

## COUNCIL APPROVES PEO STRATEGIC PLAN 2015-2017

497TH MEETING, NOVEMBER 20, 21, 2014

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THE PEO Strategic Plan, which sets out the organization's goal areas for the next three years, as well as the underlying strategic objectives, was approved by council at the November meeting.

Council authorized Registrar Gerard McDonald, P.Eng., to embark on a new strategic plan for PEO at its March 2014 meeting and, soon after, meetings were held with PEO senior management to develop the major elements and structure for the plan. Over the course of several months, all levels of PEO staff, volunteers and councillors have had input into the strategic objectives for the plan and the strategies required to implement each objective. Extensive peer review was also undertaken, including consultation with the Ontario Society of Professional Engineers (OSPE), Engineers Canada and the Ontario Association of Certified Engineering Technicians and Technologists.

The goal areas identified in the plan, and the strategic objectives for each, are:

### Practitioners

- Public interest is enhanced through ensuring qualified applicants are licensed to practise professional engineering and that practitioners are competent and ethical;
- Public recognition is increased through ensuring that titles, designations, certificates and marks are issued to qualified applicants and entities; and
- Members regard PEO as their trusted advisor and advocate in matters of professional practice.

### Regulatory framework

- Elliot Lake Commission of Inquiry recommendations are earnestly implemented (see below);
- Regulations, standards and guidelines are produced through an evidence-based, integrated and streamlined policy-making process;
- Licensing is based on levels of competence;
- The complaints process is optimized, balancing transparency, fairness and timeliness;
- The practice and title provisions of the *Professional Engineers Act* are judiciously enforced and continuously improved; and
- Tribunals employ accepted smart practices in all operations and are seen to be independent and fair.

### Stakeholders

- Engage key regulatory ministries and industry in engineering public policy development;
- Other engineering bodies (e.g. OSPE, Ontario Association of Certified Engineering Technicians and Technologists, Consulting Engineers of Ontario, and Ontario universities, among others) are supported within the limits of their respective mandates;
- Productive partnerships are developed with Engineers Canada and other constituent associations; and
- Public respect for the role of PEO is increased in accordance with the objects of the *Professional Engineers Act*.

### Operations

- Electronic communications are engaging, interactive, dynamic and appropriately targeted and integrated;
- Service delivery is improved by clarifying staff and volunteer responsibilities and managing performance;
- Cost management and service delivery are improved by actively managing service provider performance;
- PEO headquarters occupancy rates and building efficiency are optimized; and
- Risk is mitigated by assessing vulnerabilities and addressing service gaps.

### Council, staff and volunteers

- PEO has a sustainable, organization-wide, continuous-improvement culture;
- PEO's governance approach is robust, transparent and trusted;
- Chapters are engaged in the regulatory mandate of PEO;
- Equity and diversity values and principles are integrated into the general policy and business operations;
- Organizational renewal is ensured through succession plans and talent management strategies; and
- PEO is recognized as an employer of choice.

The registrar will provide updates on the plan's progress at the March, June and September council meetings for the duration of the plan period.

### ELLIOT LAKE IMPLEMENTATION PLAN

Council has approved a review of the registrar's implementation plan for the Elliot Lake Commission of Inquiry recommendations requiring PEO action, and directed that the committees identified in the plan give this work their highest priority.

The registrar's implementation plan was developed following the release of the inquiry's final report October 15. In the council discussion, several councillors said they could not support the implementation plan without a full investigation of the PEO policy implications of the inquiry's recommendations. Councillors agreed, however, that the registrar's plan accurately represents the policy intent of the commissioner's recommendations and that the recommendations should be acted upon in a timely but thoughtful manner.

