



Professional Engineers
Ontario

2015 Committee and Task Force Reports

April 2016

Published by
Association of Professional Engineers of Ontario

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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 2015 to December 2015.

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 2015.

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* (PEA) or its Regulations and making recommendations for corrective actions.

Activities

The Legislation Committee, a board committee comprising five councillors, met 11 times this past year. As a board committee, its term matches the Council year, from the first Council meeting following the Annual General Meeting to the Annual General Meeting. This report covers the period between January and December 2015.

Its first priority, which the committee has met, was to complete its work on the amendments to Regulation 941 to implement the Limited Licence/Licensed Engineering Technologist (LET) and Certificate of Authorization (C of A) changes. This regulation, which also re-introduced a minimum waiting period for Presidents seeking re-election, received Council and Cabinet approval, and was made effective in two stages: the Limited Licence/LET and C of A changes came into effect on July 1, 2015; the rest of the regulation amendments came into effect on April 2, 2015.

With respect to outstanding Council policy motions for regulations, as a result of the March 2014 Council directive to work with the proponent committees and/or task forces to clarify policy intents, implications and suitability for invoking Council's regulation-making powers, the Legislation Committee established a process to complete the review. This work was completed, and certain Council motions relating to proposals for discipline-specific C of A changes were subsequently rescinded by Council at its September 2015 meeting. Other motions dealing with the licensing process were referred to the Licensing Committee to clarify the policy intents.

The committee continued to examine the requests for Act changes from the 2014 Elliot Lake Commission of Inquiry's recommendations, leading to recommendations to be made to Council. This analysis took the bulk of the committee's time for the second half of the year. The Tribunals and Regulatory Affairs Department, which supports the committee, also canvassed other committees for other possible related "housekeeping" changes. Several proposals were received from the Regulatory Compliance Department, and were included for Legislation Committee examination. Comments on the proposals were sought from the Discipline Committee, and some

members of that committee provided their comments. The Legislation Committee also reviewed previous Council motions regarding “Engineer of Record” and recommended to Council that these motions be rescinded as there was no need for regulatory change to address the originating issues.

As a Strategic Plan initiative, the committee developed and recommended to Council that it approve a new Act Change Protocol. The protocol requires that up-front policy and legislative analysis by the Legislation Committee take place on any proposal for Act changes before Council makes a decision on the matter. The protocol would ensure that well-analyzed Act changes would be ready for any future government opportunity for changes to the Act. The protocol was approved by Council in November 2015. As a follow-up, the committee began to review all previous Council motions that approved Act changes that have not yet been implemented, and to conduct research on possible future Act changes stemming from court decisions and comparative analysis of other Ontario regulators and Canadian engineering regulators.

Committee chair: Roydon Fraser, 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 10 elected regional councillors (each having a two-year term) of each of PEO’s five regions. In 2015, the members of the RCC were:

Region	Senior Regional Councillor (term expires at 2016 AGM)	Junior Regional Councillor (term expires at 2017 AGM)
Northern	Serge Robert, P.Eng.	Dan Preley, P.Eng.
Eastern	Charles Kidd, P.Eng.	David Brown, P.Eng.
Western	Len King, P.Eng.	Ewald Kuczera, P.Eng.
West Central	Danny Chui, P.Eng.	Warren Turnbull, P.Eng.
East Central	Nick Colucci, 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, which are organized into five regions. The RCC has 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:

- regularly meet as a committee 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 2015, the regional councillors participated in numerous events organized by the chapters in their own regions, and some attended chapter events in other regions to gain broader insight to the profession throughout Ontario.

The total chapter allotment for 2015 was \$510,000, distributed among 36 chapters in five regions.

The RCC continued the Chapter Scholarship Program, through which chapters can award up to \$1,000 in any denominations to one, or a number of, deserving student(s) entering an engineering program in Ontario.

Election of 2015-2016 RCC Chair

RCC elects its chair annually from among the 10 elected regional councillors. For 2015, Councillor Changiz Sadr, P.Eng., was elected to chair RCC on first ballot, during the April 25, 2015 Special RCC meeting with majority votes. Councillor Nick Colucci, P.Eng., was elected as vice-chair of RCC on a first ballot with majority votes.

2015 Regional Congresses

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

Continuing on from a successful pilot in 2014, RCC will continue to run February congresses for the Western, Eastern and Northern regions as teleconference meetings. This is to avoid unnecessary volunteer travel in inclement weather, save on costs of holding congresses; and enable broader chapter participation. Chapters responded positively to this idea in 2014.

Adobe Connect is an indispensable tool to display the meeting package and make chapter volunteer participation easier.

The February regional congresses for the East Central and West Central regions were organized as hybrid meetings (face-to-face meeting with an option to call in) to cater for either preference.

Chaired by a region's senior regional councillor, the meetings are intended to facilitate effective two-way communications among PEO Council, chapter staff and volunteers in the chapter system.

Fifteen regional congresses took place in 2015. A total of 259 volunteers attended the meetings. Attendees at each congress include two delegates for each chapter in a region, two regional councillors, chapter office staff and some invited guests.

RCC wanted to encourage succession planning at chapters, and in 2015 continued to allow one engineering intern (EIT) to attend regional congresses with all out-of-pocket expenses paid.

2015 Regional Congress Schedule

	Northern	Eastern	Western	East Central	West Central
February	February 10 13 attended Teleconference	February 24 17 attended Teleconference	February 18 22 attended Teleconference	February 26 14 attended PEO Offices	February 4 14 attended PEO Offices
June	June 13 13 attended Mattawa	May 30 19 attended Ottawa	June 6 21 attended Niagara Falls	June 10 17 attended PEO offices	June 24 18 attended Toronto
September	August 29 16 attended Kenora	September 12 21 attended Brockville	September 19 20 attended Burlington	September 16 18 attended PEO offices	September 21 16 attended Toronto

2015 Regional Councillors Committee (RCC) Meetings

The RCC meet when necessary to resolve pertinent chapter-related issues, such as review regional congress open issues; set budgets; establish the allotment; evaluate special project requests for chapters, etc.

In 2015, RCC met six times. The table below shows the meeting schedule. Although face-to-face meetings are preferred, technology (in particular using Adobe Connect, to share documents, and Momentum, as teleconference technology provider) is fully leveraged to help the regional councillors connect to carry out RCC's mandate and maintain quorum.

Date	Location	Details
January 31	Toronto Airport Marriott Hotel, Toronto	Face-to-face meeting
March 28	PEO offices, Toronto	Face-to-face meeting
April 8	Not applicable	Teleconference meeting
April 25	Westin Harbour Castle, Toronto	Election Meeting
July 25	Holiday Inn North Bay, North Bay	Face-to-face meeting
October 24	PEO offices, Toronto	Face-to-face meeting

2015 PEO AGM Training (April 25, 2015)

RCC organized one training session. The chapter office staff provided the training to volunteers after the 2015 PEO AGM Luncheon and RCC election meeting. The training session held was Chapter Executive Training.

- Chapter Executive Training
 - 24 chapter volunteers signed on to this popular training session to learn about the details of chapter operations and the responsibility of a Chapter Executive.
 - 31 chapter volunteers actually participated.
 - The 2.5-hour training session was provided by Matthew Ng, P.Eng., Manager, Chapters, Julia Milner, Chapter Coordinator, and Sharon Gillam, Chapter Admin Support

2015 Canadian Anti Spam Legislation (CASL) Training

Canada's Anti-Spam Legislation (CASL) is Canadian legislation that came into effect on July 1, 2014.

While PEO is under the regulatory exemption, its chapters do send out commercial electronic messages to members and non-members, so must be aware of CASL implications to PEO and to themselves.

With potentially huge fines to the sender of unsolicited commercial electronic messages, PEO provided training to chapter volunteers on the impact of CASL on their everyday volunteer work.

