



Professional Engineers
Ontario

2014 Committee and Task Force Reports

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Introduction

From the association's beginning in 1922, committees have aided in accomplishing much of PEO's work. Several hundred members are active participants on PEO's standing committees, while others are active on additional PEO task forces. These committee reports cover the period January 2014 to December 2014.

PEO committees can be legislated, regulated or appointed. Legislated and regulated committees are set out, along with their missions, in the *Professional Engineers Act*, R.S.O. 1990, Chapter P.28, or Regulation 941/90. Under the Act, PEO council is also permitted to appoint committees to address specific needs. These standing committees are mandated for an indefinite term, but their membership is appointed periodically by council. Council also creates task forces to undertake specific tasks. Task forces exist only as long as necessary to finish their task.

Several of PEO's committees have also been designated as PEO board committees. These committees have a fiduciary and/or oversight role; operate on a council-year basis from annual general meeting to the next annual general meeting; and have the majority of their members as sitting members of council, selected either by position, election or appointment at the council meeting immediately following the AGM.

The following are committee and task force reports submitted for 2014.

Board Committees

Legislation Committee

(LEC)

Mandate

The Legislation Committee's mandate is to provide oversight and guidance on matters pertaining to PEO's Act, Regulation and Bylaws. This includes: (i) acting as custodian for PEO's legislation, identifying PEO policies, rules and operational issues that touch on or affect PEO's legislation and providing guidance as to which of these should be put into legislation; (ii) overseeing draft changes to PEO's legislation; (iii) keeping Council apprised of relevant external legislative initiatives and changes that may affect PEO's legislation; iv) in accordance with the council-approved Regulatory Policy Protocol, reviewing all referred policy proposals that involve authority from the Act, Regulation and Bylaws and providing regulatory impact analysis and recommendations to Council; and v) reviewing Ontario legislation that conflicts with the authority or provisions of the *Professional Engineers Act* (PEA) or its Regulations and making recommendations for corrective actions.

Activities

The Legislation Committee, a board committee comprising five councillors, met 12 times in 2014. Its first priority, which the committee has met, was to complete its work on the amendments to Regulation 941 to implement the limited licence/licensed engineering technologist (LET) and Certificate of Authorization changes. This regulation, which also re-introduced a minimum waiting period for former presidents seeking re-election, is to be presented to council in 2015 and then to the provincial cabinet for approval. As required by the *Ontario Labour Mobility Act*, comments on the changes to the qualifications for the limited licence and temporary licence were sought and received from engineering regulators in other provinces and territories. The committee also reviewed comments received from the Ontario Fairness Commissioner, regarding the continuation of the "Canadian experience" requirements in the regulation amendments, to support the registrar's response to the commissioner.

As a result of the March 2014 council directive to work with the proponent committees and/or task forces to clarify policy intents, implications and suitability for invoking Council's regulation making powers, the Legislation Committee established a process for reviewing all outstanding, previously approved motions that might require regulation changes to implement. This work is continuing.

The committee addressed new requests for changes to the *Professional Engineers Act* and regulation from the Elliot Lake Commission of Inquiry (Bélanger Commission) recommendations, and recent Council motions (engineer of record, president's waiting period, filling councillor vacancies, member in good standing, removal of a councillor for a material breach of council policy, and fees to by-laws). The committee also considered and provided comments on policy referrals from other committees (professional practice standards for *Delegating and Supervising Professional Work*, from the Professional Standards Committee, and composition of the Central Election and Search Committee, from the Central Election and Search Committee) and task forces (Emerging Disciplines Task Force's Nanotechnology/Molecular Engineering Group and the Experienced Practitioners Task Force).

Policy development work is continuing on the “good character” requirements in the PEA, and in determining which sections of the pending *Not for Profit Corporations Act, 2010* should be applied to PEO and its Regulations.

Committee chair: Bob Dony, Ph.D., P.Eng., FEC

Staff advisor: Johnny Zuccon, P.Eng., FEC, deputy registrar, tribunals and regulatory affairs

Regional Councillors Committee	(RCC)
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The Regional Councillors Committee (RCC) comprises the 10 elected regional councillors (each serving two-year terms) of each of the five regions. In 2014, the members of the RCC were:

Region	Senior regional councillor (term expires at 2015 AGM)	Junior regional councillor (term expires at 2016 AGM)
Northern	Michael Wesa, P.Eng.	Serge Robert, P.Eng.
Eastern	David Brown, P.Eng.	Charles Kidd, P.Eng.
Western	Ewald Kuczera, P.Eng.	Len King, P.Eng.
West Central	Robert Willson, P.Eng.	Danny Chui, P.Eng.
East Central	Changiz Sadr, P.Eng.	Nick Colucci, P.Eng.