Since the council meeting, the identified committees have been sent the implementation plan and council briefing note and been asked to review the plan, focusing on the expected deliverables from their committee, and to provide a work plan to achieve the deliverables. They have also been asked to indicate whether their committee is proposing any changes to the expected deliverables and how the changes would meet the stated policy direction. If the committees believe PEO should not proceed with implementing any of the recommendations, they are to indicate this, along with their rationale, so council can be advised and provide direction.

Council will be provided the committee feedback at its February 2015 meeting.

The Elliot Lake Commission of Inquiry recommendations that apply to engineers, include:

1. For buildings to which these recommendations apply, PEO should enunciate a performance standard for the prescribed structural inspection.
2. The prescribed structural inspection should be conducted in accordance with the performance standard by a structural engineering specialist who has met PEO's qualifications and requirements to be so certified.
3. After conducting a structural inspection in accordance with PEO's performance standard, the structural engineering specialist should complete a structural adequacy report to determine whether a building meets the minimum structural maintenance standard and, if it does not, to describe what repairs and maintenance are required for the building to meet that standard.
4. Professional engineers and architects should be required, on request, to make available any records in their possession or control related to the structural integrity of a building to:
  - (a) any professional engineer or architect conducting an inspection or assessment on behalf of an owner or with an owner's permission;
  - (b) a prospective purchaser of a building or a professional engineer or architect conducting an inspection or assessment of a building on a prospective purchaser's behalf;
  - (c) a chief building official or an inspector under the *Building Code Act*; and
  - (d) an inspector under the *Occupational Health and Safety Act* in respect of a building that is a place of work to which the act applies.
5. PEO should issue a clear direction to its members that the contents of an engineering report, or draft report, including a structural adequacy report, should not be altered simply because the client requests that it be changed. Rather, any alteration of an engineering report, or draft report, should be based on sound engineering principles or changed facts.
6. PEO should establish a system of mandatory continuing professional education for its members as soon as possible and, in any event, no later than 18 months from the release of the report.

7. Members of PEO should directly and promptly advise clients (past and present) of any suspensions or revocations of their licences, and the reasons therefore, that arise out of disciplinary actions resulting from: errors in design; errors in calculations; failure to properly inspect; failure to report an unsafe condition; failure to comply with the requirements of the structural adequacy report; and any and all matters that had a direct or indirect effect on the structural stability of a building or put the health, safety, and welfare of the public at risk.
8. PEO should provide, for the benefit of the public, the following information on its public website in a format readily and easily searchable by the name of the PEO member: the name of every licensee and holder of a Certificate of Authorization (C of A); the terms, conditions, and limitations attached to the licence or C of A; a note of every revocation, suspension, cancellation, or termination of a licence or C of A; information concerning upcoming Discipline Committee hearings, where a Notice of Hearing has been issued; information concerning any findings of professional misconduct or incompetence, for a period of 10 years from the date of the finding(s), so long as the Discipline Committee had ordered publication with names; and such other information as the Registration Committee or Discipline Committee directs.
9. For the construction of any buildings requiring the services of more than one professional consultant, either a professional engineer or an architect should be designated by the owner or the owner's agent as the prime consultant to perform the roles and responsibilities of that position, as defined by one or the other or both of PEO and the Ontario Association of Architects.

#### PRESIDENT'S RE-ELECTION PERIOD

Council passed an amended motion to clarify the policy intent of a motion passed in September 26, 2013 regarding the minimum period between when a former PEO president leaves council and can seek re-election as president-elect.

PEO's Legislation Committee noted the September motion, which read, "That PEO use its regulation-making powers to amend the regulation to prohibit a president from running again for the same office for four years from the time when his/her term as president expires," was technically incorrect, since a person runs for PEO president-elect, not president. It said that, as written, the motion could be interpreted variously, since the position of PEO president involves three years at the council table: one year as president-elect, one as president and one as past president. The new (clarified) motion prohibits a president from holding office as president-elect for three years from the time his or her term as president expires. In other words, a former PEO president would spend two years away from council, but would be permitted to run for president-elect again in the second year away from council. Σ