

HUMAN RESOURCES PLAN - 2021

GOVERNMENT LIAISON COMMITTEE (GLC)

Committee: Government Liaison Committee (GLC)	Date Developed: September 2020
Committee Review Date: September, 2020	Date Council Approved: November 20, 2020

	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 	Key objectives and core competencies are listed in Appendix A	<ul style="list-style-type: none"> • See Appendix A 	No gap
Committee Membership	11 Members, each a representative according to the GLC Terms of Reference	<ul style="list-style-type: none"> • See Appendix B 	Dependent upon renewal of committee membership New RCC rep. Apr. 2021
Broad Engagement			
<ul style="list-style-type: none"> • Career Stage 	At least 1 from every career stage	At least 1 from every career stage	No gap
<ul style="list-style-type: none"> • Diversities of Sources 	At least 1 representative from key stakeholders for information and cooperation related to Provincial Government interaction	<ul style="list-style-type: none"> • See Appendix B 	1 gap as OSPE has chosen not to appoint a rep. Will work to rectify.
<ul style="list-style-type: none"> • Experience Level 	A minimum of 1 member in C-Level, 2 in A-Level	A Level or greater	No gap
<ul style="list-style-type: none"> • Gender Diversity 	To achieve gender balance consistent with PEO’s goals. Currently 3 females, 7 males	No gap	Maintain at least 30% female members – request when new appointments needed
<ul style="list-style-type: none"> • Geographic Representation 	Full geographic representation	5 regions represented	No Gap
<ul style="list-style-type: none"> • CEAB Graduates – vs– IEG 	N/A	N/A	N/A
<ul style="list-style-type: none"> • Licensed –vs– Non-licensed 	2 non-licensed members (1 EIT, 1 student member)		
Volunteer Development Plans	See Appendix C	See Appendix C	See Appendix C
Succession Planning <ul style="list-style-type: none"> • List the members • Term of office for committee members 	Length of term will be two years for each member. Members may be reappointed for an	<ul style="list-style-type: none"> • In 2021 replace “P.Eng. active chapter member • In 2020 replace OSPE rep. 	

HUMAN RESOURCES PLAN - 2021

GOVERNMENT LIAISON COMMITTEE (GLC)

	<p>additional two terms, to a maximum of six years.</p> <p>When a member's term expires, or a member resigns, Council (or the recommending party) will be asked to appoint a replacement(s)</p>	<ul style="list-style-type: none"> In 2021 replace RCC representative 	
<p>Term of Office</p> <ul style="list-style-type: none"> Chair Vice Chair 	<ul style="list-style-type: none"> Chair is elected on an annual basis by the committee to a maximum of term of chair of 3 consecutive years. Vice Chair is elected on an annual basis by the committee. 	<p>Current Chair first elected in 2018 New Chair required in 2021 as current Chair's term is over</p> <p>New Vice Chair first elected in 2019</p>	

Committee Roster (Sept 2020)

Name	Position (as defined in Terms of Reference)	Appointed	Term
Warren Turnbull, FEC. P.Eng.	RCC representative (Chair 2018)	2016	5 years
Arjan Arenja, P.Eng.	Active chapter member (Vice Chair 2018)	2018	3 years
Gabriel Tse, P.Eng.	Active chapter member (Vice Chair 2015-2018)	2014	7 years
Shawn Yann	Student representative	2019	2 year
Alexandra Weryha, EIT	EIT representative	2020	1 year
Vicki Hillborn, P.Eng.	ACV representative	2020	1 year
Christine Hill, P.Eng.	CEO representative	2018	3 years
Jeffrey Lee, P.Eng.	P.Eng. in a Riding Association	2018	3 years
Lorne Cutler, P.Eng.	PEO Councillor representative	2019	2 years
Changiz Sadr, FEC. P.Eng.	Engineers Canada representative	2020	1 year
[Vacant]	OSPE representative		

APPENDIX A

Key objectives and core competencies (as per the Work Plan)