The RCC’s mandate is to act on behalf of council in relation to all matters of concern to PEO’s 36 chapters organized into five regions. The RCC has the authority from PEO council to respond to all matters pertaining to the mandate of the association in the context of chapters and their volunteers.

The following generally summarizes the responsibilities and business of the RCC:

- ◆ meet as a committee on a regular basis to discuss/resolve relevant chapter issues;
- ◆ recommend budget allocations for activities of the RCC, and the chapter system;
- ◆ host regional congresses and meet with chapters on a regular basis; and
- ◆ facilitate reports and studies related to regional and chapter business.

In 2014, the regional councillors participated in numerous events organized by chapters in their own regions and, in some cases, attended chapter events in other regions to gain broader insight into the profession throughout Ontario.

The RCC’s Chapter Scholarship Program continued in 2014, under which chapters can award up to \$1,000 in total to one or several deserving student(s) entering an engineering program in Ontario.

Election of 2014-2015 RCC Chair

RCC elects its chair annually from among the 10 regional councillors.

For 2014, Len King, P.Eng., was re-elected as RCC chair by acclamation during the April 26, 2014 Special RCC meeting.

Councillor Robert Willson, P.Eng., had expressed the intention of running for the RCC vice chair position. However, due to an unforeseen family emergency, he was called away and could not

participate in the election of the vice chair. The committee decided to postpone the election until a later meeting. At the July 26 RCC meeting in Peterborough, there were two candidates vying for the vice chair position. Councillor Willson was elected as RCC vice chair on the first ballot.

2014 Regional Congresses

Regional congresses are business meetings of chapter volunteers and their regional councillors, which are scheduled to take place in February, June and September of each year. Chaired by each region’s senior regional councillor, they are intended to facilitate effective two-way communications between PEO council, chapter staff and chapter volunteers.

As a pilot in 2014, the February congresses were all teleconference meetings. The intention was to avoid unnecessary volunteer travel in possibly inclement weather conditions, save on the costs of holding regional congresses, and enable broader chapter participation. Fifteen regional congresses took place in 2014, with a total attendance of 275 delegates. Attendees at regional congresses include two delegates from each chapter in the region, the two regional councillors, chapter office staff and some invited guests.

Because RCC wants to encourage succession planning by chapters, one engineering intern was permitted to attend regional congresses with all out-of-pocket expenses paid.

2014 Regional Congress Schedule

	Northern	Eastern	Western	East Central	West Central
February	Feb. 18 22 attended teleconference	Feb. 27 15 attended teleconference	Feb. 24 14 attended teleconference	Feb. 8 17 attended PEO offices	Feb. 20 20 attended PEO offices
June	June 7 15 attended Porcupine/ Kapusksing	May 31 24 attended Upper Canada	June 14 23 attended Georgian Bay	July 7 16 attended PEO offices	June 26 20 attended Toronto
September	Sept. 13 15 attended Temiskaming	Sept. 20 24 attended Kingston	Sept. 6 22 attended Chatham Kent	Sept. 27 19 attended PEO offices	Oct. 4 15 attended PEO offices

2014 Regional Councillors Committee meetings

The Regional Councillors Committee meets when necessary to resolve chapter-related issues, like reviewing the regional congress open issues list; establish allotments; and evaluate chapters’ special project requests, etc.

In 2014, RCC met six times with five meeting agendas (one meeting was split into two meetings to complete the agenda on teleconference). The following table shows the meeting schedule. Although face-to-face meetings are preferred, technology (in particular using Adobe Connect to share documents and Momentum as teleconference technologies) is fully leveraged to help the regional councillors connect to carry out RCC’s mandate and maintain quorum.

2014 RCC meeting schedule

Date	Location	Details
March 31, 2014	Not applicable	Teleconference meeting (1 of 2)
April 9, 2014	Not applicable	Teleconference meeting (2 of 2)
April 26, 2014	Niagara Falls Fallsview Hotel, Niagara Falls, ON	Election meeting
July 26, 2014	Holiday Inn Waterfront, Peterborough, ON	Face-to-face meeting
October 18, 2014	Doubletree Niagara Falls, Niagara Falls, ON	Face-to-face meeting
December 16, 2014	Not applicable	Teleconference meeting

2014 PEO AGM training (April 26, 2014)

RCC organized three training sessions. The chapter office staff provided training to volunteers after the 2014 PEO AGM Luncheon and RCC election meeting. The training sessions were about training for chapter executive members, chapter SharePoint use, and the Government Liaison Program. Information on PEO committees was included in the Chapter Executive Training.

