



## Recent PEO hires continue leadership transition

by David Smith

PEO completed its restructuring with the appointment of three new department heads and is now operating under a new organizational framework designed to facilitate smoother processes throughout the organization, improve customer service, and provide a clear focus on its regulatory mandate, says CEO/Registrar Kim Allen, P.Eng.

Joining PEO are: Michael R. Price, P.Eng., as deputy registrar, licensing and registration; Daria Babaie, P.Eng., as director, administrative services; and Scott Clark, LLB, as director, policy and communications.

The changes, according to Allen, "are designed to help PEO become a leader

among the regulators of professions and a world-class organization."

"As a regulator, our reason for being is defined in legislation," says Allen. "We establish standards. We license people and organizations to those standards and we ensure that people comply with these standards. What we're doing now is aligning our organizational units with the legislated objectives."

The new organizational structure, announced originally on May 14 (see *The Link*, June/July 2003), is based on PEO's essential functions and involves new departmental groupings. They include three regulatory departments, a staff function and three services departments.

The shift means that the former admissions activity is now part of the licensing and registration function under Price's leadership, one of the three regulatory units of PEO. Issuance of the Certificate of Authorization will also be part of the licensing and registration function.

Price joined PEO on August 5. He says his priorities include "streamlining the admissions process for applicants and continuing to ensure that all decisions and practices are fair and transparent."

He comes to PEO after working as a consultant with Electricity Distribution Consulting Services, providing regulatory support, operation guidance and financial advice to utilities. Previously, he was president and chief executive officer of Haldimand County Hydro, a \$43-million electric utility, where he consolidated operations and facilitated a transition to the amalgamated utility. He has also worked as a distribution engineer with Burlington Hydro, and as a regional supply projects engineer with Ontario Hydro.

The leadership of the remaining regulatory units was confirmed with the internal appointments of Johnny F.

Zuccon, P.Eng., as deputy registrar, standards and regulations, with responsibility for establishing and developing standards of qualification, practice and ethics for the practice of professional engineering, and Roger F. Barker, P.Eng., as deputy registrar, regulatory compliance, to oversee the complaints, discipline and enforcement function.

The shared services departments include administrative services, human resources, and information and technology services.

Babaie, who joined PEO on August 5, will manage the former administration and finance staffs. Ron Bailey, P.Eng., director, information and technology services, and Rose Pirone, CHRP, director, human resources, both of whom were appointed internally, complete the shared services management team.

Babaie says he wants to "transform the department's DNA into a more customer-focused, effective, and efficient



Michael R. Price, MBA, P.Eng., deputy registrar, licensing and registration, provided regulatory support, operation guidance and financial advice to utilities as a consultant with Electricity Distribution Consulting Services. His focus is to ensure the admissions process is "fair and transparent."



Daria Babaie, MSc, P.Eng., director of administrative services, was previously president of Nima Business Engineering and has held senior management positions at DTE/Probyn Energy Solutions, Toronto Hydro, and Scarborough Public Utilities.

business unit, striving to serve PEO's licence holders and the public interest. As part of the alignment strategy, we must build a culture of ongoing improvement so that we continuously challenge our processes and the way we do business to ensure we, as the administrative services, are contributing to the organization's goal, and are effective and efficient in PEO's operation."

For the past three years, Babaie has been president of Nima Business Engineering, where he provided a broad range of engineering and business services, most recently advising PEO on process improvement and ongoing improvement initiatives. Previously, he held senior management positions at DTE/Probyn Energy Solutions, Toronto Hydro, and Scarborough Public Utilities. He has also been a part-time instructor at the University of Toronto, and a consulting engineer with Hatch Associates. Babaie has been a member of PEO's Experience Requirements Committee since 1994.

The new information and technology services department, under Bailey's direction, will be responsible for information system development, operation and maintenance, data security, desktop computing, Web portal management, printing, mailing and telephone equipment.

The expanded HR department, under Pirone, will take on the task of recruiting and training PEO volunteers to staff its network of committees, in addition to the traditional corporate HR functions of staff human resource planning, performance assessment, professional development, and compensation and benefit administration.

