload)	18	9
Hearings completed	8	6
Written final decisions issued	10	10

Membership

There are currently 58 members on DIC, comprising 10 elected members to PEO council, five LGAs who are members of the association, three LGAs who are *not* members of the association, eight attorney general appointees who are members of the public, and 32 members appointed by council from the general membership. From this roster of available committee members, the DIC chair sets hearing dates, and assigns panels to hear motions and hearings related to matters that are of the jurisdiction of the committee. Administrative and operational support is provided by administrative staff from the Tribunals Office in the Tribunals and Regulatory Affairs division.

Committee chair: Michael Wesa, P.Eng.

Experience Requirements Committee	(ERC)
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Mandate

The Experience Requirements Committee (ERC) assists the registrar, as necessary, in determining if an applicant’s work experience is acceptable for licensure purposes, leading to a regular P.Eng. licence, a limited licence or provisional licence, or for the purpose of reinstatement under section 51.1.4 of Regulation 941/90. ERC also advises on whether the experientially gained knowledge of an applicant who has not graduated from an engineering program

accredited by the Canadian Engineering Accreditation Board (CEAB) provides sufficient basis to recommend the Academic Requirements Committee (ARC) waive the applicant's assigned technical examination program.

Activities

ERC had a challenging year conducting interviews to assess the experientially gained knowledge and/or experience of 1011 applicants for licensure. ERC interviewed 576 applicants assigned a Confirmatory Exam Program, of which approximately 57 per cent of the candidates had their exam programs waived. ERC also conducted 280 staff referral interviews, with approximately 47 per cent of the applicants requiring additional experience.

ERC's efforts facilitated PEO in issuing licences to 2784 applicants in 2013, of which 1735 were from CEAB programs. This total is an increase of 22 per cent over the previous year.

There were 13 interviews for limited licences during 2013, with 11 applicants demonstrating sufficient experience in their identified limited scopes.

In addition, ERC diligently participated in the following activities:

- ◆ provided input to the Legislation Committee with respect to proposed changes to Regulation 941/90 that would have an impact on the assessment of experience and the role of ERC;
- ◆ 16 new members trained and added to ERC during the year to help with the interview process;
- ◆ continued work by ERC Manual Task Force on ERC Policy and Procedures Manuals;
- ◆ input provided by ERC subcommittee on the preparation of the *Guide to the Required Experience for a Limited Licence*. The subcommittee also had continuous interactions with the Legislation Committee and the ERC Manual Task Force;
- ◆ involvement in Registration Hearings as required by PEO counsel; and
- ◆ participation on December 10 in a half-day training session on Tips for Competency Based Interviews.

Committee chair: Santosh Gupta, Ph.D., P. Eng., FEC

Staff advisor: Michael Price, P.Eng., MBA, FEC, deputy registrar, licensing and Finance

Fees Mediation Committee	(FMC)
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Mandate

The Fees Mediation Committee (FMC) reviews and mediates or arbitrates fee disputes between engineers, engineering companies and their clients in accordance with the Act and regulations. The fees mediation and arbitration processes are available to clients of engineering companies who wish to dispute fees charged for professional engineering services. FMC may either mediate or arbitrate fee disputes between professional engineering companies and their clients, as an alternative to legal action taken through the court system.

Developments during the year

To promote greater public awareness of its role, FMC created a new webpage on the PEO website at: http://peo.beta.evolusent.com/index.php/ci_id/2260/la_id/1.htm.

Application forms for mediation and arbitration can also be found on the website, to assist the parties who voluntarily choose to participate in the process.

Caseload activity

Activity	2012	2013
Applications for mediation received	1	0
Applications for arbitration received	0	0
Mediations conducted	1	0
Arbitrations conducted	0	0
Files pending (caseload)	0	0
Requests for mediation/Incomplete applications	2	1

Note: in early 2013 one matter was brought back for reconsideration (2012 application) and a decision was issued.

Membership

There are currently five members on FMC. Committee members are appointed by council. The Complaints Review Councillor and members of the Complaints or Discipline committees are not eligible for membership on FMC.

Committee chair: Kathryn G. Sutherland, P.Eng.

Registration Committee

(REC)

Message from the chair

The Registration Committee (REC) is a statutory committee established under section 19 of the *Professional Engineers Act (PEA)*. It is an independent tribunal with powers under various provisions of the PEA and the *Statutory Powers Procedure Act (SPPA)*.

There are currently 14 members on the committee, comprising elected members to PEO council, lieutenant governor-In-council appointees, an attorney general appointee and members appointed by council from the general membership. From this roster of committee members, the REC chair assigns panels to hear motions and conduct hearings related to matters that are within the REC's jurisdiction. Administrative and operational support is provided by staff from the Tribunals Office in the Tribunals and Regulatory Affairs division.

Mandate

The committee's mandate is to conduct hearings at the request of an applicant, in respect of registrar's proposals under section 19 of the PEA. REC has powers to make orders directing the registrar to grant or refuse licences. REC conducts hearings under the provisions of the PEA and the SPPA. The applicant and the registrar are both parties to proceedings before the committee. A party to proceedings before REC may appeal to the Divisional Court from a decision or order of the committee.

The committee's mandate to hold hearings is triggered only after a registrar's proposal to refuse is issued to an applicant and the applicant has filed a request for a hearing within the time limits set out under the PEA. The number of hearings by the committee varies each year, according to the number of applicants who, in response to the registrar's proposal, request a hearing.

REC hearings provide applicants an opportunity to demonstrate before this independent tribunal that they meet the licensing requirements, or to seek exemptions from any requirements under the PEA or regulations made under it.

To promote greater public awareness of its role, the committee has a webpage on the PEO website at: http://www.peo.on.ca/index.php/ci_id/2261/la_id/1.htm.

Recent achievements

The committee updated its Terms of Reference, annual Work Plan and Human Resources Plan.

2013 activity

Activity	2012	2013
Requests for hearings	4	1
Pre-hearing conferences held	4	1
Matters pending (caseload)	10*	10**
Hearings completed	2	3
Written final decisions issued	2	3

*4 matters deferred; **5 matters deferred

Meetings

REC as a whole met two times in 2013. The meetings included training sessions focused on hearing management, a presentation by the chair of the Experience Requirements Committee and a presentation by the manager of PEO's licensing department.

Committee chair: Kathryn G. Sutherland, P.Eng.

