

# HUMAN RESOURCES PLAN - 2021

## ENFORCEMENT COMMITTEE (ENF)

Committee: <b>Enforcement Committee</b>	Date Developed: <b>September 2020</b>
Committee Review Date: <b>September 17, 2020</b>	Date Council Approved: November 20, 2020

	<b>Target / Ideal</b> (To meet the need of the Committee)	<b>Currently in Place</b>	<b>Gap</b> [ST = Short-term Goal] [LT = Long-term Goal]
<b>Core Competencies</b> <ul style="list-style-type: none"> <li>• Skills</li> <li>• Abilities</li> <li>• Expertise</li> <li>• Knowledge</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Key objectives &amp; core competencies are listed in Appendix A</i></li> </ul>	<ul style="list-style-type: none"> <li>- Industry experience</li> <li>- Legal understanding</li> <li>- Understanding of public protection and role of a regulator</li> <li>- Experience with standards bodies</li> </ul>	[ST] - Visioning/Strategic Thinking
<b>Committee Membership</b>	<ul style="list-style-type: none"> <li>• 10</li> </ul>	9	1 vacancy
<b>Broad Engagement</b> Career Stage	<ul style="list-style-type: none"> <li>• <i>A minimum of 5 practising engineers</i></li> <li>• <i>A blend of early/mid/late career stages</i></li> </ul>	<ul style="list-style-type: none"> <li>- 6 members declared as practicing (PEAK)</li> <li>- 1 members are retired; 4 in late career (average 18yr Licensed)</li> </ul>	None
Disciplines	<ul style="list-style-type: none"> <li>• <i>A cross-section of emerging disciplines</i></li> </ul>	Biomedical [1], Electrical [2], Computer/Software [2], CIE [1], Mechanical [2], Chemical [1]	[ST] - Civil/Structural
Experience Level	<ul style="list-style-type: none"> <li>• <i>A mix of Class A – F</i></li> </ul>	A-F (median D)	None
Gender / Diversity	<ul style="list-style-type: none"> <li>• <i>At least 30% women</i></li> <li>• <i>Diversity in all areas</i></li> </ul>	3 female members; average age is 51. Good mix of ethnicity.	None
Geographic Representation	<ul style="list-style-type: none"> <li>• <i>Cross-section of industry types with regional balance to where engineers work</i></li> </ul>	Western [2], West Central [3], East Central [3], Eastern [1]	Northern [LT] Chapter Diversity [LT]
CEAB Grads/ Foreign-trained	<ul style="list-style-type: none"> <li>• <i>50 / 50 split of CEAB and internationally trained graduates</i></li> </ul>	55% CEAB / 44% foreign trained	Non-CEAB members
Licensed –vs– Non-licensed	<ul style="list-style-type: none"> <li>• <i>All licence holders</i></li> <li>• <i>1 member is a lawyer</i></li> </ul>	<ul style="list-style-type: none"> <li>- All members licensed</li> <li>- 1 members is a lawyer</li> </ul>	None

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<p><b>Volunteer Development Plans</b></p> <ul style="list-style-type: none"> <li>List potential development opportunities</li> </ul>	<ul style="list-style-type: none"> <li><i>To learn legal enforcement process</i></li> </ul>	<p>None at present.</p> <p>Most members have served on other PEO committees.</p>	<ul style="list-style-type: none"> <li>- Have members attend enforcement case hearing in superior court [ST]</li> <li>- Could provide good background for Complaints, Discipline and Registration committees [LT]</li> </ul>
<p><b>Succession Planning</b></p> <ul style="list-style-type: none"> <li>Time on Committee</li> </ul>	<ul style="list-style-type: none"> <li><i>3-5 year term for members (maximum of 10 yrs on ENF)</i></li> <li><i>2 year term for Chair and Vice Chair</i></li> </ul>	<ul style="list-style-type: none"> <li>- average 3 yrs on ENF</li> <li>- 2 yr terms for Chair and Vice Chair</li> </ul>	<p>N/A</p>
<p><b>2021 Succession Plan</b></p>	<ul style="list-style-type: none"> <li><i>Average 5 yrs on ENF</i></li> <li><i>Chair and Vice Chair are continued</i></li> <li><i>Retire 1 member</i></li> </ul>	<ul style="list-style-type: none"> <li>- average 3 yrs on ENF (if vacancies not filled)</li> <li>- 9 members to year end</li> </ul>	<ul style="list-style-type: none"> <li>- 1 new member</li> </ul>
<p><b>Terms of Office:</b></p> <ul style="list-style-type: none"> <li>Chair/Vice Chair</li> <li>Committee members</li> </ul>	<ul style="list-style-type: none"> <li>Committee members have a 1-year term with a request for re-appointment up to 10 years.</li> <li>Ideally the Chair would serve for 2 years; the Vice Chair 2 years, and the Vice Chair would transition into the role of Chair.</li> <li>Chair and Vice Chair have a 1-year term of office with a possible re-election for up to three consecutive terms.</li> </ul>		