Heading the staff policy and communications function, Clark joined PEO on August 18. He has considerable experience in policy generation. At the Royal Commission on the Future of the Toronto Waterfront, he provided legal and public policy advice. As deputy registrar at the College of Physiotherapists of Ontario, he coordinated professional conduct investigations relating to disciplinary proceedings and developed policies, with a focus on professional conduct standards. He has also worked for the Mediation Corporation and the Toronto Real Estate Board, where he was director, professional standards and legal affairs, and corporate secretary. Clark is a barrister-at-law with the Law Society of Upper Canada.

He says he would like to see PEO "become flexible enough with its governance structure and policy development processes so it can meet the challenges that lie ahead." This can be accomplished,



**Scott Clark, B.Comm, LLB:** Having served as director, professional standards and legal affairs, and corporate secretary with the Toronto Real Estate Board, Director of Policy and Communications Scott Clark brings a wealth of policy generation experience to PEO.

he adds, "by providing a policy framework that aligns the organizational objectives with statutory objects."

Over the next few months, the management team will continue its work of migrating PEO's functions and aligning staff within the new PEO structure.

**David Smith is communications coordinator at PEO.**

## Bill 124 in force; building code exam registration in place

by Dwight Hamilton

Certain provisions of Bill 124, the *Building Code Statute Law Amendment Act, 2002*, came into force on September 1. Queen's Park proclaimed the law on July 25 with the filing of Regulation 305/03. All provisions are intended to be in force by July 1, 2005.

The bill sets out two major requirements that affect building practitioners, including professional engineers—exams and insurance. Over the next two years,

building practitioners must meet these new qualification and registration requirements.

Every P.Eng. submitting plans for approval under the Ontario Building Code (OBC) will have to pass appropriate exams and be certified in the appropriate areas. In addition, engineering firms submitting plans for approval must have certified P.Engs employed and become registered with PEO. Each P.Eng. must pass one exam in general code knowledge and one or more in specific areas in which they intend to prac-

tise. There are 10 classes of registration that may apply to a designer.

P.Engs can review exam content, see which ones they need to pass, and sign up to write via a link from PEO's website to the Ministry of Municipal Affairs and Housing's (MMAH's) exam registration site (scheduled to be in place at the time of publication). P.Engs who have passed exams will be on a PEO database of qualified practitioners and engineering firms will also be registered. PEO will be revising its legislation as needed to establish a formal process to register and de-register

firms as well as establish a process by which de-registration can be appealed. This is expected to be in place by early 2004.

PEO and MMAH will establish exam centres at various locations across Ontario. "We want to make it easy for professional engineers, both in cost and access; that's why we're cooperating with the ministry," says Gerry Meade, P.Eng., who is coordinating the building regulation registration program for PEO. "We will be arranging for OBC exams to be taken at the same centres that are used for the current Professional Practice and technical exams."

MMAH has consulted with PEO since the creation of the Building Regulatory Reform Advisory Group (BRRAG) in 2000 (on whose recommendations Bill 124 was based), and some final provisions of Regulation 305/03 reflect PEO's input. For example, at the housing ministry's request, PEO will continue to be involved in a new steering group for building regulatory reform, says Meade. This group will advise MMAH on Bill 124 implementation issues, including builders' accountability. Along with municipalities, PEO had been concerned that Bill 124 does not require contractors to be qualified similarly to designers or others involved in the building permit process.

Also, engineering firms that wish to be registered under the OBC will also now require indemnity insurance, in addition to an errors and omissions policy. The required insurance will be at three levels, based on a firm's annual billing history: under \$50,000, \$50-100,000 and over \$100,000. Designers who provide services to the public, in connection with plans submitted with building permits, will be required to carry such insurance and be registered annually in accordance with provincial requirements. Originally, it had been proposed that firms carry one level of indemnity insurance and major structural defect insurance. PEO, the Ontario Society of Professional Engineers and Consulting Engineers of Ontario were concerned about the potential impact of this insurance on the engineering industry.

PEO's participation in Bill 124 is expected to be a break-even proposition,

## What's in the Bill

**On September 1, certain provisions of Bill 124 came into force. These include those:**

- ◆ allowing building officials and other building practitioners to take examinations related to Building Code knowledge;
- ◆ governing the qualifications of on-site sewage inspectors and installers who are already required under the *Building Code Act*, 1992, to have qualifications (in order to allow for a smooth transition); and
- ◆ providing for certain "housekeeping" changes.

