

By MICHAEL MASTROMATTEO

Making the most of PEO's human assets

Insofar as PEO's employee human resources are concerned, the three-person Human Resources and Volunteer Management department (Director Rose Pirone, CHRP; HR Coordinator Helen Hercun, and Volunteer Management Manager Tom Chessell) performs roles much like any other HR department. In addition to filling vacancies for regular full-time, contract and temporary staff positions, the team looks after payroll, benefit and pension administration, PEO's performance appraisal process, and workplace health and safety. The team also works with senior management to provide opportunities for PEO's 78 staff to develop professionally and enhance their skills, so that the public, licence holders and licence applicants are always well served.

But its aim is not only to find the right people for the right jobs, and to ensure that their knowledge and skills remain current, but also to foster a work environment through which PEO employees are retained, rewarded and recognized for the work they do. The department also serves as the impartial first point of contact for resolving workplace disputes or conflicts, should they occur.

Its work is guided by both provincial and federal legislation, and a volunteer Human Resources and Compensation Committee (HRC).

On the lighter side, the team also supports the *Extra Dimension* employee newsletter, which strives to present readers with employee-centred insights and information on PEO's mandate and programs.

By far the department's most challenging role, however, is its coordination and development of the extensive network of volunteers who sit on the regulator's committees, task forces and working groups. As superbly understated in the notes to its annual financial statements: "The association receives substantial donated services from its membership through participation on Council and committees and as chapter executives"—a value that never shows up on the books.

Small in number, PEO's Human Resources and Volunteer Management team is dedicated to putting the right people in the right jobs at the right time. Its greatest challenge: coordinating and nurturing the hundreds of volunteers who comprise PEO's network of standing committees and task forces.

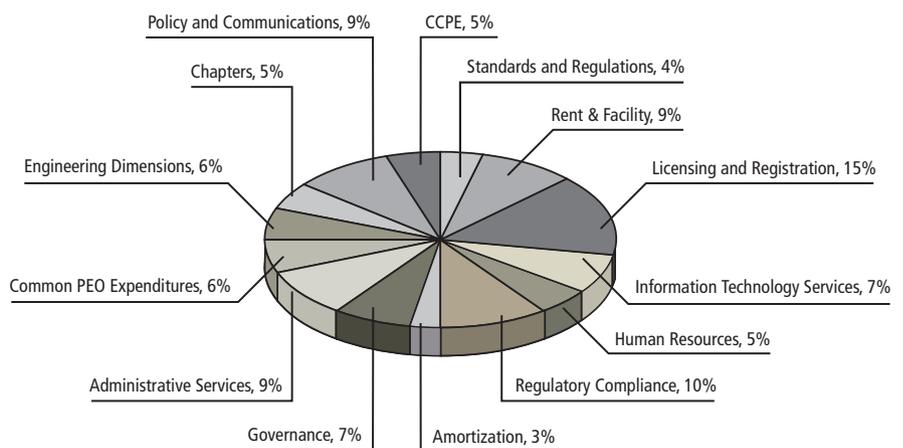
It's Chessell's job to maximize this value—for both PEO and the volunteer—through the day-to-day recruitment of volunteers and the accurate matching of their skills to the tasks at hand. An Advisory Committee on Volunteers (ACV) oversees and advises on this process, according to a Committees and Task Forces Policy approved by PEO Council.

The manager, volunteer management, also supports PEO's Equity and Diversity Committee (EDU), whose mandate is to "recommend action plans to integrate equity and diversity values and principles into the general policy and business operations of PEO." Formally established following an Equity and Diversity Forum in June 2004 to gather input from the association's diverse stakeholder groups and confirm a draft mandate and objectives, the committee's

core membership includes women, aboriginal, internationally trained and black engineers. During the fourth quarter of 2004, it commissioned research on the equity and diversity programs and practices of 12 Canadian regulators and professional associations, the results of which have directed its 2005-2006 workplan.

Rounding out the department's committee responsibilities is its support of the Professional Engineers Awards Committee, which works jointly with the Ontario Society of Professional Engineers to recommend recipients of the Ontario Professional Engineers Awards, as well as recommending those to be inducted into the PEO Order of Honour.

Managing such a wealth of people, talent and expertise consumed only 5 per cent of PEO's expenditures in 2004.



2004 PEO Expenditure Breakdown