With help from PEO's lawyers, a CASL guide for chapters was developed. Once approved, it was uploaded to chapters.peo.on.ca and training slides were developed. There were initially two organized training webinars for chapters, with 45 people from 20 chapters attending.

To reach all chapter volunteers, at the end of the June or September 2015 round of regional congresses, the Manager, Chapters provided CASL training to congress delegates, as time permitted.

By the end of 2015, all relevant chapter volunteers had either been trained or been notified of the CASL training material on the chapters website for their own review.

In 2016, the PEO Chapter Office plans to continue to provide CASL training and hold sessions to raise awareness of CASL among the chapters.

2015 Chapter Leader Conference (November 21, 2015)

RCC nominated Serge Robert, P.Eng., to lead the organization of the 2015 Chapter Leaders Conference (CLC). Warren Turnbull, P.Eng., was nominated as vice chair to assist Serge.

The conference successfully took place at the Hilton Hotel and Suites, 5875 Airport Road, Mississauga.

The theme for the CLC was "Chapters – The LINK to the FUTURE". The program for the CLC comprised:

- Lunchtime Keynote Speaker Natalie Panek, who is an incredibly accomplished young woman on a mission to inspire the next generation of female game-changers to dive head-on into challenge and pursue careers in engineering and engineering technology. Ms. Panek's speech was well received by all CLC delegates and scores the highest in both appropriateness (87 per cent) and quality of execution (88 per cent) among those who responded to the CLC exit survey
- At the two breakouts, delegates discussed the issues below and presented the solutions from their assigned groups
 - From School to Practice to Licensure: PEO Chapters Bridging the Path
 - Chapter Issues: Peer Solutions
- No CLC would be complete without an Annual Chapter Story Contest – the People's Choice.

The overall feedback scores for the conference were 85 per cent for appropriateness and 80 per cent for quality of execution. RCC would like to thank the hard working 2015 CLC Organizing Committee for an excellent and well organized conference.

RCC 2015 Achievements:

- Special Project funding
 - Provided funding for the Upper Canada Chapter to exhibit at the 2015 International Ploughing Match & Rural Expo in Cornwall. As the premier rural expo in Ontario, the Ploughing Match brought PEO, PEO chapters and OSPE together to exhibit and educate the public about PEO's mandate in society, what engineers do and what a professional engineering licence means.
 - Funded the Scarborough Chapter to establish a Mechatronics program in STEM (science, technology, engineering and math) schools in the Scarborough area.
- 2016 chapter budget planning
 - RCC reviewed the 36 proposed 2015 Chapter Business plans in accordance with the business plan and expense guideline.
 - The total allotment budget proposed by RCC for 2016 is \$565,000. It was approved by PEO Council during the November 2015 Council Meeting.
 - New in 2015, RCC spent a year developing and agreeing on a mathematical model for regional allotment distribution. This method of calculating regional allotment amounts saved RCC deliberation time and allowed regional councillors to focus their attention on determining individual chapter allotments instead. The model is based on the summation of three factors:
 - total average net core costs as calculated for each region;
 - a per capita amount based on the population of members within each region; and
 - an area adjustment amount based on the surface area of the region. This is intended to balance the great differences between the East Central or West Central regions and the Northern Region
- Chapter open issues
 - RCC dealt with all the issues formally raised by chapter leaders in the regional congresses in the year.

Committee chair: Changiz Sadr, P.Eng.

Committee advisor: Matthew Ng, P.Eng., Manager, Chapters

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 that ARC 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

Regulatory

In 2015, approximately 3064 new applications for applicants graduating from Canadian Engineering Accreditation Board (CEAB)-accredited programs and approximately 1744 new applications for non-CEAB applicants were received. Approximately 2506 academic assessments were completed for non-CEAB applicants, of whom 612 applicants were deemed to have met PEO's academic requirements for licensure, and about 1579 applicants were assigned an examination program. Of the 617 interviews conducted by the Experience Requirements Committee (ERC) on behalf of ARC, 320 applicants had their examination programs waived by ARC. ARC also reviewed the examination performance of 287 applicants who sat for technical examinations prepared by PEO examiners. In 2015, approximately 4113 Professional Practice Examinations were written by applicants, of whom 3240 passed.

ARC continues to accommodate emerging engineering disciplines to recognize the diversity of academic credentials of foreign-trained applicants.

In 2015, ARC continued 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 (IEEQB) 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 2015, the ARC's role has been 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 2015, ARC was notified by the University of Toronto that the "Licensing International Engineers into the Profession (LIEP)" program had been terminated.

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. The most important activities were related to formulating, with ERC and staff, a new process, effective July 1, for admitting applicants for limited licences (limited engineering licensee and licensed engineering technologist) to be issued under new and revised

sections of Regulation 941/90. ARC will have much more involvement than in the previous process, and some pilot applicants have already tested the process.

Another major undertaking was resolving with ERC how to apply experience credit years to applicants who are subject to an examination program. Another major project with ERC was to bring a proposal that would improve the interviews (as a response to the Office of the Fairness Commissioner's report) for applicants assigned Directed Confirmatory and Specific Examination programs.

ARC continued the 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 the program's delivery. Since the number of applicants assessed through this process is still low, ARC will wait for a larger number of such applicants to analyse the results of the pilot.

The most significant and demanding activity continued from the previous year was the completion of the ARC Procedure Manual (referred to as the "Red Book"), which is the receptacle of ARC policy and process. The updating took into account major changes in the *Professional Engineers Act* and changes in Regulation 941/90.

ARC was pleased to recommend the awarding of the 2015 V.G. Smith Award for the best average of the top three technical examinations to Anthony Bernard Kacer. There were no qualified applicants for the S.E. Wolfe Award for the best engineering report.

Several ARC members also continue to serve on various national engineering boards, such as the Canadian Engineering Qualifications Board (CEQB), which is responsible for recommending nation-wide, standardized syllabi of examinations for all engineering disciplines (or one of its discipline subcommittees), and the Canadian Engineering Accreditation Board (CEAB), which is responsible for the national accreditation of all engineering programs at 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 Registration

Complaints Committee	(COC)
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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 any complaint that has been duly filed.

Introduction

The committee, which in 2015 comprised 14 members including the Chair, met nine times during the year and disposed of 81 complaints that had been filed and investigated. The disposition of the complaints and the statistics from the previous four years are as follows:

Activity	2012	2013	2014	2015
Complaints disposed of by COC	70	74	91	81
Matters referred to discipline	6	3	6	7
Matters not referred with no further action	59	47	62	56
Matters not referred, decision to send letter of advice or hold interview	4	20	21	10
Matters not referred, voluntary undertaking signed/accepted	1	4	2	8

Other activities

As part of the committee's annual general meeting in July 2015, COC held a workshop and training session, led by Valerie Wise, LL.M., of Wise Health Law. The session focused on new developments/approaches in regulatory investigations, and the content included a full examination of the four guiding principles of regulatory investigation: transparency, fairness, efficiency and the public interest. Several best practices put forward during the session have since been adopted by the committee.

In addition to the ongoing training undertaken by the committee, the committee members and PEO staff make a continuing effort to improve the efficiency and effectiveness of the committee and the complaints process. Some examples of work undertaken and changes initiated/made in 2015 include:

- continued to significantly reduce the complaint file backlog that had existed since 2012. Active complaint files pending at year-end was reduced to a manageable 86, from 135 at the end of 2012. A total of 81 complaint files were fully reviewed, considered and disposed of by the committee in the year;
- considered 11 prosecutorial viability opinions relating to 11 specific complaint files, and developed detailed statements of allegations for seven referred matters;
- considered and made a decision with respect to a complex request for a stay of investigation relating to one complaint file;
- developed and put into use a Lead Reviewer File Presentation template, to be used in conjunction with the newly developed and adopted COC non-referral decision template. The new non-referral decision template was implemented by year's end.
- initiated a legal review of the current voluntary undertaking process used by COC as one of its file disposition options. Recommendations flowing from the review are in the process of being evaluated and adopted, and will ultimately result in clearer communication and a more effective voluntary undertaking process in the public interest; and
- on-boarded, oriented and trained one new COC member, who joined the committee in 2015.