- ◆ Chapter Executive Training
 - 22 chapter volunteers registered for this popular training session to learn about chapter operations and the responsibilities of a chapter executive.
 - 26 chapter volunteers participated.
 - 2.5-hour session was provided by Matthew Ng, P.Eng., chapter manager
- ◆ Chapter Wordpress Training
 - 20 chapter volunteers registered for the new hands-on training to gain familiarity with the new chapter Wordpress template.
 - 18 chapter volunteers participated.
 - The 2.5-hour session was provided by Yulia Milashchenko, chapter coordinator, and Sharon Gillam, chapter administration.

2014 Chapter Leader Conference (November 22, 2014)

RCC nominated Michael Wesa, P.Eng., to lead the organization of the 2014 Chapter Leaders Conference (CLC). Serge Robert, P.Eng., was nominated as vice chair of the organizing committee.

The conference successfully took place on November 22, 2014 at the Sheraton Airport Hotel, 801 Dixon Road, Toronto. Theme for the 2014 CLC was “PEO Chapters–Who are we?” Delegates were asked to think about who the chapters are and what they can bring to the table to help PEO achieve its mandate.

The program comprised:

- ◆ Guest speaker David Meslin, an activist, journalist, community organizer and professional rabble-rouser with a focus on public space, voting reform and defeating apathy. Mr. Meslin was chosen to provide ideas and provoke thoughts towards PEO overcoming members’ apathy. Mr. Meslin gave a presentation on “Building a Culture of Engagement”, followed by a workshop titled

“From Apathy to Action”. Mr. Meslin’s portion of the CLC was amongst the highest scoring. The material struck a chord with the chapter volunteers in attendance.

- ◆ No breakouts were organized for the 2014 CLC. Instead, linear sessions were organized for all delegates, with topics (in order):
 - One Vision. One Plan. One Team—where the PEO 2015-2017 Strategic Plan was rolled out;
 - PEO Chapters—Leaders in the Community—where a few chapters highlighted what they do uniquely in their respective communities, with the hope that other chapters will replicate what they do; and
 - 3rd Annual Chapter Story Contest, The People’s Choice.
- ◆ CLC delegates’ overall feedback scores on the sessions were 89 per cent for appropriateness and 83 per cent for quality of execution.

RCC 2014 achievements

- ◆ 2014 chapter allotment distribution
 - \$500,000 was budgeted in 2014 for chapter allotments.
 - All chapters received their full allotment requests based on their proposed business plans.
 - RCC distributed all 2014 chapter allotments from February through May, after having received chapters’ activity reports (financial statements and activity report) for 2014.

2015 chapter budget planning

RCC reviewed the 36 proposed 2015 chapter business plans in accordance with the business plan and expense guideline. Collectively, the 36 chapters requested \$632,261.61 for their 2015 allotment (27 per cent increase from 2014 allotment).

At its July 26, 2014 meeting, after much deliberation, RCC arrived at the regional division of the budget. PEO chapters subsequently met regionally to reduce the total budget allotment request to reflect the budget limitations.

The total allotment budget proposed by RCC for 2015 was \$510,000. It was approved by PEO council during the November 2014 council meeting. When the 2015 PEO operating budget was approved, the chapters had agreed on what their received allotments would be.

Chapter open issues

During the year, RCC dealt with all the issues formally raised by chapter leaders in the regional congresses.

Committee chair: Len King, P.Eng.

Staff advisor: Matthew Ng, P.Eng., manager, chapters

Legislated Committees

Academic Requirements Committee

(ARC)

Mandate

To **assess** the academic qualifications of applicants referred to the Academic Requirements Committee (ARC) by the registrar or who have requested the ARC to review their qualifications, **advise** Professional Engineers Ontario (PEO) on academic matters relating to PEO admission procedures and policies, and **oversee** the Professional Practice Examination.

