

By JENNIFER COOMBES

Council has approved PEO's goals and objectives for 2008, supported by department-specific goals and objectives. Presented by the CEO/registrar and department heads, they are the product of a 2005-2009 Strategic Plan project to develop key performance indicators aimed at helping to maximize "the reach and effectiveness of PEO's regulatory function within the current *Professional Engineers Act*."

The following PEO and department goals were presented to Council. There were several specific 2008 objectives presented to further each of the goals.

#### PEO goals

1. To establish, maintain and develop standards of knowledge and skill among its members;
2. To establish, maintain and develop standards of qualification and standards of practice for the practice of professional engineering;
3. To establish, maintain and develop standards of professional ethics among its members;
4. To promote public awareness of the role of PEO; and
5. To perform such other duties and exercise such other powers as are imposed or conferred on the association by or under any Act.

#### Licensing and registration

1. To ensure qualified applicants are licensed to practise professional engineering;
2. To uphold the integrity of the qualification and registration requirements for the practice of profession engineering; and
3. To ensure that titles, designations, certificates and marks are issued to qualified applicants and entities.

#### Standards and tribunals

1. To uphold the integrity of the *Professional Engineers Act*;
2. To ensure that PEO's tribunals independently exercise their quasi-judicial roles; and

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3. To develop professional standards and guidelines.

#### Regulatory compliance

1. To ensure PEO's complaints process is managed in the public interest and fair to the person complained against;
2. To ensure that PEO is effectively represented at discipline and registration tribunals; and
3. To actively enforce applicable elements of the Act and regulations against unlicensed practitioners/firms.

#### Legal

1. To manage PEO's regulation change process;
2. To provide legal advice and mitigate PEO's exposure with regards to legal claims and privacy issues; and
3. To act as PEO counsel on registration matters.

#### Governance

1. To enable Council to fulfill its governance and fiduciary responsibilities as required by the PEA;
2. To ensure the efficient management and administration of Council as PEO's governing body and board of directors; and
3. To support Council as a policy board by providing Council with processes, tools, training and materials to enable strategic and informed decision making.

#### Communications and chapters

1. To foster effective communications within PEO and with the public;
2. To utilize the chapter system effectively; and

3. To promote public awareness of the role of PEO.

#### Human resources and volunteer management

1. To attract, develop and retain qualified employees and volunteers;
2. To provide attractive compensation, pension and benefit programs for staff and retirees; and
3. To foster effective working relationships for employees and volunteers.

#### Administrative services

1. To ensure financial soundness, integrity and regulatory renewals requirements through effective and efficient financial stewardship, planning, processing and invoicing;
2. To provide professional, effective and safe office facilities and services to meet the needs of staff, volunteers, members, chapter, applicants and the public; and
3. To provide secure access to PEO's documentation and records, which are accurate and timely for business processes, licensed holders and the public.

#### Information and technology services

1. To enable business processes through the integration of appropriate technologies;
2. To ensure the confidentiality, integrity and availability of the data within the technology infrastructure; and
3. To support and maintain a cost-effective, service level-compliant technology infrastructure.

The CEO/registrar will report on the progress of the objectives against each goal at the June 2008 meeting and, subsequently, at each January and June meeting of Council.

## Tabled LPTF recommendations

Council dealt with several recommendations of the Licensing Process Task Force (LPTF) pertaining to academic requirements, performance standards for examinations, and principles that were tabled at Council's November 2007 meeting.

### Academic requirements

The tabled recommendations relating to academics were:

- "8. That the academic requirement for licensure be redefined in the regulation in terms of academic breadth and depth, with reference to the PEO syllabi as the standard for academic breadth, and with the objective definition of academic depth stated in section 5.2.1 of this report.
- "10. That the following classes of applicant who have met PEO's academic breadth requirement be exempted in the regulations from writing the confirmatory examinations:
- graduates of CEAB-accredited programs in the six (6) years preceding the date of application;
  - applicants with bachelor's degrees in engineering programs that have been approved for academic depth by Council resolution;
  - applicants who have satisfied the Academic Requirements Committee [ARC] that they meet the academic depth requirement."

When the motions were tabled, the CEO/registrar was directed to bring recommendations back to Council in January on how to deal with them.

Because Council in November had rejected the LPTF recommendation that there be a single academic requirement for all applicants, opting instead to retain the exam route to licensure, there appeared to be no way to reconcile the tabled motions with Council's policy direction, so the CEO/registrar recommended that the November motions remain tabled and presented an alternative motion to deal with academic requirements.

The new recommendation, which Council approved, will see PEO listing in regulation the standard and all acceptable alternatives for academic requirements.

The standard and acceptable alternatives for academic requirements approved by Council for inclusion in Regulation 941 will require applicants to demonstrate they have:

- received a bachelor's degree from an engineering program at a Canadian Engineering Accreditation Board university;
- obtained formal academic training that meets one of the Council-approved syllabi and demonstrates academic depth per the approved list or alternatives;
- demonstrate membership in good standing with an organization with which PEO has a mutual recognition agreement;
- completed a Council-prescribed program; or
- meets the minimum academic requirements for a limited licence and completed the Academic Requirements Committee's assigned examination program.

The CEO/registrar will now work with the attorney general's office to determine the most effective means of including Council's policy direction regarding academics in the regulations.

### Examination performance

The tabled recommendations relating to examination performance were:

"11. That the current practice whereby an applicant with good performance on the first few confirmatory examinations may reduce the number of confirmatory examinations be enshrined in the Regulations as follows:

- (a) If an applicant writes two technical exams at his/her first sitting and achieves a minimum average of 65% with no mark below 60%, the applicant is exempt from writing the remaining two required exams;
- (b) If after the second exam sitting the applicant has passed three technical exams with no mark below 60%,

the applicant is exempt from writing the Complementary Studies Exam;

- (c) If the applicant fails one technical exam on his/her first sitting, then passes the failed exam with a mark of 70% or higher and achieves 60% or higher on the previously unwritten technical exam attempted at the second sitting, the applicant is exempt from writing the Complementary Studies Exam.

"12. That the current practices related to poor performance on confirmatory examinations be retained and enshrined in the Regulations as follows:

- (a) If an applicant fails a confirmatory examination, he or she must retake and pass the failed examination;
- (b) If an applicant fails the same confirmatory examination twice or fails two different confirmatory examinations, he or she must retake and pass the failed examinations and will be assigned an additional confirmatory examination for each failed examination;
- (c) If an applicant fails the same confirmatory examination thrice or fails to achieve an average of at least 55% on three technical examinations, he or she will be deemed to not meet the academic requirement."

The actions described in the tabled recommendations are PEO's current practice as outlined in the *Academic Requirements Committee Handbook*, to which applicants do not have access. Putting this information into Regulation 941 makes the process transparent for applicants and meets the requirements of the Fair Practices CODE under the *Fair Access to Regulated Professions Act*, which specifies the information that regulated professions must provide to individuals applying for registration. In presenting his recommendation for dealing with these recommendations, the CEO/registrar provided Council with two options: approving the tabled recommendations, or approving a more general motion, to give policy direction while enabling some flexibility in drafting the regulation language.

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