The committee understands how important it is to the regulatory function of PEO, to the confidence the public has in our ability to self regulate, and to the members' confidence in a fair complaints process. The committee's success is largely achieved through the dedicated work of staff, and the committee would like to express its appreciation to the Deputy Registrar, Manager, Investigators and administrative staff within the Regulatory Compliance department. Staff has demonstrated a sincere appreciation and understanding for the importance of this regulatory committee, and a commitment to high quality and performance.

Committee chair: Tony Cecutti, P.Eng.

Staff advisor: Linda Latham, P.Eng., Deputy Registrar, Regulatory Compliance

Complaints Review Councillor

(CRC)

The Complaints Review Councillor (CRC) is an administrative tribunal, but does not conduct hearings. Therefore, CRCs draw their jurisdictional powers under the *Professional Engineers Act*. The *Statutory Powers Procedure Act* does not apply to the CRC. The Tribunals Office provides administrative support to the Complaints Review Councillor.

In November 2015, Evelyn Spence, LL.B., an Attorney General appointee, was appointed by Council to act as Complaints Review Councillor. Mary Long-Irwin, Governor-in-Council Appointee, was appointed as Chair by Council.

Mandate—Reviews 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 or 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, to the ultimate notification of this decision to the complainant.

Activity

Activity	2014	2015
Applications for review	8	8
Dismissals without a review	0	3
Notices to conduct a review	7	9
CRC reports issued	5	2
Caseload	6	9

Committee chair: Mary Long-Irwin

Discipline Committee

(DIC)

Mandate

The Discipline Committee 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. The Discipline Committee 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 the Discipline Committee 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* and Regulations. 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 are composed of five members to ensure there are no split decisions. Hearing panels are normally provided an independent legal counsel.

Developments and activities during the year

In addition to attending to its statutory duties, the committee met twice to deal with general administrative matters, and to discuss committee performance.

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

There were some changes to the membership roster in 2015: one member was not re-appointed, two members resigned and two new councillors were appointed to the Discipline Committee.

The pool of adjudicators, Attorney General Appointees who were initially appointed to the Discipline Committee in early 2013, were re-appointed and continue contributing to the Discipline Committee.

Several DIC members attended a SOAR conference for professional development and some also attended other courses for training purposes.

In addition, the Discipline Handbook Subcommittee updated many sections of their handbook (an on-going project), which is used by Discipline Committee members as a guide for policy and procedures during hearings and related matters.

Although the Discipline Committee acts independently of PEO Council, any motions or operational improvements recommended by Council are undertaken by task forces assigned by Council. Recommendations of Council are considered by the Discipline Committee and implemented as deemed appropriate. Progress of Discipline Committee activities is reported by the Chair of the Discipline Committee as requested by Council.

Caseload activity

The table below shows that the committee received eight matters, and completed five as of December 31, 2015.

The number of matters pending is 17. At the request of prosecution staff and its legal counsel, the Committee 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	2014	2015
Matters referred to discipline	7	8
Pre-hearing conferences held	4	6
Matters pending (caseload)	12	17
Hearings completed	3	5
Written final decisions lissued	6	5

Committee membership

There are currently 49 members on the committee, comprising nine elected members to PEO Council, four Lieutenant Governor-In-Council Appointees who are members of the association, two Lieutenant Governor-In-Council Appointees who are not members of the association, six Attorney General Appointees who are members of the public, and 28 members appointed by Council from the general membership. From this roster of available committee members, the Chair of the Discipline Committee 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 department of Tribunals and Regulatory Affairs.

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

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 a 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 that the Academic Requirements Committee (ARC) waives the applicant's assigned technical examination program.

Activities

The ERC had a challenging 2015 year, conducting interviews to assess the experience of 1055 applicants for licensure (a slight decrease of 5.8 per cent from the previous year). ERC interviewed 544 applicants for a Confirmatory Examination Program, resulting in approximately 56 per cent of the candidates having their exam programs waived. This percentage is consistent with previous years' findings. ERC also conducted 373 staff referral interviews (for assessment of work experience for licensure purposes) with approximately 42 per cent of the applicants requiring additional experience.

There were 33 interviews for the purpose of granting a limited licence during 2015 (more than double the previous year), with 25 applicants demonstrating sufficient experience in their identified limited scopes of practice.

The efforts of ERC facilitated PEO in issuing P.Eng. licences to 2449 applicants in 2015, of whom 1619 were from CEAB programs. This total is a decrease of less than 1.5 per cent from the previous year.

In addition, ERC diligently participated in the following:

- Representatives of ERC participated in the Licensing Committee.
- ERC supported the ARC's position and concerns regarding Engineers Canada's proposal for credential assessment.
- Representatives from ERC and ARC participated in a working group to determine the process for assessing applications under the new Limited Licence requirements effective as of July 1, 2015.
- ERC members were involved in registration hearings as witnesses and expert witnesses as required by PEO counsel.
- During 2015, eight new ERC members were trained and added to the ERC roster to help with the interview process.
- During the latter part of the year, an external consultant reviewed the interview process as carried out by ERC interview panels and managed by PEO staff. This review was requested by the Ontario Fairness Commissioner as part of its assessment report. The consultant has prepared its final report and ERC will determine how to proceed with the recommendations in 2016.
- *ERC Subcommittee*: The subcommittee developed its Terms of Reference and created a formal election procedure for the ERC chair and vice chair positions. It also provided continuous interactions with the ERC Manual Task Force.

- *ERC Manual*: The ERC Manual Task Force continued to work on the ERC Policy and Procedures Manuals with the final draft to be completed in the first quarter of 2016.

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

Committee vice chair: David Kiguel, P.Eng., FEC

Staff advisor: Michael Price, P.Eng., MBA, FEC, Deputy Registrar, Licensing and Registration

Fees Mediation Committee

(FMC)

Message from the Chair

The Fees Mediation Committee (FMC) is a statutory committee established under section 32 of the *Professional Engineers Act*. It is an independent tribunal with powers under various provisions of the Act, as well as under the *Commercial Mediation Act, 2010*, S.O. 2010, chapter 16, to the extent that these provisions do not conflict with the Act.

There are four members on the committee. Committee members are designated by Council. The Complaints Review Councillor and members of the Complaints or Discipline committees are not eligible for membership on the FMC. From this roster of committee members, the Chair of the committee assigns members to conduct mediations and arbitrations of fee disputes that are within the jurisdiction of the committee. Administrative and operational support is provided by staff from the Tribunals Office in the department of Tribunals and Regulatory Affairs.

Mandate

The 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. The 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.

Information about the FMC is available on the PEO website at:

http://www.peo.on.ca/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.

Since there were no applications filed in 2015, the FMC did not meet as a whole in 2015. The committee is considering whether a broader mediation or arbitration service to resolve disputes would be of value to professional engineers.

Caseload activity

Activity	2014	2015
Applications for mediation received	0	0
Applications for arbitration received	0	0
Mediations conducted	0	0
Arbitrations conducted	0	0
Files pending (caseload)	0	0
Requests for mediation/incomplete applications	1	0

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

Registration Committee

(REC)

Message from the Vice-Chair

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

The term of service of the Chair of the Registration Committee, K. Sutherland, ended in November 2015, and the Vice-Chair took charge until the committee meets in February 2016 to name its new Chair and Vice-Chair.

There are 11 members on the committee, comprising no elected members of PEO Council, three Lieutenant Governor-In-Council Appointees and members appointed by Council from the general membership. From this roster of committee members, the Chair of the Registration Committee assigns panels to hear motions and conduct hearings related to matters that are within the jurisdiction of the committee. Administrative and operational support is provided by staff from the Tribunals Office in the department of Tribunals and Regulatory Affairs.