Activities

Regulatory

In 2014, about 2750 new applications for applicants graduating from Canadian Engineering Accreditation Board (CEAB)-accredited programs and about 1750 new applications for non-CEAB applicants were received. About 2400 academic assessments were completed for non-CEAB applicants. Of the academic assessments completed for non-CEAB applicants, 675 applicants were deemed to have met PEO's academic requirements for licensure, and about 1400 were assigned an examination program. Of the 777 interviews conducted by the Experience Requirements Committee (ERC) on behalf of ARC, 408 applicants had their examination programs waived by ARC. ARC also reviewed the examination performance of 260 applicants who sat for technical examinations prepared by PEO examiners. In 2014, about 4300 Professional Practice Examinations were written by applicants, of which 3500 passed.

ARC continues to accommodate emerging engineering disciplines to recognize the diversity of academic credentials of foreign-trained applicants.

ARC also continues to work in collaboration with Ryerson University on its initiative to integrate international engineering graduates (IEGs) into Ontario's engineering workforce. The Internationally Educated Engineers Qualification Bridging (IEEQB) program is a bridging program that provides IEGs an alternative path to licensure by taking a combination of engineering courses to fulfill their academic requirements for licensure. In 2014, ARC's role was to improve existing procedures, review the academic results of graduates from the program, and determine new course equivalencies with respect to PEO's syllabi of examinations.

In 2014, ARC worked with the University of Toronto on its initiative to improve the second engineering bridging program in Ontario for IEGs—Licensing International Engineers into the Profession (LIEP). PEO's applicants who successfully complete the academic portion of LIEP are deemed to have met PEO's academic requirements.

Several ARC members have gained experience participating in Registration Committee hearings, as well as attending ERC interviews as observers.

Throughout the year, ARC has been responsive in refining various procedures and policies through a process of continuous improvement. Specific improvements in our process included a refined feedback to ARC from interviews conducted by ERC.

ARC continued the pilot project concerning the assessment of foreign applicants whose degrees are named engineering degrees but on which ARC has no information as to the depth of their delivery. Since the number of applicants assessed through this process is still low, ARC will await a larger number to analyze the results of the pilot.

A major range of activities took place in reviewing the “Red Book”, which is the receptacle of ARC policy and process. The updating is taking into account major changes in the *Professional Engineers Act* and changes to Regulation 941/90 in the works. Some major policies were formulated on the experience time clock and the conditions for repeat ERC interviews.

ARC has started a major project with ERC to implement a new process for assessing applicants for the limited licence. ARC’s new involvement in assessing applicants for limited licences will have to be defined and a new process intimately tied to the new ERC process. In general, there has been a close interaction with ERC to the benefit of both committees.

ARC was pleased to recommend the 2014 V.G. Smith Award for the best average of the top three technical examinations to Lisa Melanie De Angelis, P.Eng., and the S.E. Wolfe Award for the best engineering report to Moises Pimienta, P.Eng.

Three new members joined ARC to help in assessing the increased number of applications: Dr. Medhat Shehata, P.Eng., Ryerson University, Joe Lostracco, P.Eng., University of Ottawa, and Dr. Al Stewart, P.Eng., Royal Military College.

Several ARC members also continue to serve on various national engineering boards, such as the Canadian Engineering Qualifications Board (CEQB), which is responsible for recommending nation-wide, standardized syllabi of examinations for all engineering disciplines (or one of its discipline subcommittees), and the Canadian Engineering Accreditation Board (CEAB), which is responsible for the national accreditation of all engineering programs in Canadian universities. In summary, ARC members continue to play a very active and enthusiastic volunteer role in the profession.

Committee chair: Barna Szabados, Ph.D., P.Eng., FEC

Staff advisor: Michael R. Price, MBA, P.Eng., FEC, deputy registrar, licensing and registration

Complaints Committee	(COC)
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Mandate and Operations

The Complaints Committee (COC) is mandated under section 24(1) of the *Professional Engineers Act* to investigate and consider complaints made by members of the public or members of the association regarding the conduct or actions of licence holders and Certificate of Authorization holders. On behalf of the committee, PEO staff investigates the complaints and gathers relevant information and documentation for the committee’s consideration. The committee must consider all complaints that have been filed with the registrar and must make every reasonable effort to examine all records and other documents relating to the complaint prior to taking any action allowed under section 24(2) of the Act. Neither PEO staff nor the committee have the authority to

prevent a person from filing a complaint, and the committee does not have the discretion to refuse to consider a complaint that has been duly filed.