Regulated Committees

Central Election and Search Committee

(CESC)

The Central Election and Search Committee (CESC) is a committee whose membership and mandate are set out in section 12 of Ontario Regulation 941/90.

CESC is responsible for encouraging professional engineers to seek nomination for election to council for the three at-large positions on council (president-elect, vice president and councillor-at-large) for which all PEO members are eligible to vote. At the close of nominations on December 6, 2013 at 4:00 p.m., there were three nominations received for the position of president-elect, two for vice president and three for the councillor-at-large position.

Under section 12(3) of the regulation, CESC is also responsible for assisting the chief elections officer as may be required, and for receiving and responding to complaints regarding the procedures for nominating, electing and voting for members to council in accordance with the regulation.

The duties and responsibilities of the chief elections officer were again outsourced to a third party so as to maintain the independence and neutrality of the position. For the 2013-2014 council elections, Catherine Redden was appointed by council to act in this capacity.

2013-2014 membership

J. David Adams, P. Eng., chair (president-elect), Annette Bergeron, P.Eng., (president), Roger Jones, P.Eng., E. Philip Maka, P.Eng., Robert Willson, P.Eng.

Denis Dixon, P.Eng. (past president) and Rajiv Srivastava, P.Eng., resigned from the committee prior to filing nomination papers as candidates in the 2013-2014 election.

Committee chair: J. David Adams, P.Eng.

Staff advisor: Scott W. Clark, LL.B., chief administrative officer

Committee support: Allison Elliot, secretariat coordinator

Consulting Engineer Designation Committee

(CEDC)

Mandate

The Consulting Engineer Designation Committee (CEDC) reviews applications for designation or redesignation as a consulting engineer, provides peer review of the candidates with respect to the regulations, and makes recommendations to council with respect to acceptance of the application. CEDC also reviews requests for permission to use the phrase "Consulting Engineers" in a company's corporate name, and makes recommendations to council as to the appropriateness of the usage.

Activity

The committee has met four times in 2013. From those meetings, 44 candidates were recommended for designation, 156 for redesignation and two were declined for redesignation.

CEDC also recommended an additional six companies be given permission to use “Consulting Engineers” in their titles.

Members of the committee are: P.J. Golem, P.Eng. (chair), D. Barker, P.Eng., R. Fletcher, P.Eng., E. Nejat, P.Eng., R. Patterson, P.Eng., D. Dixon, P.Eng., R. Scheckenberger, P.Eng., L.E. Pond, P.Eng., C. Redmond, P.Eng., C.D. Roney, P.Eng., G. Webb, P.Eng., S Gibbons, P.Eng., B. Steinberg, P.Eng.

Additional members of regional subcommittees are: A. Lawton, P.Eng., A. Robinson, P.Eng., R. Pula, P.Eng., L. Diosady, P.Eng., T. Woolhouse, P.Eng.

Committee chair: Peter Golem, P.Eng.

Staff advisor: Brian MacEwen, P.Eng., manager, registration

Regional Election and Search Committees

(RESC)

There were five regional election and search committees (RESCs) formed at Professional Engineers Ontario (PEO) in 2013. They were:

- ◆ Northern Region Election and Search Committee;
- ◆ Eastern Region Election and Search Committee;
- ◆ Western Region Election and Search Committee;
- ◆ East Central Region Election and Search Committee; and
- ◆ West Central Region Election and Search Committee.

The mandate of each of the regional election and search committees was the same: to encourage members residing in each region to seek election to PEO council as regional councillors for then-upcoming 2014 PEO elections.

The committees comprise the chairs (or designate) from each chapter in each region, and are chaired by the junior regional councillor in each region. Although there were no formal meetings organized, the committees met during the breaks of the regional congresses in September and on teleconference where needed.

The following shows the chairs of the RESCs from each region, and the number of candidates who put their names forward to stand for election in each region.

Region	Regional Election and Search Committee chair	Number of candidate(s) by the close of nomination
Eastern	David Brown, P.Eng.	3 candidates
East Central	Changiz Sadr, P.Eng.	3 candidates
Northern	Michael Wesa, P.Eng.	1 candidate (2nd withdrew)
West Central	Robert Willson, P.Eng.	3 candidates
Western	Ewald Kuczera, P.Eng.	1 candidate

Initially, it appeared that all regions would be having an election for the regional councillor position, except for the Western Region where the only candidate was acclaimed to the position. However, one candidate of the two Northern Region candidates withdrew his nomination, leaving the remaining candidate acclaimed to the position.

Staff advisor: Matthew Ng, P.Eng., manager, chapters

Appointed Committees

Advisory Committee on Volunteers

(ACV)

Mandate

The mandate of the Advisory Committee on Volunteers (ACV) is to assist and advise committees in fulfilling their operational requirements under the Committees and Task Forces Policy, as well as to assist council by reviewing proposed revisions to committees' and task forces' mandates, terms of reference, work plans and human resources plans.

Annual Committee Chairs Workshop

ACV facilitated the sixth annual Committee Chairs Workshop, held on April 11 at the PEO offices, attended by 17 councillors, 23 committee representatives and 15 staff. The workshop theme was Building High Performance Teams. It was facilitated by Dr. Carol Beatty, a senior research fellow of the Industrial Relations Centre, former associate professor with Queen's School of Business, and director of the Industrial Relations Centre at Queen's University. The presentation included such topics as Team Effectiveness Model, Team Management Practices and Problem Solving Skills.

2013 Vital Signs survey

In early 2013, ACV conducted a third Vital Signs survey of PEO's volunteers on the central committees and task forces. The survey closed on February 19. There were 141 responses from the 375 members on the email list, who occupy 410 volunteer positions. The response rate of 30.6 per cent was higher than the 27.5 per cent in the 2011 survey, and was considered a good response. ACV's report and recommendations were presented to the committee and task force chairs and PEO council in August. Some issues identified in the report continue to be matters of discussion between ACV and committee chairs.

Committees/task forces policy review

ACV proposed an amendment to the Committee and Task Force Policy and Reference Guide. As a result, sections 2.6 (Role of ACV) and 3.2 (Committee and Task Force Operations) of the Policy–Reference Guide now include provisions that any changes to a committee/task force mandate should be sent to ACV first for review and comment before they are submitted for approval to PEO council.

Recognition of volunteer service

The Recognition of Volunteer Service Pin program, launched in 2011, was successfully continued in 2013. Over 120 volunteer members were identified as volunteer service pin recipients and were presented their service pin and certificate at various chapter, committee or task force events.

