

HUMAN RESOURCES PLAN - 2020 ENFORCEMENT COMMITTEE (ENF)

C-530-3.5
Appendix G(i)

Committee: Enforcement Committee	Date Developed: August 2019
Committee Review Date: September 10, 2019	Date Council Approved: November 15, 2019

	Target / Ideal (To meet the need of the Committee)	Currently in Place	Gap [ST = Short-term Goal] [LT = Long-term Goal]
Core Competencies • Skills • Abilities • Expertise • Knowledge	• <i>Key objectives & core competencies are listed in Appendix A</i>	- Industry experience - Legal understanding - Understanding of public protection and role of a regulator - Experience with standards bodies	[ST] - Visioning/Strategic Thinking
Committee Membership	• 10	9	1 vacancy
Broad Engagement Career Stage	• <i>A minimum of 5 practising engineers</i> • <i>A blend of early/mid/late career stages</i>	- 7 members declared as practicing (PEAK) - 2 members are retired; 3 in late career (average 20yr Licensed)	None
Disciplines	• <i>A cross-section of emerging disciplines</i>	Structural [1], Electrical [2], Computer/Software [2], Mechanical [3], Chemical [1]	[ST] - Biomedical, Civil
Experience Level	• <i>A mix of Class A – F</i>	A-F (median D)	None
Gender / Diversity	• <i>At least 30% women</i> • <i>Diversity in all areas</i>	1 female member; average age is 53. Good mix of ethnicity.	- Female members [ST]
Geographic Representation	• <i>Cross-section of industry types with regional balance to where engineers work</i>	Western [4], West Central [2], East Central [3]	Eastern, Northern [LT] Chapter Diversity [LT]
CEAB Grads/ Foreign-trained	• <i>50 / 50 split of CEAB and internationally trained graduates</i>	55% CEAB / 44% foreign trained	Non-CEAB members
Licensed –vs– Non-licensed	• <i>All licence holders</i> • <i>1 member is a lawyer</i>	- All members licensed - 1 members is a lawyer	None

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<p>Volunteer Development Plans</p> <ul style="list-style-type: none"> List potential development opportunities 	<ul style="list-style-type: none"> <i>To learn legal enforcement process</i> 	<p>None at present. Most members have served on other PEO committees.</p>	<ul style="list-style-type: none"> - Have members attend enforcement case hearing in superior court [ST] - Could provide good background for Complaints, Discipline and Registration committees [LT]
<p>Succession Planning</p> <ul style="list-style-type: none"> Time on Committee 	<ul style="list-style-type: none"> <i>3-5 year term for members (maximum of 10 yrs on ENF)</i> <i>2 year term for Chair and Vice Chair</i> 	<ul style="list-style-type: none"> - average 5 yrs on ENF - 2 yr terms for Chair and Vice Chair 	<p>N/A</p>
<p>2020 Succession Plan</p>	<ul style="list-style-type: none"> <i>Average 5 yrs on ENF</i> <i>Chair and Vice Chair are continued</i> <i>Retire 1 member</i> 	<ul style="list-style-type: none"> - average 7 yrs on ENF (if vacancies not filled) - 9 members to year end 	<ul style="list-style-type: none"> - 1 new member
<p>Terms of Office:</p> <ul style="list-style-type: none"> Chair/Vice Chair Committee members 	<ul style="list-style-type: none"> Committee members have a 1-year term with a request for re-appointment up to 10 years. Ideally the Chair would serve for 2 years; the Vice Chair 2 years, and the Vice Chair would transition into the role of Chair. Chair and Vice Chair have a 1-year term of office with a possible re-election for up to three consecutive terms. 		