**Most provisions of the bill will take effect on July 1, 2005, including:**

- ◆ mandatory qualifications for building officials;
- ◆ mandatory registration for certain classes of designers and RCAs, including mandatory qualifications and professional indemnity insurance;
- ◆ the use of a common building permit application form;
- ◆ time frames within which decisions must be made on issuing a building permit;
- ◆ stages of construction when a building must be inspected;
- ◆ authority to allow municipalities to appoint Registered Code Agencies (RCAs), or to allow certain building permit applicants to appoint their own RCA;
- ◆ new rules governing building permit fees to enhance transparency; and
- ◆ an expedited route to the Ontario Municipal Board in the case of site plan disputes.

so that the annual licence fees of those not requiring building code qualification will not subsidize development or operation of the register, or administration of exam sittings, for those who do require qualification. Fees for the program will be set to recover costs and be in line with the fees charged by MMAH for those who are qualified through the ministry and included in the register it maintains.

The registration fee is \$125; the annual renewal fee is \$80. If a firm is already registered for one category, registration under additional categories is \$25 each. For answers to frequently asked questions on the ramifications of Bill 124 for professional engineers and C of A holders, visit PEO's website ([www.peo.on.ca](http://www.peo.on.ca)).

For further information, or to be added to an electronic mailing list for updates, contact Gerry Meade, P.Eng., at [gmeade@peo.on.ca](mailto:gmeade@peo.on.ca), or (416) 224-1100 or 1 (800) 339-3716.

### Passport guarantor follow-up

Your calls have continued to pour in regarding the article, "Retired P.Engs no longer to act as passport applicant guarantors" (p. 15, March/April 2003). Many of you questioned the rationale behind the government's decision and some of you even wrote to government officials. Following is a portion of the letter sent by the Minister of Foreign Affairs to Rae McLaren, P.Eng., explaining the government's passport guarantor verification process. When contacted by the Passport Office, PEO's Records Department confirms whether the engineer, (including retired members who pay the reduced fee), is a member in good standing. Here is what the letter said:

"The approved guarantor list includes only those individuals whose names currently appear in the professional association membership listings to which they belong. With few exceptions, the association or registering body for each acceptable guarantor group provides the Passport Office with regularly updated listings of its members. This allows for quick verification of the guarantor. When guarantors retire, they normally cease paying membership fees to their association. Therefore their names no longer appear on the list of active members provided to the Passport Office for verification purposes. Since their names no longer appear on the annual membership list, they become ineligible to sign as guarantors.

You will be pleased to know, however, that retired individuals are still acceptable as guarantors if their names continue to appear in the listings provided to the Passport Office by their professional associations. I would therefore recommend that you contact the Association of Professional Engineers of Ontario to ensure that your name remains on the active list."

## Society appoints new Chief Executive Officer

by Sharon Van Ihinger

In August, the Ontario Society of Professional Engineers (the Society) appointed Heather E. Bell as chief executive officer.



Heather Bell, the Society's new Chief Executive Officer

Bell will lead the Society's advocacy efforts, membership services, and professional development programs and oversee the executive management of the Society's operational activities and implementation of strategic policy set by the Board of Directors.

"I look forward to being part of a dynamic team that promotes a community of engineers. Through the Ontario Society of Professional Engineers, I look forward to providing valued member services, advocating for the profession and growing the membership. It's a big job and I am up for the challenge before us," says Bell. Since the Society was founded in 2000, membership has grown from approximately 4000 to over 10,000.

Bell's career in the non-profit and government sectors has focused on governance in a variety of public policy areas. She was executive director at the Municipal Finance Officers' Association of Ontario (MFOA), where she was involved in financial operations and

activities of the province's municipalities. While there, she created a subsidiary corporation that provided money market and bond fund investment alternatives to municipalities. Prior to her 12-year stint at the MFOA, Bell worked with the Association of Municipalities of Ontario in a variety of public policy areas, including environmental, economic, planning and risk management and insurance issues.

Society President and Chair Daniel Young, P.Eng., said the engineering advocacy body has seen tremendous growth over the past few years and is pleased that Bell has joined the organization to continue the important work on behalf of Ontario engineers.

Bell says she believes it's time the public stood up and took notice of the valuable work done by professional engineers. "You could say I am one of the biggest advocates for the engineering profession and I couldn't be more pleased to be here," says Bell.