Employer Recognition Program

In 2013, ACV continued to work on developing a new recognition program: Employer Recognition. The draft proposal was presented to the Professional Engineers Awards Committee and a joint subcommittee was established to finalize criteria for recognition and the nomination process.

Committee operations

Two new members joined the committee in 2013: Christian Bellini, P.Eng., and Márta Ecsedi, P.Eng. Each member of the committee has taken on one or more projects that contribute toward the ACV's overall program plan. To accomplish its work, ACV met six times during 2013 (January 17, March 7, June 6, September 12, October 24 and December 5).

2013 committee membership

Members of the committee are: Michael Chan, P.Eng. (chair); Christopher Kan, P.Eng. (vice chair); Denis Dixon, P.Eng. (council liaison); Anthony Bonney, P.Eng.; Paul Ballantyne, P.Eng. (past chair); Christian Bellini, P.Eng.; Nicholas Colucci, P.Eng.; Márta Ecsedi, P.Eng.; Douglas Hatfield, P.Eng.; and Vic Pakalnis, P.Eng. The committee advisor was Fern Gonçalves, director, people development, with support from Viktoria Aleksandrova, committee coordinator. At the end of the year, two members resigned and the committee is currently looking for replacements.

Committee chair: Michael Chan, P.Eng.

Committee advisor: Fern Gonçalves, director, people development

Education Committee	(EDU)
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Mandate

Whereas, there has been a recent declining interest among students in STEM-related careers, and whereas, identified root causes for this decline include image of science, perception of careers, curriculum, teacher experience and gender-based perceptions, therefore, the Education Committee (EDU) commits:

- ◆ to be a leader and value-added influence in the development of education policy, curriculum, and outreach such that high school graduates will have the necessary knowledge, skill, and motivation to succeed in an engineering program;
- ◆ to support PEO's Envisioned Future (Source: "PEO Envisioned Future", C-459-6.6, Appendix A, approved by council, September 2009) as it relates to "Public awareness of the role of the Association" (*Professional Engineers Act*, section 2(4)4.–Additional Object);
- ◆ to "support and encourage public information and interest in the past and present role of professional engineering in society" (*Professional Engineers Act*, section 8(20), relating to PEO's bylaw-making authority).

Key duties and responsibilities

EDU's key duties and responsibilities are to support the PEO Envisioned Future and are an important portion of EDU's Terms of Reference. EDU addresses science, math and technology literacy and other educational issues of relevance to PEO leading up to (but not including) the university/college educational level. EDU's key duties are:

- ◆ *Chapters:* Provide support for PEO chapters to achieve their education outreach goals. EDU plans and helps PEO chapters implement valuable learning activities for aspiring engineers, which aids the long-term health of the profession;
- ◆ *Equity and diversity:* Ensure principles of equity and diversity are reflected in key activities (i.e. French translations of booklets and brochures) supported by the committee;
- ◆ *Guidance to PEO council on education-related policy:* Research and articulate proposed positions on elementary and secondary school education—mathematics, sciences and technology in particular—and recommend same to council. In addition, research and articulate proposed positions on continuing competence training for professional engineers;

- ◆ *Strategic relationships:* Establish productive relationships with other organizations whose objects are complementary; and
- ◆ *Program development:*
 - To increase public awareness of the engineering profession by educating Ontarians on the important roles and valuable contributions of professional engineers and of the self-regulating engineering profession in society.
 - One key input to the overall PEO “regulatory” process is elementary and secondary education (with particular emphasis on STEM education in the academic preparation for aspiring engineers),
 - To encourage STEM education from an early age as a matter of sound public policy.
 - Elementary and secondary engineering education is very important to PEO in the overall context of public safety and protecting the public interest,
 - To encourage and assist young people in making informed career choices related to science, technology and engineering.
 - PEO needs to be certain there remains a steady flow of talented and skilled individuals into the regulatory framework for engineers to keep society safe and as a necessary condition for the continued existence of a self-regulating engineering profession that promotes a viable economy in Ontario,
 - To advise government and the public on educational requirements (e.g. curriculum) for the knowledge economy in general and for engineering in particular. This may include (but is not limited to) the following:
 - Reaching out to the public: Support holding public events that promote awareness of and the importance of science, technology, engineering and math education (STEM),
 - Reaching out to teachers: Support holding information sessions for teachers (as required),
 - Hard skills development: Focus on “Thinking Skills” and “Lifelong Learning” as the key essential skills for our future engineers, and
 - Soft skills development: Focus on integrity, work ethic, teamwork and accountability as crucial work habits for future engineers.

Committee operations

As of late December 2013, the committee had 10 members, each volunteering to take on one or more projects that contribute toward EDU’s overall program plan. The committee is sad to see the resignation of two members for personal reasons: Ramy Ghattas, P.Eng. (vice chair, 2013) and Li-Lian Lui, EIT. Michael Arthur, P.Eng., has been elected the new vice chair, commencing his duties in 2014. Ramy Ghattas, P.Eng., rejoined the committee as of February 2014. His enrolment was pending council approval at its March 2014 meeting.

The committee continued to financially support the Engineering Innovations Forum and National Engineering Month.

In late 2013, the Ontario education ministry sought public input in regard to improving the education system in Ontario. On November 15, EDU provided a detailed response on behalf of PEO to this request. EDU has offered to provide any support to the ministry in the next phase of Ontario’s Education Strategy.

Educator resources

Educator resources, such as brochures, mini-booklets or DVDs on engineering, continue to be available for use by the chapters or as requested by the public. In 2013, there were committee

initiatives to produce new updated brochures for distribution to the chapters for the new school year.

Education Leaders Conference

The Education Leaders Conference was held May 24-25 in Toronto at PEO headquarters, with a theme of “Dream Bigger: Beyond Traditional Education”. Delegates from the PEO chapters attended to learn about successful activities undertaken by the various chapters.

Support for PEO chapter outreach

EDU continued to support requests from the chapters for outreach initiatives.

Engineer-in-Residence (EIR)

The Engineer-in-Residence program exposes students to the engineering profession and increases their awareness of its function and PEO’s regulatory mandate. The program continued to operate successfully in 2013. EDU issued an Expression of Interest (EOI) to retain a service provider (vendor) to manage and enhance the EIR program already in place for the next three years. The Request for Proposal (RFP) for the EIR program will be released in spring 2014 to successful applicants for the EOI.