Mandate

The Registration Committee's mandate is to conduct hearings at the request of an applicant, in respect of Registrar's proposals under section 19 of the Act. REC has powers to make orders directing the Registrar to grant or refuse licences. The committee conducts hearings under the provisions of the *Professional Engineers Act* and the SPPA. The applicant and the Registrar are both parties to proceedings before the Registration 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 Act. The number of hearings by the committee varies year to year according to the number of applicants who, in response to the Registrar's proposal, request a hearing.

The hearings of the Registration Committee provide applicants an opportunity to demonstrate before this independent tribunal that the applicant meets the licensing requirements, or to seek exemptions from any requirements under the Act or regulations made under the Act.

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

Developments during the year

The committee updated its Terms of Reference, annual Work Plan and Human Resources Plan. The Registration Handbook Subcommittee is continuing to work on updating the committee’s handbook and plan to complete the project by in the second half of 2016.

Committee activity

The table below shows that the committee received four requests for hearings (two of which were premature applications, as no Notice of Proposal has been issued); completed two hearing and issued three written decisions as of December 31, 2015. The number of matters pending is 10.

Activity	2014	2015
Requests for hearings	5 Note: includes one premature application	4 Note: includes two premature applications
Pre-hearing conferences held	6	3
Matters pending (caseload)	10	10
Hearings completed	2	2
Written final decisions issued	3	2

Meetings

The Registration Committee as a whole met twice in 2015. One of the meetings included a training session at which David Jacobs, LL.B., from the law firm of Watson Jacobs McCreary, was invited to make a presentation on assessing evidence.

Committee vice-chair: Virendra Sahni, 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 4, 2015 at 4:00 p.m., there were three nominations received for the position of President-elect, one for Vice President, two for Councillor-at-Large, three for Eastern Region Councillor, two for East Central Region Councillor, one for Northern Region Councillor, three for West Central Region Councillor and four for West Central Region Councillor.

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 not to place staff in any untenable position during the election period. For the 2015-2016 Council elections, Allison Elliott was appointed by Council to act in this capacity.

The 2015-2016 Council elections continued to be conducted completely by electronic voting.

The RESC chairs were invited to attend the CESC meetings and worked well with the committee in coordinating candidate search and getting out the vote. The number of acclamations in this Council election was two, compared to four acclamations the previous year.

2015-2016 Membership: Annette Bergeron, P.Eng., Chair (Penultimate Past President), J. David Adams, P.Eng., (Past President), Thomas Chong, P.Eng., (President), Alain Mukama, P.Eng., and Damon Liu, P.Eng.

Committee chair: Annette Bergeron, P.Eng.

Staff advisor: Scott W. Clark, LL.B., Chief Administrative Officer

Committee support: Ralph Martin, Manager, Secretariat

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 met four times in 2015. From those meetings, 36 candidates were recommended for designation, and 185 candidates were recommended for redesignation.

The committee also recommended that an additional 17 companies be given permission to use “Consulting Engineers” in their title.

Members of the committee were: Eric Nejat, P.Eng., Doug Barker, P.Eng., Denis Dixon, P.Eng., Roy Fletcher, P.Eng., Shawn Gibbons, P.Eng., Rick Patterson, P.Eng., Larry Pond, P.Eng., Chris Redmond, P.Eng., Steve van der Woerd, P.Eng., Gerry Webb, P.Eng., Santosh Gupta, P.Eng. (Council Liaison), and Rob Kivi, P.Eng. (Consulting Engineers of Ontario Representative)

Additional members of regional subcommittees were: Levente Diosady, P.Eng., Andrew Lawton, P.Eng., Adrian Pierorazio, P.Eng., Robert Pula, P.Eng., Andy Robinson, P.Eng., and Tom Woolhouse, P.Eng.

Committee chair: Eric Nejat, P.Eng.

Staff advisor: Lawrence Fogwill, P.Eng., Manager, Registration

Regional Election and Search Committees

(RESC)

There were five Regional Election and Search committees (RESC) formed at Professional Engineers Ontario (PEO) in 2015. They are:

- Northern Region Election and Search Committee;
- Eastern Regional 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 is the same: to encourage members residing in each region to seek election to PEO Council as Regional Councillors for the upcoming 2016 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 committee met during the breaks of the Regional Congresses in September, at separate physical meetings and on teleconference where needed.

As a new strategy for 2015, the chairs of the Regional Election and Search Committees, along with their committee advisor, have been invited to regularly attend the Central Election and Search Committee (CESC) meetings. The intent of the joint meetings is to allow sharing of ideas, thoughts, tactics and strategies, with the specific goal of improving on the number of candidates from the 2015 PEO election and minimizing acclamations.

There were many changes made (big or small) to how RESC approaches regional election matters. Among the bigger changes, the establishment of a \$1,000 travel allowance for candidates to campaign, was particularly successful. To help candidates financially to campaign broke down the barrier and complications around candidates attending chapter AGMs. The motion was a CESC recommendation based on suggestions from the RESC. This recommendation was supported by PEO Council.

The end result from implementing all the tactics and strategies was encouragingly positive: a significant increase in the number of candidates running in the 2016 PEO election, ensuring healthy election competitions in four of five regions. With such great results, it would be recommended to the 2017 PEO election to continue this practice and see how the Regional Election and Search Committees can out do themselves.

The following table shows the chairs of the RESC 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	Regional Election and Search meeting held?	Number of candidate(s) submitted nominations by the close of nomination
Eastern	David Brown, P.Eng.	Yes, during Regional Congress and subsequent one-on-one meetings	Incumbent not running, three candidates in competition
East Central	Changiz Sadr, P.Eng.	Yes, during Regional Congress and subsequent meeting at PEO and email discussions	Incumbent not running, two candidates in competition
Northern	Dan Preley, P.Eng.	Yes, during Regional Congress and subsequent email and phone conversations	Incumbent not running, one candidate, sole candidate acclaimed
West Central	Warren Turnbull, P.Eng.	Yes, during Regional Congress and subsequent email and phone conversations	Incumbent running, three candidates overall, incumbent won
Western	Ewald Kuczera, P.Eng.	Yes, during Regional Congress and subsequent email and phone conversations	Incumbent not running, four candidates in competition

Four out of five regions had healthy election competitions. As there was only one candidate in the Northern Region, the candidate was acclaimed.

Committee 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

The ACV facilitated the seventh annual Committee Chairs Workshop, held on September 23, 2015 at the PEO offices, which was attended by 12 councillors, 23 committee representatives and 17 staff. The workshop theme, "Identifying Best Practices", was facilitated by Jim Harris, an internationally bestselling author. He successfully led the 2015 Volunteer Leadership Conference in April 2015. For more information on Jim's work see: <http://www.jimharris.com/>.

Changes to the policy

At the request of the Regional Councillors Committee (RCC), the ACV reviewed the PEO Volunteer Service Recognition Program. The proposed revisions were approved and communicated to the volunteers and members of RCC.

At the request of the Human Resources Committee (HRC), the ACV reviewed the Policy on Volunteers Seeking Staff Positions. Based on ACV's feedback, HRC submitted a briefing note to Council regarding eligibility criteria to serve on PEO Regulatory Committees, which was approved at the September 2015 meeting.

At the request of Enforcement Committee, the ACV is reviewing the election procedure for Committee Chairs and Vice Chairs under the Committees and Task Forces Policy. Recommendations for changes, if any, will be submitted to Council for approval.

Volunteer Leadership Conference Planning Committee (VLCPC)–ACV representation

The 2015 Volunteer Leadership Conference was held in conjunction with the PEO AGM as a joint venture for both committee/task force and chapter volunteers. In accordance with the 2015 VLCPC Terms of Reference, the ACV had two representatives on the committee, who were actively involved in the preparation for the conference. The event was considered a success. Approved by the Executive Committee, the VLCPC has become a standing committee and now includes two representatives of the ACV: Chris Kan and Doug Hatfield.