# Foundation Gold Medal recognizes excellence



John McCallum, Minister of the Department of National Defence, presents Officer Cadet Michael Clement of the Royal Military College in Kingston, with the Ontario Professional Engineers Foundation for Education Gold Medal. Gold Medals are awarded each year by the Foundation to the student in each faculty who achieves the highest standing in the final examinations of his or her final year. A registered charity, the foundation welcomes donations from professional engineers. More information is available at [www.penged.on.ca/foundation.html](http://www.penged.on.ca/foundation.html).

# New research funding to protect Ontario's drinking water

by Karen Hawthorne

A new scholarship program from Consulting Engineers of Ontario (CEO) will support university-led research for the protection and treatment of drinking water in Ontario.

The initiative—a \$250,000 Water Research Scholarship and a first from the consulting engineering community—is aimed at developing practical tools to meet new industry regulations in the aftermath of the Walkerton water tragedy of 2000, where E. coli went undetected in the city's drinking water.

“This is an opportunity for us to help municipalities with their challenges and support promising engineering graduate students in the research community,”

says John Gamble, P.Eng., president of CEO.

The scholarship funding is the result of revenue from CEO members hired by the Ministry of the Environment to review the water protection reports requested from the province's approximately 600 municipalities in the wake of stricter regulations.

Research should recognize the need for practical solutions to assist consulting engineers and municipalities in meeting the need to deliver safe drinking water from source to tap, says Gamble. Funding will target research into three areas: detection and treatment, source water protection, and the economics of drinking water infrastructure.

Funding is critical to develop new methods, technologies and expertise to provide



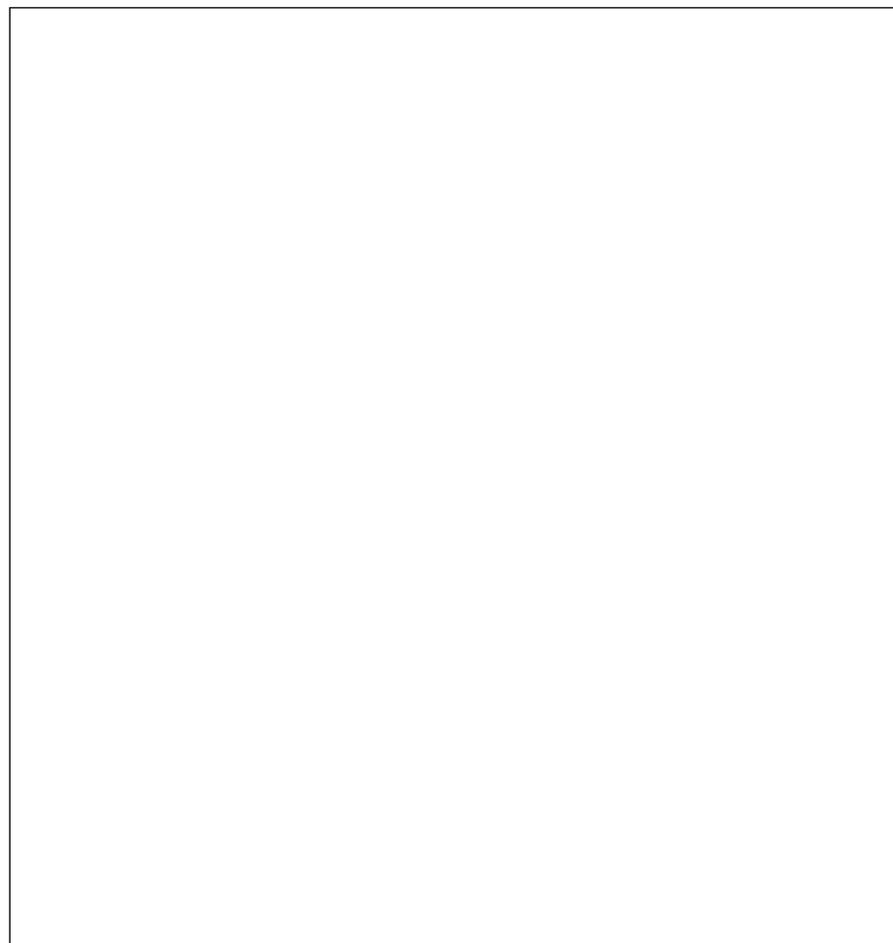
Drinking water research funding will get a boost from a \$250,000 scholarship from CEO.

acceptable drinking water, says Robert Andrews, P.Eng., lead researcher at the University of Toronto's Drinking Water Research Group. The group, with 13 graduate students at U of T, was formed in 1997 by a consortium of academics at U of T, Dalhousie University and Indiana University Kokomo to respond to the challenges of providing safe drinking water in the future as infrastructure ages and the availability of pristine water sources decrease.