Support for EnGenious

EnGenious is an online game for kids and a national engineering outreach resource for teachers and parents of junior high school students. EDU has strongly supported EnGenious by assisting in the roll-out plan and distribution of materials in Ontario. The next step will be to develop a teacher’s guide for EnGenious.

2013 Education Committee members

The Education Committee members for 2013 were: Samer Inchasi, chair (since 2010); Ramy Ghattas, vice chair in 2013 (since 2012); Michael Arthur, vice chair in 2014 (since 2012); Bruce McCowan (since 2006); Martha Stauch, council liaison (since 2009); Ravi Peri (since 2010); Rouja Stefanov (since 2010); Wanda Juricic (since 2010); Elise Idnani (since 2013); and Li-Lian Lui (since 2013).

The committee met 10 times in 2013.

Committee chair: Samer Inchasi, P.Eng.

Staff advisor: Jeanette Chau, P.Eng., manager, student and government liaison programs

Enforcement Committee

(ENF)

Mandate

The Enforcement Committee (ENF) was established to advise Council on matters relating to the enforcement of the provisions of the *Professional Engineers Act* dealing with unlicensed and unauthorized practice and illegal use of engineering titles. Its key duties and responsibilities are:

- ◆ to prepare and present policy proposals to council on issues relating to PEO’s enforcement activity; and
- ◆ to act as an advisory body to the registrar, PEO committees and task forces, and council on policy matters relating to enforcement.

Highlights

The committee met six times in 2013 to discuss issues that could improve PEO's ability to enforce the Act:

- ◆ examining whether PEO should have more legislated enforcement powers, such as audit and search and higher penalty amounts, and producing an interim report for eventual recommendations to PEO council;
- ◆ considering how PEO can encourage more reporting of enforcement violations, such as through increased confidentiality, whistleblowing protection or mandatory reporting by engineers with a consequence of professional misconduct for failing to report;
- ◆ reviewing a couple of enforcement cases involving agencies under federal jurisdiction, to confirm PEO's ability to enforce; and
- ◆ receiving legal training on the law regarding enforcement of the *Professional Engineers Act* and receiving a review of PEO staff operations.

The committee's 2014 work plan will be focused on:

- ◆ continuing to find ways to encourage more reporting of enforcement violations;
- ◆ continuing to examine if more legislated enforcement powers would be helpful to PEO, both in existing engineering disciplines, as well as in emerging engineering disciplines that are yet to be defined;
- ◆ developing an explanation of the definition of the practice of professional engineering within the context of the industrial production and manufacturing sector, so that infringements of the act are minimized;
- ◆ providing evidence of enforcement violations, and ensuring that those undertaking or commissioning engineering projects are aware of the *Professional Engineers Act* and understand the need to protect the public through licence holders;
- ◆ assessing how to ensure the offering of engineering training outside of Canadian Engineering Accreditation Board-accredited programs does not present any enforcement violations; and
- ◆ identifying engineering work that requires engineering oversight, and identifying gaps where government standards are reduced and engineering oversight is removed.

Committee chair: Peter Broad, P.Eng.

Committee vice chair: Roger Barker, P.Eng.

Council liaison: Robert Willson, P.Eng.

Staff advisor: Linda Latham, P.Eng., deputy registrar, regulatory compliance

Equity and Diversity Committee

(EDC)

Mandate

The mandate of the Equity and Diversity Committee (EDC) is to recommend an action plan to integrate equity and diversity values and principles into the general policy and business operations of PEO.

Equity and Diversity Policy

EDC has developed an implementation action plan to achieve the short-term and long-term objectives of the Equity and Diversity Policy and Guidelines, which were approved by council on February 18, 2011. The implementation plan factors in action steps, resources and costs, the people responsible, time frames, key stakeholders and desired outcomes/results.

In 2013, EDC organized an Equity and Diversity Awareness Workshop, attended by PEO council members, committee and task forces chairs and vice chairs and staff, which was intended to prepare participants to be advocates for the equity and diversity initiatives mandated by PEO council. They viewed a PowerPoint presentation prepared by EDC, as well as previewed the Equity and Diversity awareness web module developed for PEO.

EDC completed development of a training webinar to facilitate the integration of equity and diversity awareness. In October 2013, EDC launched PEO's first webinar module, entitled *Engineers Make A Difference—an Equity & Diversity Awareness Module*. By year end, more than 200 individuals had accessed the module.

2013 committee membership

Members of the committee are: Márta Ecsedi, P.Eng., FEC (chair); Greg Allen, P.Eng., Mervin Dewasha, P.Eng., FEC; Rishi Kumar, P.Eng., FEC; Shaun Rose, P.Eng., FEC; Dwayne Shirley, P.Eng., FEC; Vera Straka, P.Eng.; Sharon Reid, C.Tech.; and Rakesh Shreewastav, P.Eng. FEC (council liaison and LGA). The committee advisor is Fern Gonçalves, director, people development, with support from Olivera Tosic, recognition coordinator.

Committee chair: Márta Ecsedi, P.Eng., FEC

Staff advisor: Fern Gonçalves, director, people development

Government Liaison Committee

(GLC)

Mandate

The mandate of the Government Liaison Committee (GLC) is to provide oversight and guidance for the PEO Government Liaison Program (GLP). Key duties and responsibilities are outlined in the Terms of Reference.

Activities

- ◆ *GLC subcommittees:* The GLC oversaw several activities this year. The GLC Queen's Park Day Subcommittee was formed to plan and hold the annual PEO Queen's Park Day MPP reception. The GLC Workplan Subcommittee was struck to operationalize the 2013 GLC workplan and to develop the 2014 GLC HR and Workplan. The Regulatory Issues Subcommittee took on a communication and educational role of identifying and informing the engineering community of regulatory issues that have an impact on the profession. A "Take Your MPP to Work Day" Subcommittee was formed to develop a "Take Your MPP to Work Day" to enable MPPs to obtain a better understanding of the work that professional engineers do and their duty to the public interest.
 - 2013 GLC regulatory issues: The GLC Regulatory Issues Subcommittee continued to prepare and issue one-page GLP *Info Notes* to provide GLP chairs information on various topics so they could effectively communicate with their MPPs when they meet them. New additions in 2013 were GLP Info Note 7.0—*Repeal of the Industrial Exception from the Professional Engineers Act*, and GLP Info Note 8.0—*Falling Balcony Glass*.
 - 2013 PEO Queen's Park MPP reception: The GLC Queen's Park Day Planning Subcommittee planned and held the annual Queen's Park Day on October 9, 2013. It was the best attended Queen's Park reception PEO has held to date with 56 MPPs participating and, for the first time, both the Premier, Kathleen Wynne MPP (Don Valley West), and Leader of the Opposition, Tim Hudak MPP (Niagara West-Glanbrook), attending. PEO members were able to engage and interact with many MPPs and recognition awards were

given out. Highlights included presentations made to three companies, Bruce Power L.P., COM DEV International Products, and Vale Canada Inc., who were very supportive of PEO's goal to repeal section 12(3)(a) of the *Professional Engineers Act*.

