



Minutes

EXPERIENCE REQUIREMENTS COMMITTEE

Meeting of April 26, 2017

PRESENT:

Members:

Staff:

Santosh Gupta, Chair
Leroy Lees
Bill Jackson
Branislav Gojkovic
Berta Krichker
Hazem Gidamy
Andrew Cornel
Cam Mirza
David Kahn
Sat Sharma

Tibor Palinko
Jim McConnach
Changiz Sadr
Venkat Raman
Bosko Madic
Peter Jarrett
Ravi Gupta
Daniel Ospina
Duncan Blachford
Christian Bellini

Michael Price, Deputy Registrar
Pauline Lebel
Faris Georgis
Jasmina Kovacevic
Muna Labib
Marsha Serrette
Mark Hekimgil
Daniel Mandefro
Ann Pierre
Una Mehta
Bhaumick Pabari

Guest:

Gerard McDonald, Registrar

REGRETS:

David Kiguel, Vice Chair

Mihir Thakkar

Eugene Puritch

Saleh Tadros

Andrew Poray

Savio DeSouza

Duncan Sidey

Witold Kellermann

George Apostol

Liang Guo

Alexi Martchenko

Saverio Pota

Mohinder Grover

Tom Murad

John Smith

V. Wijeyakulasuriya

Antonio Paz

Jeremy Carkner

Mark Bendix

Gala Abdelmessih

1. Call to Order and Chair's Remarks

The Chair, Santosh Gupta called the meeting to order at approximately 1:30 PM. He reported on the following items:

- The Chair attended the Licensing Committee Meeting on March 30, 2017

- The Committee was updated on PEO's status with the Ontario Fairness Commission. PEO received a draft assessment report by the OFC. The LIC was given the opportunity to make comments on the draft assessment report. The response was submitted to the OFC on April 13th. Questions regarding this item can be made to Michael Price or Gerard McDonald.
- The online licensing process will accelerate the timeline for applicants to complete the process
- Council appointed Danny Chui and Annette Bergeron as Directors to Engineers Canada
- The Licensing Committee plans to discuss the following items on a priority basis
 - Appeals Process
 - Structured Internship
 - Specialist Designation Certifications
 - Suitability to Practice
 - Fees
 - Mobility Issues
- ERC Subcommittee met on April 12, 2017. A briefing note prepared by Jim McConnach regarding the proposal for charging fees for interviews was briefly discussed. The Subcommittee decided to form a working group to further define the matter and discuss next steps. The working group members are, Cam Mirza, Jim McConnach and Duncan Blachford.
- The Subcommittee approved version R2, Terms of Reference for the ERC manual working group. This item will be further discussed in agenda item 9.
- The Chair attended the PEO AGM in Thunder Bay. Members of this committee, Tom Murad and Mohinder Grover both received PEO's Order of Honour
- There was a motion on the floor to expand the Engineering Intern Financial Credit Program to include international refugee graduates.

2. Approval of the Agenda

MOTION:

It was **moved** by Changiz Sadr and **seconded** by Venkat Raman that the agenda be approved.

CARRIED

7. PEO Strategic Plan

Gerard McDonald presented to the Chair, Santosh Gupta a 20th year anniversary pin and thanked him for his years of service to PEO.

Gerard McDonald presented to the Committee PEO's Strategic Plan 2.0. PEO is at the beginning stages of developing a new plan that will lead the organization thru to 2020. The focus will be on the direction of the organization. He asked the committee, what would be a good strategic objective for the ERC? Members of the committee got into small groups and came up with the following recommendations.

- System of quality control such that outcomes of interviews for applicants will be consistent despite the interview panel.
- Simplifying the ERC process to avoid inconsistencies.
- Resolve the issue of applicants attending the interview unprepared
- Robust consistent defensible interview process.

- Fair assessment
- Reducing the backlog of applicant wait times

The Registrar has been going through this exercise with various committees at PEO. The results of this process today will be taken to Council.