Committee operations

Most members of the committee have taken on at least one project that contributes toward the ACV's overall program plan. To accomplish its work, the committee met six times during 2015 (January 15, March 5, May 7, August 27, October 22 and December 3).

Committee membership

Members of the committee were: Chris Kan, P.Eng. (Chair); Doug Hatfield (Vice Chair); Nick Colucci, P.Eng. (Council Liaison); Márta Ecsedi, P.Eng.; Christian Bellini, P.Eng.; Michael Chan, P.Eng.; Denis Dixon, P.Eng.; Sean McCann, P.Eng.; and Vic Pakalnis, P.Eng.

Committee chair: Chris Kan, P.Eng.

Staff advisor: Fern Gonçalves, Director People Development

Staff support: Viktoria Aleksandrova, Committee Coordinator

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 Sept. 2009) as it relates to ‘Public awareness of the role of the Association’ (PEA Sect 2 (4)4 – Additional Object);
- to ‘support and encourage public information and interest in the past and present role of professional engineering in society’ in PEA Sect 8(20).”

Key duties and responsibilities

The EDU key duties and responsibilities are to support the PEO Envisioned Future and are an important portion of the EDU 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. The key duties of the Education Committee are:

- 1.0 **Chapters:** Provide support for PEO chapters to achieve their education outreach goals. The PEO Education Committee plans and helps PEO chapters implement valuable learning activities for aspiring engineers, which aids the long-term health of the profession.
- 2.0 **Equity and diversity:** Ensure that principles of equity and diversity are reflected in key activities (i.e. French translations of booklets and brochures) supported by the committee.
- 3.0 **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.
- 4.0 **Strategic relationships:** Establish productive relationships with other organizations whose objects are complementary.
- 5.0 **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 that there remains a steady flow of talented and skilled individuals into the regulatory framework for engineers in order to keep society safe and as necessary conditions 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:

- 5.1 **Reaching out to the public** – Support holding public events that promote awareness of the importance of science, technology, engineering and math education (STEM).
- 5.2 **Reaching out to the teachers** – Support holding information sessions for teachers (as required).
- 5.3 **Hard skills development** – Focus on “Thinking Skills” and “Lifelong Learning” as the key essential skills for our future engineers.
- 5.4 **Soft skills development** – Focus on Integrity, Work Ethic, Teamwork and Accountability as crucial work habits for our future engineers.

Committee operations

As of December 2015, the committee had 10 members, each volunteering to take on one or more projects that contribute toward the overall program plan of the Education Committee, plus one vacant Council Liaison position.

The committee continues to oversee the administration of the widely successful and ever growing Engineer-in-Residence program through our service provider EWB.

The committee continues to financially support the Engineering Innovations Forum.

The committee organized and hosted the 2015 Education Conference, which was held on May 29-30 at PEO headquarters. The theme of the conference was “Shaping our Future with Math and Physics”. This successful event was well attended by chapter delegates. The aim was to provide the chapters with resources and information to develop innovative education outreach programs and to provide funding based on criteria established by the committee. The committee also provided support for the chapter system as recently requested by Council.

The committee has reviewed the need for additional publications/pamphlets that can be distributed at student outreach events and has made recommendations to produce several postcards that focus on certain disciplines of engineering with the hope of increasing interest among students entering the STEM fields. These will be ready for distribution in 2016.

Finally, committee members through their work, continue to ensure that principles of equity and diversity are reflected in all the key activities.

Committee membership

The Education Committee members were: Samer Inchasi, P.Eng. (Chair, since 2010); Michael Arthur, P.Eng. (Vice Chair in 2015, since 2012); [Council Liaison – vacant]; Ravi Peri, P.Eng. (since 2010); Wanda Juricic, P.Eng. (since 2010); Ramy Ghattas, P.Eng. (since 2012);

Priscilla Williams, EIT (since 2014); Hao Li (since 2015); Gordon Griffith, P.Eng. (since 2015); Karen Cain, P.Eng. (since 2015); and Radomir Grigorov, P.Eng. (since 2015).

The committee met 10 times in 2015.

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 was established to advise Council on matters relating to 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, Council and PEO committees and task forces on policy matters relating to enforcement.

Highlights

The committee met six times in 2015 to review issues with a view to improving PEO's ability to enforce the Act:

- It commenced a review of PEO's written materials on enforcement to better explain to informants what level of confidentiality they can expect and what the likely outcome of the compliance process will be.
- The committee provided staff with clarification regarding the definition of "the practice of professional engineering" within the context of industrial settings, and provided examples of activities that fell within the definition.
- The committee considered whether certain changes should be made to the *Professional Engineers Act* to enhance PEO's enforcement powers.
- The committee reviewed and assessed committee best practices as a result of the Committee Chairs Workshop and prioritized a number of items for implementation beginning in 2016.
- The committee moved forward on many 2015 work plan items that are expected to be completed by the committee in 2016.
- In addition, the committee completed its search for and selection of a new committee member and Joe Adams, P.Eng., was welcomed to the committee.

The committee's 2016 work plan will primarily be focused on:

- addressing the issue of counterfeit and copied seals and whether, in the long term, technical changes could be made to the seal or sealing procedure to make the seal tamper-proof; and
- reviewing PEO's efforts to control the use of engineering terms in business and corporate names and whether resources should be directed at enforcement or changes to the relevant statutes and regulations.

Committee chair: Peter Broad, P.Eng.

Committee vice chair: Roger Barker, P.Eng.

Council liaison: Ewald Kuczera, 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

One of EDC's roles is to create ways to ensure there is equity and diversity training for PEO members and staff. For the last two years, EDC members have been using a PowerPoint Presentation to engage PEO members (Council, committees, task forces and chapters) in considering equity and diversity concerns in their actions and activities. As a result of collaboration with the Advisory Committee on Volunteers (ACV), a committee Work Plan template integrating equity and diversity issues was approved and is being used by more than half of the committees.

Committee membership

Members of the committee were: Márta Ecsedi, P.Eng., FEC (Chair); Greg Allen, P.Eng.; Mervin Dewasha, P.Eng., FEC; Rishi Kumar, P.Eng., FEC; Sharon Reid, C.Tech.; Shaun Rose, P.Eng., FEC; Vera Straka, P.Eng.; and Rakesh Shreewastav, P.Eng. FEC (Council Liaison and LGA).

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

Staff advisor: Fern Gonçalves, Director, People Development

Committee support: Olivera Tasic, Recognition Coordinator (January to July 2015) and Rob Dmochewicz, Recognition Coordinator (August to December 2015).

Government Liaison Committee

(GLC)

Mandate

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

Activities and 2015 highlights

In 2015, PEO's Government Liaison Program (GLP) continued to host initiatives to engage provincial legislators. The goal was to meet PEO's mandate to regulate the profession in the public interest.

MPPs regularly attend PEO licensing ceremonies, town hall meetings and other PEO events, including the Annual General Meeting and awards gala. PEO leadership and GLP representatives regularly meet with MPPs and key Ministers dealing with PEO issues.

Six Take your MPP to Work Days

Building on the success of the last two years of Take Your MPP to Work Days, PEO chapters organized their MPPs to visit local engineering companies to learn more about PEO and the work professional engineers do in their communities. These events help increase an MPP's understanding of engineering work and PEO's regulatory role. They also help develop deeper relationships between MPPs, local engineers and PEO chapters.

- **London Chapter** organized a Take Your MPP to Work Day for **Teresa Armstrong**, MPP (London-Fanshawe), NDP Critic of Citizenship, Immigration and International Trade and

Seniors' Affairs, at Upper Thames Valley Conservation Authority (UTVCA) on January 21, 2015.