- 2013 Take Your MPP to Work Day: The GLC Take Your MPP to Work Day Subcommittee successfully gave MPPs a more concrete understanding of how engineering contributes to their communities and helped develop the relationship between the local chapters and their politicians. In 2013, PEO Niagara and Oakville chapters hosted events. PEO Niagara Chapter hosted an event with MPP Cindy Forster at Niagara College. The second event was hosted by Oakville Chapter, where MPP Kevin Flynn, parliamentary assistant to the transportation minister, toured Siemens and learned about how engineers work in the public interest. The subcommittee looks forward to expanding this program in 2014.
- ◆ *GLP oversight*: GLC provided oversight to the activities of the GLP. Continuing the GLP's initiatives to better inform PEO chapter members of the value of getting involved with public policy and to provide training in government liaison activities, four regional academies and congresses were conducted. In 2013, these informational events, which feature local MPPs as guest speakers, were held for the Western, West Central and East Central, Eastern and Northern regions. There were five provincial byelections held in Ontario in 2013. PEO wanted to ensure that regulatory engineering issues were on the agenda during these contests, in particular the need to proclaim the repeal of section 12(3)(a). GLP chairs on the ground in the affected ridings quickly stepped up to hold four all-candidates debates in the span of two weeks, which raised the profile of the association in the community and of the repeal in the media.
- ◆ *Committee meetings*: To accomplish its work, the committee met 10 times during 2013 (face to face: April 2, June 26, October 9, December 17; via teleconference: January 30, February 27, May 15, August 13, September 18, November 20).

2013 committee membership

Barry Steinberg, P.Eng., Consulting Engineers of Ontario (chair); Chris Taylor, P.Eng. (vice chair); Bernard Ennis, P.Eng., Ontario Centre for Engineering and Public Policy; PEO councillors Ishwar Bhatia, P.Eng., and Rick Hilton, P.Eng.; Jonathan Hack, P.Eng., Ontario Society of Professional Engineers; Jana Levison, EIT, EIT representative; Zoe Zeiler, EIT student representative; and ex-officio: Denis Dixon, P.Eng. (PEO president until May 2013), Annette Bergeron, P.Eng. (PEO president from May 2013), Michael Price, P.Eng., PEO acting CEO and registrar, and Howard Brown, PEO government relations consultant, Brown & Cohen Communications and Public Affairs.

2014 membership

Barry Steinberg, P.Eng. (chair to January 2015); Chris Taylor, P.Eng. (vice chair, council liaison); Doug Hatfield, P.Eng.; Hafiz Bashir, P.Eng.; Darla Campbell, P.Eng.; Jonathan Risto, P.Eng.; Bernard Ennis, P.Eng.; Ishwar Bhatia, P.Eng.; Rick Hilton, P.Eng.; Bill Goodings, P.Eng.; and Jana Levison, EIT; Ex-officio: Annette Bergeron, P.Eng. (to April 26, 2014), David Adams, P.Eng. (incoming president, effective April 26, 2014), Gerard McDonald, P.Eng., PEO registrar, and Howard Brown.

Committee chair: Barry Steinberg, P.Eng.

Staff advisor: Jeannette Chau, P.Eng., manager, student and government liaison programs

Staff support: Zahraa Al-Ali, P.Eng. coordinator, student and government liaison programs

National Engineering Month (NEM) is an annual opportunity for the engineering community to celebrate its past contributions to society and chart a path forward for the future. New breakthroughs in technology, increased regulations and broader global impacts of engineering are just a few factors motivating a shift in expectations for the type of problem solvers needed in the 21st century. The future of engineering demands the industry attract those with diverse backgrounds, thinking styles and aspirations to the profession.

Continuing and prospering under the new partnership established between Engineers Without Borders Canada (EWB) as service provider, Professional Engineers Ontario (PEO) and the Ontario Association of Certified Engineering Technicians and Technologists (OACETT), the National Engineering Month Ontario Steering Committee (NEMOSC) continued to jointly develop, organize, fund and support all NEM 2013 activities in the month of March as a comprehensive and innovative engineering outreach campaign.

With over 142 events across the province organized by PEO chapters, OACETT chapters and other dedicated volunteer groups, it launched a much improved interactive website and initiated lively social media presence on Facebook and Twitter.

With “Design the Future” as the theme for NEM 2013, the NEM 2013 campaign created many dialogues about engineering and engineering technology. NEM 2013 allowed groups an opportunity to paint a bold, inspiring picture of the engineering profession that will lay the foundation for attracting the engineers, technicians and technologists of tomorrow, and for encouraging youth to see themselves as a powerful force for shaping the future.

From professional lectures to fun, hands-on youth activities to awareness-building public outreach, NEM Ontario 2013 delivered purposeful, positive and impactful messages about engineering and engineering technology to a broad cross-section of Ontarians.

Here’s a summary of accomplishments for NEM Ontario 2013.

Record numbers reached in NEM Ontario 2013

In March 2013, over 142 National Engineering Month events across Ontario in dozens of communities reached:

- ◆ 25,000+ children, teens and adults through in-person events (up from 22,000 in NEM 2012);
- ◆ 270,000 online (up from 74,000 in NEM 2012); and
- ◆ 860,000+ through traditional print media outlets and ads (up from 665,000 in NEM 2012).

142 events held across the province

Among the events run by NEMOSC founders (PEO and OACETT) or sponsored by NEM Ontario (run by EWB, Ontario Society of Professional Engineers (OSPE), Engineering Students Societies’ Council of Ontario (ESSCO) and other outreach organizations):

- ◆ 77 events run by EWB and its chapters;
- ◆ 33 events run by PEO and its chapters;
- ◆ 10 events run by OACETT (including six in collaboration with PEO) and its chapters;
- ◆ 12 events run by ESSCO, including nine Rube Goldberg events; and
- ◆ 10 events run by other dedicated and interested community organizations.