Pauline Lebel introduced two new staff members on her team. Bhaumick Pabari, he is a chemical engineer and provisional licence holder. He was hired to fill the licensing representative role. Una Mehta, P.Eng. is a transportation engineer, she will be filling in as a licensing representative on a six-month contract.

3. Approval of the Minutes of the February 17, 2017 Meeting

MOTION:

It was **moved** by Cam Mirza and **seconded** by Changiz Sadr that the February 17, 2017 minutes be approved.

CARRIED

4. Matter(s) and Action Items Arising from the Minutes and the Experience Requirements Committee Motions and Actions List

The committee discussed briefly item 4 on the Action List. Subcommittee to review Duncan Blachford proposal of charging a fee for interviews.

5. Chair's Report

This item was covered under the Chair's Remarks.

6. Deputy Registrar's Report

Michael Price reported on the following items:

- Appendix A which was based on previous LPTF recommendations went to Council in March. Council approved what the LIC proposed.
- PEO has received the Ontario Fairness Commission draft assessment report. Since many of the recommendations in the draft report impact the ARC and ERC it was suggested that the LIC add their feedback to the draft report.
- There are 26 specific duties, and four general duties (transparency, objectivity, impartiality, and fairness). Within the 26 specific duties PEO is identified as meeting 21 of them; four are partially met; and one PEO does not meet. In general duties, there is one PEO demonstrates and 3 where PEO partially demonstrates.
- Comments were submitted to the OFC on April 13, 2017. The OFC will get back to PEO with a revised report by the end of April or early May. Gerard McDonald and Michael Price will then meet with the OFC representative in late May or early June. A final report will be issued by the end of June 2017.

12. ERC Chat Topics

An item has been added to the chat forum titled meeting minutes 2017. This will give access / links to the business meetings and subcommittee meetings.

8. Council Liaison Report

Christian Bellini reported on the following items:

- Two Council meetings have taken place since the last ERC meeting.
- The March meeting was a full agenda one of the items of interest to the ERC was from the Council Term Limits Task Force. They presented their report at the meeting. It was not passed, Council requested to reconsider additional items. The contentious issue was life time limits.
- Financial statements were presented and accepted for the 2016 year.
- The auditor was selected for 2017.
- LPTF recommendations were presented and passed.
- Engineers Canada directors were elected; Danny Chiu and Annette Bergeron were elected for a three-year term.
- The April meeting was mainly administrative and it was intended to appoint councillors to the various board committees for the upcoming year.
- Christian Bellini was appointed to the executive committee.

9. ERC Operating Policies and Procedures Manual Working Group Term of Reference

The ERC Sub Committee has requested the endorsement of the ERC for the Terms of Reference for the ERC Manual Working Group(MWG).

MOTION:

It was **moved** by Peter Jarrett and **seconded** by Changiz Sadr that the terms of reference be endorsed.

Duncan Blachford suggested that members of the committee elect the Chair and Vice Chair instead of appointing one. In so doing it would be an opportunity to expand one of the strategic objectives of increasing the pool of leadership.

The decision was made at the subcommittee meeting. There was desire to have some continuity with the original taskforce that is why David Kiguel was suggested.

It was moved by Duncan Blachford that the working group consist of 7 members from the ERC and the working group elect their own Chair and Vice Chair.

Amendment by Peter Jarrett to include ERC Vice Chair. The group will consist of 7 members from the ERC including the current Vice Chair. The working group will elect their own Chair and Vice Chair and the working group picks the Chair.

CARRIED AS AMENDED

10. (CP)² (PEAK) Update

The CP2 taskforce was terminated by Council at the March Council meeting. This item can now be removed from the agenda. As of March 31, 2017, the program is live. Jim McConnach reminded the non-practicing members of the ERC to keep up to date in their discipline to be fair to the applicants that are interviewed. Christian Bellini thanked Changiz Sadr and his team on all the hard work that they have put in to this program.

11. ARC ACTIVITIES REPORT

No Items to Report

13. Other Business

No Items to Report

14. Adjournment

Meeting adjourned at 3:57 pm.

The next meeting is on Wednesday, June 28, 2017.