“Results of our research can have a direct impact on the consulting industry, to give them the tools to be proactive and more competitive and information that can be applied,” says Andrews.

CEO's scholarship program will fund each of up to six graduate student researchers for a period of two years to participate in eligible water quality research programs as selected by CEO. Eligible grad students must be enrolled at an Ontario university in an engineering program accredited by the Canadian Engineering Accreditation Board. The CEO board of directors has appointed a research advisory panel to oversee the program. The panel will develop terms of reference for eligibility requirements and proposal requirements. A request for proposals goes out to Ontario universities later this September.

**Karen Hawthorne is a freelance writer based in Toronto.**





# Share the Profession's Proudest Moments

Attend the Ontario Professional Engineers Awards Gala Friday, November 14, 2003  
Toronto Airport Marriott  
901 Dixon Rd., Etobicoke, Ontario  
Reception: 6:30 p.m. Dinner: 7:30 p.m.  
Dress: Black tie preferred; business attire acceptable

## Corrections

Filippo Salustri, whose book review appeared on p. 47 of the July/August issue, is a PhD, P.Eng., and professor at the Department of Mechanical, Aerospace and Industrial Engineering, Ryerson University.

The Awards article on page 35 of the May/June issue contained a photo caption for Morden Yolles, P.Eng., one of Canada's leading structural engineers. Mr. Yolles worked on several prominent buildings around the world, including the Ontario Science Centre in Toronto however, architects Moriyama & Teshima, and Zeidler Roberts Partnership designed the building. *Engineering Dimensions* apologizes for any confusion.

## Clarification

In our May/June article "Architects develop licence for technologists, set up new insurance company," (p. 14-15) the practice requirements of the three categories of building designers of the Ontario Association for Applied Architectural Sciences (OAAAS) are described incorrectly. The three categories are: associate OAAAS, technologist OAAAS, and a technologist licensed by the OAA (Ontario Association of Architects). Experience obtained under the personal supervision of an architect is required as an entry requirement to the second and third categories. OAAAS members do not have to practice under the personal supervision of an architect after they have achieved the OAAAS membership level they choose.

Also, the OAA will be issuing a Licence with Terms, Conditions and Limitations to technologists licensed by the OAA beginning next year. Membership at level three requires one year at level two, so members will not be able to get into this level until next spring.

*Engineering Dimensions* apologizes for any confusion.

## The Gold Medal

**H. Douglas Barber, Ph.D., P.Eng.**  
President and Chief Executive Officer (Retired)  
Gennum Corporation; First Distinguished  
Residence, Faculty of Engineering  
McMaster University

## The Citizenship Award

**Peter Hiscocks, P.Eng.**  
Professor, Department of Electrical and  
Computer Engineering  
Ryerson University

## The Engineering Medal

### Engineering Excellence

**Wayne Doran, P.Eng.**  
Chief Technology Officer  
Payment Solutions Division  
NCR Corporation

### Research and Development

**Levente L. Diosady, Ph.D., P.Eng.**  
Professor of Food Engineering  
Department of Chemical Engineering and  
Applied Chemistry, University of Toronto

### Young Engineer

**Hanif Ladak, Ph.D., P.Eng.**  
Department of Medical Biophysics  
Department of Electrical and  
Computer Engineering  
University of Western Ontario  
Associate Scientist  
Robarts Research Institute

### Entrepreneurship

**William Rowan, P.Eng.**  
Principal, Rowan Williams Davies &  
Irwin Inc. (Retired)

### Jennifer Moylan, P.Eng.

Director, Product Management  
CaseBank Technologies

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**H.N. (Hank) Edamura, P.Eng.**  
Partner and Senior Vice President  
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The Ontario Professional Engineers Awards are an initiative of Professional Engineers Ontario and the Ontario Society of Professional Engineers.