Demographic segmentation	Percentage
Students: grades 1-8	47% (2012: 50%)
Students: grades 9-12	9% (2012: 11%)
Students: college & university	11% (2012: 8%)
Professionals	14% (2012: 10%)
General Public	19% (2012: 21%)

Financial success in NEM Ontario 2013

Financially, the campaign was one of the most successful to date. The 2013 goal for the organizing committee continued to be one of delivering quality and relevant events while rebuilding reserve funds to ensure the going concern of the National Engineering Month Ontario Steering Committee (NEMOSC):

- ◆ \$90,500 in received sponsorship, plus \$59,500 in advertising revenue (delivered at a cost of \$13,721, or 9.1 per cent on \$90,500, as compared to \$10,850 on \$70,000 in sponsorship, or 15.5 per cent in 2012);
- ◆ focus on the future sustainability of the campaign through rebuilding the financial reserve: \$34,000 added to the reserve fund, which now totals \$64,000;
- ◆ focus on fiscal responsibility. Cognizant of providing the sponsors value for money, every cost was analyzed by NEMOSC and every effort was made to reduce costs where possible/eliminate additional costs and duplication through creative measures (e.g. mobilizing student volunteers); and
- ◆ total revenue of \$212,000, with expenses \$133,000.

Smooth operations for NEM Ontario 2013

Logistically, the campaign ran very smoothly overall, due to:

- ◆ up-front conversations with chapters before the funding process;
- ◆ all funding requests were meant and answered in a timely manner;
- ◆ materials were sent out on time. Many positive comments from chapters receiving support, with some suggestions for improvement.

Other notable NEM Ontario 2013 highlights

NEM featured clear and deliberate messaging based on research: To break stereotypes that affect the public's perception of engineering, NEM Ontario 2013 delivered purposeful, positive and impactful messages about engineering.

- ◆ concerted effort to mobilize a youthful audience through online engagement and social media by sharing interesting, entertaining and relevant content (such as blogs, articles, images), permanently growing the audience;
- ◆ dedicated co-coordinator hired to work on NEM from September 2012 to March 2013, enabling accumulation and sharing of coordination know how, building and developing relationships, and delivering a smooth and consistent campaign experience;
- ◆ coordinating the founding organizations (PEO, OACETT) along with EWB, OSPE, ESSCO, and bringing sponsors into the outreach strategy, enabling the campaign to mobilize a large network of passionate, inspired professional and student volunteers who ran the events;
- ◆ Partnering with companies that provided financial sponsorship, which provided (non-sales) original content to tell stories that synchronized with our themes (sustainability, creativity, future, etc.).

Conclusion

The community of hundreds of dedicated engineering and engineering technology volunteers and committed sponsors of NEM 2013 demonstrated the true passion for engineering and engineering

technology that exists in Ontario. NEMOSC is proud of the amazing progress it made in 2013 and cannot wait to build on the momentum for NEM 2014. NEMOSC wants to continue to inspire the next generation of engineering and engineering technology talents to solve problems that matter.

NEMOSC believes NEM has the potential to be a premier month-long event. Every one of us at the steering committee are confident that it can be leveraged to generate a significant awareness-raising campaign that truly shifts the public's perceptions and behaviours about engineers and engineering

Ontario Centre for Engineering and Public Policy (OCEPP) Advisory Board

Background

The OCEPP Advisory Board was formed in June 2011, following a motion by PEO council at its meeting in November 2010. At the meeting, council established an Advisory Board Selection Committee and a selection process.

Membership

The members for 2013 were Brian Surgenor, P.Eng. (chair, academe category); David Euler, P.Eng. (vice-chair, broad engineering category); Shereen Amin (Ontario government category); Ken Clupp, P.Eng. (broad engineering category); William De Angelis, P.Eng. (Consulting Engineers of Ontario category); Bernard Ennis, P.Eng., (OCEPP director); Desmond Gomes, P.Eng. (OSPE category); Lesley Herstein (student category); Bob McDonald (media category); and Gary Thompson, P.Eng., C.Eng. (U.K.) (industry category). Shereen, Desmond and Lesley joined the board in 2013. Shereen and Desmond are the first to represent their respective categories (no applications were received for their categories when the board was formed in 2011). Lesley replaced Charlsie Searle who resigned in July.

Mandate

The board's mandate, approved by PEO council in November 2010, is to provide advice to the OCEPP director on a range of matters, including refining the centre's mission and focus and supporting PEO's regulatory mandate. Among its other roles, the board offers intellectual guidance and support on key issues facing the centre, brings forward potential collaborative opportunities, and helps raise awareness of the centre among academe, research institutions, policy-makers and the media, with a view to establishing new research networks. The board meets three times a year.

Activities

In 2013 the board met in January, July and October. Board members provided advice on the 2013 Public Policy Conference theme and proposed speakers, and played key roles at the conference. As well, members reviewed the topics and logistics for the Policy Engagement Series seminars, suggested topics and potential contributors for articles, helped refine eligibility requirements and topics for the annual Student Essay Competition, and provided feedback on a draft positioning statement for the centre. In addition, the board held a planning session in conjunction with its October meeting and invited the then current president and president-elect of PEO, the president of the Ontario Society of Professional Engineers, and the chief executive officer of Consulting Engineers of Ontario to provide input into OCEPP's direction and activities.

Committee chair: Brian Surgenor, P.Eng.

Staff advisor: Bernard Ennis, P.Eng., director, policy and professional affairs

The mandate of the Awards Committee (AWC) is to coordinate, manage, promote and monitor the Professional Engineers Ontario (PEO) Ontario Professional Engineers Awards (OPEA) program, the Order of Honour (OOH) program, and external honours activities to support achievement of one of additional object 2(4)4 of the *Professional Engineers Act*, which states: “To promote public awareness of the role of the Association”.