<p><u>List top 3–5 Committee Work Plan Outcomes:</u></p> <ul style="list-style-type: none"> Monitor & evaluate regulatory issues requiring liaison with the government and advise council on strategic initiatives to affect such liaison (Key Responsibilities # 1) 	<p><u>List core competencies for each Work Plan outcome:</u></p> <ul style="list-style-type: none"> - Possess a good knowledge of PEO and Committees related goals, objectives, and information available related to government liaison - Possess strategic thinking abilities - Initiate recommendations for change
<ul style="list-style-type: none"> Coordinate the activities of the GLP (Key Responsibilities # 2) 	<ul style="list-style-type: none"> - Key persons must be good communicators, knowledgeable and willing to work with others - Ability to organize functions and ensure objectives of this function are achieved

HUMAN RESOURCES PLAN - 2021

GOVERNMENT LIAISON COMMITTEE (GLC)

	<ul style="list-style-type: none"> - Be familiar with current PEO mandate to regulate in the public interest and Government Liaison issues
<ul style="list-style-type: none"> ○ Coordinate with other government relations initiatives within the engineering profession (Key Responsibilities # 3) 	<ul style="list-style-type: none"> - Ability to develop relationships with stakeholders to advance cooperation efforts (ref. item 2 of Work plan) - Willingness to work with stakeholders within the confines of PEO guidelines and accepting differences while working to achieve common objectives - Conflict resolution skills - Possess effective meeting & action implementation skills
<ul style="list-style-type: none"> ○ Enhance Government Outreach to ensure that our primary mission to regulate the profession in the public interest is communicated to MPPs (Key Responsibilities # 7) 	<ul style="list-style-type: none"> - Ability to establish and clarify goals, expectations, obligations, roles and responsibilities of GLC. - Ability to evaluate effectiveness of government liaison program once per year. - Ability to conduct analysis, summarize results and follow up with recommendations for continuous improvement
<ul style="list-style-type: none"> ○ Host Annual Queen's Park MPP reception and/or GLC conference to ensure our regulatory role and mandate are communicated to MPPs. 	<ul style="list-style-type: none"> - Key persons must be good communicators, knowledgeable and willing to work with others - Ability to organize functions and ensure objectives of this function are achieved - Be familiar with current PEO Government Liaison issues

APPENDIX B

Diversities of Sources (see List of Committee Membership)

<p>Constituency & Qualifications of Committee/Task Force Members</p>	<p>The committee will be composed of the following 11 members.</p> <ul style="list-style-type: none"> • Member of the Regional Councillors Committee (recommended by Regional Councillors Committee) • Member of Council • Two (2) active members of a chapter who have experience with GLP or government relations or public policy. • A member of the Advisory Committee on Volunteers (recommended by the Advisory Committee on Volunteers) • P.Eng. active in a Riding Association (recommended by GLP Consultant) • P.Eng. member of the Ontario Society of Professional Engineers (OSPE) (recommended by OSPE) • P.Eng. representative of Engineers Canada (recommended by Engineers Canada) • P.Eng. member of the Consulting Engineers of Ontario (recommended by CEO) • Student representative • EIT representative <p>The President and the President-elect are ex-officio members, as required by section 30(3) of By-Law No.1. In addition, the CEO/Registrar and the GLP consultant shall be ex-officio members.</p>
---	---

HUMAN RESOURCES PLAN - 2021
GOVERNMENT LIAISON COMMITTEE (GLC)

APPENDIX C
Volunteer Development Plans

List top 2 – 3 preferred core competencies (knowledge, skills, abilities)	List specific attributes for each core competency	Briefly state how you will meet your needs [i.e.: development plans for current member(s); request additional volunteer resources]	Resources Needed	Target Date for completion
Knowledge of PEO policy and positions and available resources	Familiarity with available resources regarding government related issues, etc.	Provide training and access to resources	Staff assistance, Committee Members	ongoing
Skills to provide advice/ recommendations/ assistance	Good communication and problem resolution skills; negotiation skills	Opportunities to interact and communicate, seek feedback	Feedback Form	ongoing
Effective Meeting Skills	Familiarity with rules of order, engagement strategies	Select chair with these skills (becomes a role model for others), seek feedback	Meeting Evaluation Form	ongoing
Courteous and proper treatment of fellow volunteers and staff	Knowledge of PEO values and code of conduct	Advise new Committee members to complete the mandatory training modules	Access to training modules	ongoing