- **Kingston Chapter** organized a Take Your MPP to Work Day for **Sophie Kiwala**, MPP (Kingston and the Islands), Parliamentary Assistant to the Minister of Tourism, Culture and Sport, at Bombardier on March 13.
- **East Toronto Chapter** organized a Take Your MPP to Work Day for **Arthur Potts**, MPP (Beaches-East York), Parliamentary Assistant to the Minister of Agriculture Food and Rural Affairs, at R.C. Harris Water Treatment Plant on April 10.
- **Oakville Chapter** organized a Take Your MPP to Work Day for **Indira Naidoo-Harris**, MPP (Halton), Parliamentary Assistant to the Minister of Health and Long-Term Care, at Siemens Canada on May 22.
- **Etobicoke Chapter** organized a Take Your MPP to Work Day for **Yvan Baker**, MPP (Etobicoke Centre), Parliamentary Assistant to the President of the Treasury Board, at Kinectrics on July 20.
- **Sudbury Chapter** organized a Take Your MPP to Work Day for **France Gélinas**, MPP (Nickel Belt), NDP Aboriginal Affairs, Francophone Affairs and Health and Long-Term Care Critic, at SNOLAB on September 11.

GLP Academies and Congresses

One of the most important parts of ensuring the GLP continues to succeed is to provide PEO chapters with the tools they need. PEO hosted four regional GLP Academies and Congresses to enable PEO chapter GLP volunteers to learn about strategies and tactics to engage government. PEO Manager, Government Liaison Programs Jeannette Chau, and PEO Government Relations Consultant Howard Brown conducted the training.

- The **Northern Region GLP Academy** was held on June 6 in Timmins. Guest political speakers were NDP House Leader **Gilles Bisson**, MPP (Timmins-James Bay), and Timmins Mayor **Steve Black**, P.Eng.
- The **Western Region GLP Academy** was held on June 13 in Blue Mountain. PC Interim Leader **Jim Wilson**, MPP (Simcoe-Grey), and **Ann Hoggarth**, MPP (Barrie), Parliamentary Assistant to the Ministry of Labour attended and spoke.
- The **Eastern Region GLP Academy** was held on October 3 in Ottawa, with guest speakers **Marie-France Lalonde**, MPP (Ottawa-Orléans), **Jim McDonnell**, P.Eng., MPP (Stormont-Dundas-South Glengarry), and **Jack MacLaren**, P.Eng., MPP (Carleton-Mississippi Mills).
- The **East Central and West Central regions GLP Academy** session was held on December 5 in Toronto, with guest speaker Deputy NDP Leader **Jagmeet Singh**, MPP (Bramalea-Gore-Malton).

Record number of MPPs at 2015 Queen's Park Day with inaugural Engineering Games

The 2015 PEO Queen's Park Day reception, a reception that strengthens relationships between engineers and MPPs, was a great success. Almost 200 individuals participated in the reception on October 21, including eight Ministers and 48 other MPPs. The event provides an opportunity for engineers to meet and engage with MPPs and Ministers across all parties, portfolios and the province.

The first Engineering Games were featured at the reception. Three teams of MPPs, students and professional engineers built a structure using only the supplied materials to underscore the importance of building resilient infrastructure. The winner was the team of **Peter Milcyn**, MPP (Etobicoke-Lakeshore), Parliamentary Assistant to the Minister of Economic Development, Employment and Infrastructure.

During the evening, the third annual GLP MPP Awards were given to one MPP from each party to recognize their support for PEO and its work on behalf of the public. The recipients this year were: Liberal MPP **Sophie Kiwala** (Kingston and the Islands); PC MPP **Jim McDonnell**, P.Eng. (Stormont-Dundas-South Glengarry); and NLP MPP **Teresa Armstrong**, MPP (London-Fanshawe).

Grand River Chapter received the 2015 PEO Chapter Award for building relationships with their MPPs and taking active involvement in Government Liaison Program activities. **Kingston Chapter** received honourable mention

The GLP plays an important role in ensuring the voice of the professional engineer related to regulatory issues is heard.

Regulatory Issues Subcommittee

The GLC Regulatory Issues Subcommittee continued to prepare and issue one-page *GLP Info Notes* on the following topics to provide GLP chairs information to effectively communicate with their MPPs when they meet them. New additions were:

- GLP Info Note 13.1 – *Elliot Lake Recommendations Update*
- GLP Info Note 14.0 – *Changes to Limited Licence*
- GLP Info Note 15.0 – *Update – Repeal of the Industrial Exception*

Committee meetings

To accomplish its work, the committee met eight times during 2015 (face to face: January 20, April 21, September 15, December 15; via teleconference February 17, June 16, October 20, November 17).

Committee membership

Members of the Government Liaison Committee were: Darla Campbell, P.Eng. (Chair, active in a Riding Association); Gabe Tse, P.Eng. (Vice Chair, Chapter GLP Chair); Ishwar Bhatia, P.Eng. (Council Liaison, PEO Councillor); Michael Chan, P.Eng. (Advisory Committee on Volunteers); Hafiz Bashir, P.Eng. (Chapter GLP Chair); Rakesh Shreewastav, P.Eng. (Engineers Canada's Bridging Government and Engineers Program); Bernie Ennis, P.Eng. Ontario Centre for Engineering and Public Policy); Bill Allison, P.Eng. (Consulting Engineers of Ontario); Rick Hilton, P.Eng. (PEO Councillor); Jonathan Hack, P.Eng. (Ontario Society of Professional Engineers); Daniel King, EIT (EIT representative); Angel Serah, (Student representative); Charles Kidd, P.Eng. (Regional Councillors Committee). Ex-officio members were: David Adams, P.Eng. (President until April 2015); Thomas Chong, P.Eng. (President from April 2015); Gerard McDonald, P.Eng. (Registrar); and Howard Brown, (PEO Government Relations Consultant, Brown & Cohen).

Committee chair: Darla Campbell, P.Eng.

Staff advisor: Jeannette Chau, P.Eng. PEO Manager, Student and Government Liaison Programs

Staff support: Gonzalo Pineros, EIT, PEO Coordinator Student and Government Liaison Programs

Through the continued partnership of the Ontario Association of Certified Engineering Technicians and Technologists (OACETT) and Professional Engineers Ontario (PEO), the 2015 National Engineering Month (NEM) campaign in Ontario reached new heights in spreading the message about engineering and engineering technology. Our vision to positively change the perception of engineering and technology was perfectly aligned with this year’s theme: “Make a World of Difference”.

Every March we get a chance to build a narrative around engineering and engineering technology that shapes the views of prospective professionals, and during NEM 2015 we continued to be innovative in the way that our volunteers reached out to youth. As the fields in engineering and technology continue to broaden and diversify, so do our activities. Supporting activities that discuss sustainability and the social implications of engineering encourage the engineers and technologists of tomorrow to be part of the change they want to see in the future.

With 276 events across the province organized by PEO chapters, OACETT chapters, Engineers Without Borders chapters and other dedicated volunteer groups, NEM 2015 in Ontario saw a lively social media presence on Facebook, Twitter and Instagram, strong capacity-building and innovations for future outreach. There was a lot to celebrate about engineering and engineering technology outreach in Ontario this year!

Here’s a summary of our proud accomplishments for NEM Ontario 2015.

Unprecedented reach in NEM Ontario 2015

In March 2015, 276 National Engineering Month events across Ontario were held (up 47 per cent from the previous high of 187 in 2014), in dozens of communities, reaching:

- 30,000+ children, teens and adults through in-person events (up 11 per cent from 27,100 in 2014);
- 731,000 through combined online reach (up 59 per cent from 429,000 in 2014); and
- 1.66 million+ through traditional print media outlets and ads (up 9 per cent from 1.5 million in 2014).

A record-breaking number of events for our coalition

Among the 276 events run by NEMOSC founders (PEO and OACETT) or sponsored by NEM Ontario (run by EWB, OSPE, ESSCO and other outreach organizations):

- 86 events were sponsored by EWB, 51 by PEO, 26 by OACETT (including 17 run by college students), five by PEO/OACETT jointly, and 108 by other organizations (including 87 Girl Guide events, plus events run by Science Expo, IEEE, WISE and various ESSCO members).