Internal honours

- ◆ *Order of Honour Ceremony, 2013*: From the nominations received by the 2013 deadline, the following exceptional professional engineers were selected and recommended by the AWC, and approved without modification by council for investiture into the Order of Honour on Friday, April 26, 2013: Philip Maka, P.Eng., FEC (Companion); Corneliu Chisu, P.Eng., FEC, MP (Officer); and Members Gheorghe Bacioiu, Ph.D., P.Eng., Haoxuan Sarah Jin, P.Eng., Pappur Shankar, P.Eng., and Noubar Takessian, P.Eng., FEC. The Order of Honour ceremony was held during PEO’s Annual General Meeting at the Toronto Marriott Eaton Centre.
- ◆ *Ontario Professional Engineers Awards, 2013*: The OPEA are jointly awarded by PEO and the Ontario Society of Professional Engineers (OSPE). From the nominations received by the deadline date, the following exceptional PEO licence holders were selected and recommended by the AWC, and approved without modification by Council and the OSPE Board: Michael V. Sefton, Sc.D., P.Eng. (Gold Medal); Charles Richard Donnelly, MASC, P.Eng. (Engineering Medal), Kenter Novakowski, Ph.D., LEL (Engineering Medal); J. Carlos de Oliveira, MASC., P.Eng. (Engineering Medal); Robert Francki, P.Eng. (Engineering Medal); Stavros A. Argyropoulos, PhD, P.Eng., FCAE (Engineering Medal); Mark F. Green, Ph.D., P.Eng. (Engineering Medal); Amir Khajepour, Ph.D., P.Eng. (Engineering Medal); Jingxu (Jesse) Zhu, Ph.D., P.Eng., FCAE (Engineering Medal); Anthony Pasteris, MBA, P.Eng. (Citizenship Award); and Michael Branch, B.A.Sc., P.Eng. (Young Engineer Award). The OPEA Awards Gala was held on Saturday, November 23, 2013, at the Toronto Congress Centre.
- ◆ *G. Gordon M. Sterling Award, 2013*: This award recognizes exemplary leadership by a PEO applicant currently enrolled in the association’s Engineering Intern program. The award is named for G. Gordon M. Sterling, P.Eng. (deceased) who was a past president of PEO, a Companion of the Order of Honour and a long-time volunteer. From the self-nominations received, the Sterling Subcommittee selected Zachary White, EIT, a worthy award recipient, who was subsequently recommended by the AWC and approved by PEO council. The award was presented during the Order of Honour ceremony held on April 26, 2013 during PEO’s Annual General Meeting.

External honours

- ◆ *Engineering Fellowship Award (FEC), 2013*: Engineers Canada recognized 56 Ontario volunteers recommended by PEO for having given noteworthy service to the engineering profession. Engineers upon whom this honour is bestowed are awarded the privilege of the use of the designation “Fellow of Engineers Canada”, or FEC. Non-engineers upon whom this honour is bestowed are awarded the designation “Honorary Engineers Canada Fellow” or FEC (Hon.).
- ◆ *Ontario Volunteer Service Awards*: In 2013, the AWC made 15 successful nominations of PEO members for the Ontario Volunteer Service Awards (OVSA), representing eight PEO chapters and six committees.
- ◆ *Other*: The AWC championed the nomination of Anne Sado, P.Eng., who was appointed a member of the Order of Canada in 2013. The AWC supported the nominations for the Engineers Canada Young Engineer award recipient Goldie Nejat Ph.D., P.Eng., and the

Engineers Canada Meritorious Service Award for Community Service recipient Mohinder S. Grover P.Eng., FEC. The AWC also focused on external honours, in particular the Ontario Women's Directorate (OWD) Leading Women Awards, which honours strengths, achievements and diversity of woman and girls in Ontario and recognizes important contributions make to their communities. In 2013 the OWD recognized Márta Ecsedi, P.Eng., FEC; Diane Freeman, P.Eng., FEC; Nancy Hill, P.Eng., LL.B., FEC; Ann Sado, P.Eng.; Jeannette Southwood, P.Eng., FEC; and Catherine Karakatsanis, P.Eng., FEC, who were nominated by their members of provincial parliament. They were the first engineers of over 300 women who have received the award since 2006.

Committee activity

AWC continued to follow the Communications Plan, which has resulted in a more diverse slate of PEO members who received OPEA awards. AWC also made major strides in harnessing new technology to enable the activities and participation of the committee. Over the course of the year, the committee enhanced use of PEO's SharePoint site. AWC also encouraged the use of teleconferencing and most meetings included attendance via teleconference

2013 committee membership

Helen Wojcinski, P.Eng. (chair); Michael Ball, P.Eng., Paul Ballantyne, P.Eng.; Daniel Couture, P.Eng. (appointed by OSPE); Denis Dixon, P.Eng. (council liaison); G. Ross Gillett, P.Eng.; Nancy Hill, P.Eng. (vice chair, (appointed by OSPE); Cliff Knox, P.Eng.; Argyrios (Gerry) Margaritis, P.Eng.; John Severino, P.Eng.; Jeanette M. Southwood, P.Eng. (past chair); and Stephen Tsui, P.Eng. The committee advisor was Fern Gonçalves, director, people development, with support from Olivera Tosic, recognition coordinator.

Committee chair: Helen Wojcinski, P.Eng.

Staff advisor: Fern Gonçalves, director, people development

Professional Standards Committee

(PSC)

The Professional Standards Committee (PSC) met 10 times in 2013. Currently, the committee has nine members.

Practice standards

At the end of 2013 legislative counsel was completing regulations for the following three standards:

- ◆ *Writing Engineering Evaluation Reports for Drinking Water Systems;*
- ◆ *Code Compliance Data Matrix on Drawings for Buildings prepared by Professional Engineers;* and
- ◆ *Preparation of Environmental Site Assessment Reports.*

These draft standards were revised based on comments received during the consultation period and have been sent to the Ministry of Attorney General for legislative drafting:

- ◆ *Supervising and Delegating;* and
- ◆ *Tower Crane Review.*

The committee is currently revising the following standard based on comments received during the consultation period:

- ◆ *Use of Professional Engineer's Seal.*

Practice guidelines

- ◆ *Guideline for Structural Engineering Assessments of Existing Buildings and other Structures:* Council approved the Terms of Reference for this subcommittee at its September 2013 meeting. The subcommittee, which first met on November 27, 2013, is drafting this guideline.
- ◆ *Developing Software for Safety Critical Engineering Applications:* The guideline was approved by council at its November 2013 meeting and is available from the PEO website.
- ◆ *Structural Engineering in Buildings:* The subcommittee, which first met on July 7, 2010, is preparing this guideline for public consultation.
- ◆ *Forensic Engineering:* The subcommittee, which first met on April 19, 2011, is preparing this guideline for public consultation.
- ◆ *Practice Review:* The subcommittee, which first met on July 19, 2011, is preparing this guideline for public consultation.
- ◆ *Performance Audits and Reserve Fund Studies in Condominiums:* The subcommittee, which first met on October 4, 2012, is preparing this guideline for public consultation.
- ◆ *Review of Completed Works Guideline:* The subcommittee, which first met on October 4, 2012, is drafting this guideline.
- ◆ *Solid Waste Management:* Council approved the Terms of Reference for this subcommittee at its March, 2013 meeting. However, the work of this subcommittee has been put on hold due to upcoming changes in Waste Management regulations.

