

HR Plan for Professional Standards Committee

Committee: Professional Standards Committee	Date Developed: 27 August 2019
Committee Review Date: 10 September 2019	Date Council Approved: November 15, 2019

Categories	Currently in Place	Required in 12 months (Identified "Gap" for each Core Competency)	Required in 2 to 5 years
Core Competencies <ul style="list-style-type: none"> • Skills • Abilities • Expertise • Knowledge 	<ul style="list-style-type: none"> • Understanding of the <i>Professional Engineers Act</i> and PEO processes • Extensive experience in providing engineering services to clients and employers 	None	None
Volunteer Development Plans <ul style="list-style-type: none"> • List potential development opportunities 	<ul style="list-style-type: none"> • Legal review of practice standards processes. 	Presentation by legal firm on issues pertaining to practice standards processes.	None
Committee Membership	<ul style="list-style-type: none"> • Approximately 10-12 members including one councilor who servers as Council liaison. 	None	None
Broad Engagement			
Career Stage	Split of late and mid-career; none in early career	None	None
Disciplines	Members should be from a wide range of disciplines and work environments	Practitioners from specific disciplines required for guidelines and standards are recruited on as needed basis for subcommittees (LT)	None
Experience Level	Levels D – F only	Level F: Level E: 10 Level D:	None
Gender / Diversity	Percentages of male and female should reflect the percentage of each in membership	Male: 7 70% Female: 3 30%	More female representation may be considered (LT)

Geographic Representation	Standards of practice do not vary across the province; greatest variation of practice areas is present in the GTA so majority of the membership will be from the GTA	GTA: 6 Other areas: 4	None
CEAB Grads/ Foreign-trained	No preferences	CEAB: 8 IEG: 2	None
Licensed –vs– Non-licensed	All members of PSC must be licensed	All members of PSC are licensed	None
Continuous learning	Presentations by legal firms on issues involving practice standards.		
Term of Office • Chair • Committee members	<ul style="list-style-type: none"> • As per PSC Terms of Reference • As per PSC Terms of Reference 		