Demographic segmentation	Percentage
Students: grades 1-8	51% (2014: 50%)
Students: grades 9-12	13% (2014: 15%)
Students: college & university	12% (2014: 6%)
Professionals	9% (2014: 11%)
General public	15% (2014: 15%)

Financial success of NEM Ontario 2015

Financially, the campaign continued the trend of finishing with a surplus. The 2015 campaign grew substantially in size, with similar revenue levels to those in 2014, and a slight decrease in cost.

Continued emphasis on strong fiscal responsibility and analyzing costs for impact/messaging return on investment was employed throughout the campaign. The team managed to grow the reserve by \$7,000, which now totals approximately \$77,000 and ensures the campaign's stability for future years.

- \$97,000 in financial sponsorship, plus \$37,000 gross advertising revenue, delivered at a cost of \$13,721 or 10.2 per cent by OSPE as our sponsorship service provider.
- Every effort was made to reduce costs where possible/eliminate additional costs and duplication through creative measures (e.g. mobilizing student volunteers, in-kind support).
- Total net campaign revenue was \$206,000, with expenses \$199,000.

A united volunteer base with a strong message

Event organizers and volunteers received support for their events in the form of:

- The event scorecard, a self-evaluation tool, helped organizers plan, run and score their events.
- Live online webinars with Q&A focused on the topics of social media, event promotion and modern engineering messaging.
- A newsletter captured and distributed best practices for event organizers, thus lowering barriers to entry for new event organizers and creating community and continuous improvement amongst experienced event organizers.

As a result, we saw an increased focus on engaging new audiences, reinforcing the message that engineering is for everyone. For example, many organizers set up interesting and interactive booths in shopping malls. NEM 2015 also featured more events using themes and topics relating to modern-day challenges (e.g. climate change, space travel, alternative energy, and public transit). Lastly, there was a greater emphasis on interdisciplinary skills and collaborations, as seen in Ryerson University's Engineers Want In conference, and in Centennial College's Multidisciplinary Science for a Better Society.

An innovative 2015

As an incentive to new, innovative, more effective outreach amongst our event organizers, the National Engineering Month Ontario Steering Committee (NEMOSC) introduced "innovation funding" in 2013, which continued in NEM 2015. This separate pool of money is allocated towards activities that break conventions and try new approaches to engineering outreach in Ontario. A total of six innovation applications were received. From these proposals, five projects received innovation funding. These included a paper writing contest, coding workshops, an engineering "job fair" for kids, high school student workshops and a workshop designed for Girl Guides that discussed acoustic engineering.

By promoting and explaining our innovation objectives, we were able to maintain and build interest in innovation funding and increase the network's collective outreach repertoire. Designing and running innovative events/materials was formally established as a leadership development activity.

Other notable NEM Ontario 2015 highlights:

1. Sponsors were encouraged to submit original (non-promotional) content for our online campaign. Sponsors' contributions to the campaign were highlighted, along with recognition for their innovative work in the engineering and technology fields. Top tier (Champion and Investor level) sponsors were invited to donate merchandise for us to distribute through events and a sponsor-hosted event was held by Ryerson University, with excellent attendance.
2. Strong online presence: We continued to share interesting, entertaining and relevant content (such as blogs, articles, images). Creating high quality content for the NEM blog was the biggest driver of the increase in online activity this year. The Innovator of the Week series and

the NEM Newsroom were examples of two popular posts driving high social media visibility. This type of content can spread rapidly through social networks.

3. In recognition of the deep experience and rich know-how of our community of event organizers, the lead-up to NEM 2015 placed relationships with these organizers squarely at the centre. This year's campaign saw an accelerated rate of growth in the number of events, much of which can be attributed to the activation of our networks.
4. For 2015, the NEM Steering Committee authorized the production of NEM Ontario promotional materials: pens and highlighters. These materials were ordered as a way to get the Ontario branding into the hands of the participants, as well as making up for the shortfall of materials provided by Engineers Canada. T-shirts and posters again prominently displayed the sponsor logo array. Sponsors were also invited to donate branded merchandise for us to distribute to event organizers, to be used as giveaways, prizes or volunteer thank you gifts.

Conclusions

The National Engineering Month campaign continues to grow in Ontario. With significant gains in the number of events, attendance and online engagement, NEM 2015 was a huge success in every metric. Not only have we made gains in these areas, but by building partner relationships, we have reached a point of stability and sustainability in the campaign that will be beneficial in 2016 and beyond. Continuing to improve on our systems of communication and logistics will leave more time for our organizers to innovate and reflect on their impact.

Engineering outreach is reaching new heights across the globe, and our efforts for National Engineering Month in Ontario have certainly matched the momentum of this movement. Year after year, we are reaching new levels of cultural awareness and significance, especially in a time where engineering and technology so heavily influence the lives of everyone.

Engineers and engineering technologists, who usually serve the needs of society from behind the scenes, deserve this month in the year to celebrate, and to turn their faces towards the public. We plan to continue growth in this campaign by emphasising not only what engineering is, but why we do it and by catalyzing and inspiring our large network to run great events.

National Engineering Month contains a message that aims both at our future and the most important building blocks for the world we will live in when it arrives. As a coalition of engineering and technology organizations in Ontario, we are proud to be a part of this national movement. We are assuring the future health of our profession and thereby protecting and serving society as a whole through this important campaign.

Professional Engineers Awards Committee
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(AWC)

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 the objects of the Act, which states, "Promote awareness of the profession's contribution to society and the role of the association".

Internal Honours

Order of Honour Ceremony, 2015

From the 14 nominations received by the 2015 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 24, 2015. The Order of Honour ceremony was held during PEO's Annual General Meeting at The Westin Harbour Castle, Toronto.

Companion: No recipients

Officer: Christopher Yuen Fun Kan, P.Eng., FEC

Member: Oscar R. Avila, P.Eng., FEC; Michael Kwok-Wai Chan, P.Eng.; Tapan Das, P.Eng.; Sucha Singh Mann, P.Eng., FEC; John Simmonds, P.Eng., FEC; Vera Straka, P.Eng.; N. (Madu) Suthanan, P.Eng., FEC

Ontario Professional Engineers Awards (OPEA), 2015

The OPEA are jointly awarded by PEO and the Ontario Society of Professional Engineers (OSPE). From the 40 nominations received by the deadline date, the following exceptional professional engineers and project were selected and recommended by the AWC, and approved without modification by Council and the OSPE Board.

Gold Medal: Cristina Amon, ScD, P.Eng.

Engineering Medal: Brian Isherwood, P.Eng.; Sushanta Kumar Mitra, P.Eng.; Jeanette Southwood, P.Eng.; Michael A. Butt, P.Eng.; Andrew Daugulis, P.Eng.; M. Hesham El Naggat, P.Eng.; Seth Dworkin, P.Eng.

Citizenship Award: William Goodings, P.Eng.; Claire Kennedy, P.Eng., LL.B.

Engineering Project

or Achievement: Hands Free Mooring – Seaway (St. Lawrence Seaway Management Corporation)

The OPEA Awards Gala was held on Saturday, November 21, 2015 at The International Centre, Toronto.

G. Gordon M. Sterling Engineering Intern Award, 2015

This award recognizes exemplary leadership by a PEO applicant currently enrolled in the association's Engineering Internship 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 20 self-nominations received, the Sterling Subcommittee selected Emma Barlow, EIT, a worthy award recipient, who was subsequently recommended by the AWC and approved by Council. The award was presented during the Order of Honour ceremony on April 24, 2015 during PEO's Annual General Meeting.

External Honours

Engineers Canada Awards

In 2015, PEO's External Honours Subcommittee sponsored a former OPEA Gold medal recipient for the Engineers Canada Gold Medal Award. Regretfully, this nomination was not selected as an award recipient. However, Ontario engineers were awarded three of the Engineers Canada awards.

Engineering Fellowship Award (FEC), 2015

Engineers Canada recognized 27 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 2015, 49 successful nominations were submitted for the Ontario Volunteer Service Awards (OVSA), representing 22 PEO chapters and three PEO Council/Committees/Task Forces.