Committee chair: Andy Bowers, P.Eng.

Staff advisor: Bernard Ennis, P.Eng., director, policy and professional affairs

Task Forces

Emerging Disciplines Task Force

(EDTF)

In March 2008, PEO council passed a motion to establish an Emerging Disciplines Task Force (EDTF) with two subgroups to examine (i) *nanotechnology and molecular engineering* (NME) and *communications infrastructure and networking engineering* (CIN) to identify issues associated with regulating the practice of professional engineering in these new areas. The subgroups' Phase 1 reports to establish their respective Core Body of Knowledge and Scope of Practice were presented to council in April (NME) and September (CIE) 2010.

Throughout 2013, both groups continued finalizing their respective Phase 2 reports, whose objective is to prepare PEO to regulate the practice of NME and CIE professional engineering through licences or limited licences. The NME Group finalized its Phase 2 report and submitted it to council in November 2013. The CIE Group submitted its Phase 2 Executive Summary and recommendations to council in November also. Council directed stakeholder consultations for both reports take place over the next six months and the results be reported back to it.

Experienced Practitioners Task Force

(EPTF)

The Experienced Practitioners Task Force (EPTF) was approved by council in November 2012 to investigate and recommend improvements to the Complaints and Discipline processes.

Mandate

The mandate of the EPTF is to review and recommend to council:

- (i) more concise definitions of incompetence, unprofessional conduct, and conduct unbecoming a professional;
- (ii) a process for sifting complaints and defining the requirements of those suitable for resolution by a simple peer review, without lawyers; and
- (iii) a simple peer review process that is fair and economical, and that would be a prerequisite of such complaints before they enter the more formal adversarial area of complaints and discipline.

Activities

The EPTF held 10 meetings in 2013. Currently, the EPTF has three members, who were appointed by council.

The EPTF completed its mandated work in 2013 and submitted a report to council at its meeting on November 22, 2013. The report provided the following recommendations:

1. That council acknowledge that section 72 of Regulation 941 does not need to be rewritten to provide more concise definitions of professional misconduct.
2. That council instruct the registrar to investigate the need to introduce regulation-making powers for the term "incompetence".
3. That council adopt the national Code of Ethics and incorporate it into a regulation.

4. That council obtain a legal opinion regarding the statutory viability of a front-end triage stage that would provide an initial assessment and disposition of complaints.
5. That council adopt a front-end screening process that begins by sorting by complainant category, such as: general public member, licence holder, regulatory official, other professional.
6. That council ensure that a staff level, front-end triage to determine whether the matter is a dispute or a complaint occurs prior to filing the written complaint. The filing of a complaint form with the registrar should occur only once the registrar signs off that, on the basis of the information available, there is no alternative resolution available except through the formal disposition of the matter by the Complaints Committee.
7. That council ensure that the Complaints Committee make more extensive use of its powers under section 24(2)(c) of the *Professional Engineers Act*, beyond those of undertakings.
8. That council require the registrar to provide annual caseload statistics, such as the number of open and disposed complaints, matters currently before the Discipline Committee, matters resolved by the Discipline Committee, together with the time taken at each step, starting with the date complaint is filed.
9. That Council stand down the Experienced Practitioners Task Force.

Council received the report and referred it to the Complaints Committee, Discipline Committee, Legislation Committee, and PEO National Framework Task Force for peer review.

Task force chair: J.E. (Tim) Benson, P.Eng.

Staff advisor: Johnny Zuccon, P.Eng., deputy registrar, tribunals and regulatory affairs

National Framework Task Force	(NRTF)
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Mandate

1. To explore the potential value to the public and profession of a national regulatory framework;
2. To participate in the development of PEO's position on a national framework for licensure; and
3. To support the active participation of the registrar, or designate, and the two PEO National Framework Task Force members as representatives of PEO on the Canadian Framework for Licensure (CFL).

Activities

The NRTF held six meetings in 2013 (three face-to-face meetings and three meetings via teleconference and Adobe Connect). Currently, the task force has seven members, one of which is a council liaison member. At its November 2013 meeting, council approved the inclusion of an additional member from the Professional Standards Committee.

Amended Terms of Reference for the task force were submitted to, and approved by, council in November 2013.

The NRTF carries out the following three main activities with respect to the various elements received from the CFL at Engineers Canada:

1. Review of research documents, including PEO consultation responses;
2. Provision of feedback to the CFL; and
3. Provision of a recommendation to council for concurrence of CFL element.

Element	Review	Feedback to Engineers Canada	Council Recommendation
Licensing Requirements and Competencies–P.Eng. (<i>Step 5</i>)			Approved by Council at February 2013 meeting
Licensing Requirements and Competencies–Limited Licence (<i>Step 5</i>)			Approved by Council at February 2013 meeting
Licensing Requirements and Competencies–EITs (<i>Step 5</i>)			Approved by Council at February 2013 meeting
Titles, Rights and Responsibilities (<i>Step 1</i>)	January 7, 2013	January 18, 2013	Pending
Principles for Complaint, Investigation & Discipline Practices (<i>Step 3</i>)	February 21, 2013	April 26, 2013	
Code of Ethics (<i>Step 1</i>)	January 7, 2013	January 7, 2013	Pending
Enforcement (<i>Step 1</i>)	July 9, 2013	July 30, 2013	Approved by Council at November 2013 meeting
Definition of the Practice of Professional Engineering (<i>Step 1</i>)	July 9, 2013	July 30, 2013	
Objects of the Engineering Acts (<i>Step 3</i>)	July 9, 2013	July 30, 2013	
Public Identification of Engineering Expertise (<i>Step 3</i>)	September 10, 2013	September 20, 2013	

PEO Core Values

Accountability

Respect

Integrity

Professionalism

Teamwork



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