The Leading Women, Building Communities Award

The Ontario Women’s Directorate recognized one female engineer in 2015 and four nominations were submitted jointly through OSPE’s WEAC and PEO’s External Honours Committee for 2016 in recognition of the nominees’ leadership and promotion of women in engineering.

Committee activity

In 2015, a new award category was introduced under the OPEA program. The Ontario Professional Engineers Award for Engineering Project or Achievement pays tribute to an endeavour that has made a significant, positive impact on society, industry, and/or engineering, and that was conceived, designed and executed with significant input by Ontario engineers. In 2015, six worthy nominations were submitted in the inaugural year of this new award category.

Committee membership

Members of the Professional Engineers Awards Committee were: Nancy E. Hill, P.Eng. (Chair); John Severino, P.Eng. (Vice Chair); Helen Wojcinski, P.Eng. (Past Chair); Rakesh Shreewastav (LGA Councillor); Michael Ball, P.Eng.; Daniel Couture, P.Eng. (appointed by OSPE); Clare Morris, P.Eng. (appointed by OSPE); G. Ross Gillett, P.Eng.; Argyrios (Gerry) Margaritis, P.Eng.; and Stephen Tsui, P.Eng.

Committee chair: Nancy E. Hill, P.Eng.

Staff advisor: Fern Gonçalves, Director People Development

Staff support: Olivera Tomic, Recognition Coordinator (January to July 2015) and Rob Dmochewicz, Recognition Coordinator (August to December 2015)

Professional Standards Committee

(PSC)

The Professional Standards Committee (PSC) met 10 times in 2015. Currently, the committee has nine members.

Performance standards

The following performance standard was approved by Council, received royal assent and will become effective on July 1, 2016.

- *Review of Tower Cranes as Required by the Occupational Health and Safety Act*

The following draft standard is being reviewed based on comments received by the Ministry of Attorney General’s legislative drafter.

- *Supervising and Delegating*

The following draft standard is being reviewed 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 Designated Structures*
This guideline is currently undergoing public consultation.
- *Guideline for Structural Engineering Design in Buildings*
The subcommittee, which first met in July 2010, is preparing this guideline for final Council approval.
- *Guideline for Forensic Engineering Investigations*
Council approved this guideline on November 20, 2015. It is currently available on the PEO website.
- *Performance Audits and Reserve Fund Studies in Condominiums Guideline*
The subcommittee, which first met in October 2012, is finalizing this guideline for public consultation.
- *Record Documents (formerly Review of Completed Works) Guideline*
The subcommittee, which first met in May 2013, is finalizing this guideline for public consultation.
- *Solid Waste Management Guideline*
This guideline is currently undergoing public consultation.
- *Evaluations of Demountable Event Structures Guideline*
Council approved the Terms of Reference for this subcommittee at its November 2015 meeting.

Committee chair: Nick Pfeiffer, P.Eng., Ph.D.

Staff advisor: José Vera, P.Eng., Manager, Standards and Practice

Task Forces

Emerging Disciplines Task Force

(EDTF)

In March 2008, PEO Council passed a resolution to establish an Emerging Disciplines Task Force (EDTF) with two sub-groups to examine (i) *nanotechnology and molecular engineering* (NME) and *communications infrastructure and networking engineering* (originally CIN, later changed to CIE) to identify issues associated with regulating the practice of professional engineering in these new areas. Their 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.

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 2013. Council directed that stakeholder consultations for both reports take place over the next six months, after which they would report back to Council. Comments were received in 2014 from PEO's Academic Requirements, Experience Requirements, Professional Standards, Enforcement and Legislation committees.

At this point, the task force is coming to terms with the fact that most people practising in the CIE field have little or no formal postsecondary education relevant to their practice. And for those who do have advanced education, their degrees or diplomas are often not in engineering or technology. Some practitioners with 10 to 20 years' experience in the field are unable to meet PEO's academic requirements for licensure. Clearly, this is a major disconnect between PEO and the real world. Once upon a time (mid-1800s), to become a "Chartered Engineer" one worked as an apprentice with a master for eight years and had to be at least age 30. There was no engineering academic requirement. In effect, many of these CIE practitioners have taken this experience path.

Fortunately, PEO enhanced its Limited Licence requirements last summer so new possibilities now exist. What we must now determine is how to evaluate our first cohort of practitioners and determine when the full P.Eng. or the LEL applies. Either way, it is clear that we will need a sub-designation to identify this practice to accompany the main designation (e.g. "P.Eng." or "LEL", and then CIE or Cyber Engineer or other sub-designation). To this end, PEO has established a working relationship with Bell Canada to help ground PEO in this industry. Once our first cohort is established, we will have members who can then help with our standard processes using peer review. As well, we will have discipline-specific engineers for CIE who can help identify the legislations we need to change (provincial and federal) so we can create proper rights to practise and really serve and protect the public interest in this field of work.

PEO's NME has progressed as hoped in that our first graduates from a Canadian Engineering Accreditation Board-approved program are now obtaining their experience and qualifying to become P.Engs. In this discipline, we do not have the same academic issues as with CIE, given the pre-approved program of academics. As well, many current practitioners in this field are likely to have Ph.D. experience in the workplace that can be close enough to existing disciplines (e.g. chemical) and have worked with existing P.Engs, so they can get through our PEO requirements. We currently have more than 42 NME applications in the system. Even so, the fundamentals

beyond entry of the first cohort remain the same as in CIE. We will need peers in NME to help with future assessments of new applicants, and we will need a discipline-specific committee of these engineers to advise Council on the legislation that needs enhancing, again, to ensure the public is served and protected in these practices.

PEO's work in establishing a new discipline of practice is not complete until such new practices have a proper "licence". This means that licensure by PEO is required to practise in the new field. A licence is, by definition, an exclusive right to practise an occupation. PEO's core mandate informs us that we are to govern and *licence* the practice of professional engineering in order that the public interest is served and protected. Without a proper licence, PEO cannot execute its primary mandate.

Both CIE and NME are heading towards the establishment of proper and full licences. These practices will require mandatory membership in PEO just like other engineering practices that require the P.Eng. or LEL to do the work PEO has defined and governs.

Task force chair: Peter DeVita, P.Eng.

Subcommittee chairs: Argyrios Margaritis, P.Eng. (EDTF-NME Group); George Comrie, P.Eng. (EDTF-CIE Group)

Staff advisor: Jordan Max

Continuing Professional Development, Competence and Quality Assurance Task Force (CPDCQA)
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The task force held 10 meetings during 2015. Following the presentation of its final report to Council on November 20, 2015, the task force was stood down as originally scheduled. The task force had 10 members, each representing a different demographic of the PEO membership as described in the Terms of Reference. Annette Bergeron was chair.

To determine the best manner in which to structure a CPD program and how to communicate this information to the membership effectively, the task force conducted extensive research during the year. Task force members studied the CPD programs of other engineering and professional associations and reviewed academic research on competence assessment and CPD effectiveness. IPSOS Reid was commissioned to carry out consultations of PEO members, using both focus groups and a membership survey. On May 28, 2015, the task force delivered to Council a backgrounder that describes six essential principles for a CPD program. This backgrounder was published on the PEO website and members were asked to review and comment. The backgrounder was also presented to members at seven President's Town Hall meetings across the province. Input from the consultations was used to develop a program specifically suited to PEO members' interests and concerns.

The final report presented to Council on November 20, 2015 outlined the basic structure of a continuing professional development program that is individualized for each member, based on the member's assessment of risk associated with his or her practice. The proposed program allows members and their employers to select the combination of individual CPD and organizational practices that suit their needs and resources.

Notes

Mission

Regulate and advance the practice of engineering to protect the public interest

Vision

The trusted leader in professional self-regulation

PEO Core Values

Accountability

Respect

Integrity

Professionalism

Teamwork



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