Introduction

The committee, which in 2014 was composed of 15 members, including the chair, met eight times during 2014 and disposed of an unprecedented 91 complaints that had been filed and investigated. The disposition of the complaints and the statistics from the previous three years are as follows:

Activity	2012	2013	2014
Complaints disposed of by Complaints Committee	70	74	91
Matters referred to discipline	6	3	6
Matters not referred with no further action	59	47	62
Matters not referred, decision to send letter of advice or hold interview	4	20	21
Matters not referred, voluntary undertaking signed/accepted	1	4	2

Other activities

As part of the committee’s Annual General Meeting in July 2014, the Complaints Committee held a workshop and training session to develop an improved COC non-referral decision template. The intent of the revised template is to provide the complainant more fulsome information regarding the committee’s decision. The template will provide information regarding the options available to the COC under the *Professional Engineers Act*, more detailed information regarding the scope of investigation, as well as clearer information regarding the criteria and test applied by the committee in coming to a non-referral decision.

The committee members and PEO staff make an effort to continuously improve the efficiency and effectiveness of the committee and the complaints process. Some examples of work undertaken and changes initiated/made in 2014 include:

- ◆ reducing the significant file backlog that resulted from two investigator departures in 2013. Active investigation files older than two years were reduced from 40 at the beginning of 2014, to 16 by the end of 2014, and an unprecedented 91 files were fully reviewed, considered and disposed of by the committee in the year;
- ◆ providing input and direction to PEO legal counsel regarding a motion related to a judicial review of a Complaints Committee non-referral decision. The motion involved whether the COC was required to file, on the record publicly, documents in the complaint investigation file. The motion was argued by PEO legal counsel and decided by the court in 2014. The court supported COC’s position that these documents ought not to be filed on the record. The confidentiality of the complaints process has been maintained;
- ◆ considering eight Prosecutorial Viability Opinions, and developing a Statement of Allegations for six referred matters;
- ◆ providing council a substantive response to the Experienced Practitioners Task Force Report recommendations;
- ◆ developing, based on the legal training provided to the committee in July, a revised COC Decision and Reasons template for COC non-referral decisions; and
- ◆ orienting and training two new committee members, who joined the committee in 2014.

The committee understands how important it is to the regulatory function of PEO, the public's confidence in the profession's ability to self regulate, and the members' confidence in a fair complaints process. The committee's success is largely achieved through the dedicated work of staff, and the committee would like to express its appreciation to the deputy registrar, manager, investigators and administrative staff within the Regulatory Compliance department. Staff has demonstrated a sincere appreciation and understanding for the importance of this regulatory committee, and a commitment to high quality and performance.

Committee chair: Tony Cecutti, P.Eng.

Staff advisor: Linda Latham, P.Eng., deputy registrar, regulatory compliance

Complaints Review Councillor

(CRC)

Following the amendments to the *Professional Engineers Act* (s. 26) in 2010, council appointed three people to act as Complaints Review Councillors. Mary Long-Irwin, lieutenant governor-in-council appointee, was appointed as chair by council. An orientation session for the newly appointed CRC members was held on September 19, 2014.

The Complaints Review Councillor (CRC) is an administrative tribunal, but does not conduct hearings. Therefore, the CRCs draw their jurisdictional powers under the *Professional Engineers Act*. The *Statutory Powers Procedure Act* does not apply to the CRC. The Tribunals Office provides administrative support to the Complaints Review Councillor.

Mandate—Reviews of the treatment of a complaint

The decision of the Complaints Committee to refer, or not to refer, a complaint to the Discipline Committee is final. No statutory appeal lies from the decisions of the Complaints Committee.

However, section 26 of the *Professional Engineers Act* (PEA) provides that a complainant may apply to the CRC for a review of the treatment of the complaint after a decision has been made by the Complaints Committee. In addition, the PEA allows a complainant to apply for a CRC review should a complaint not be disposed of by the Complaints Committee within 90 days after the complaint is filed with the Registrar.

The procedure to request a CRC review is by way of application. It should be noted that the CRC is not under any statutory obligation to undertake such a review and may, in certain circumstances, issue a decision not to make a review or a decision not to continue a review.

It is therefore only, in some cases, that the CRC will actually issue a Notice informing of his or her intention to commence a review. A report is the outcome of a completed CRC review. The CRC is prohibited under section 26(4) of the PEA from inquiring into the actual merits of any particular complaint. As such, a review of the treatment of a complaint is a review of the procedures followed from the receipt of a complaint, to the disposition of the complaint by the Complaints Committee, to the ultimate notification of this decision to the complainant.

Activity

Activity	2013	2014
Applications for review	2	8
Dismissals without a review	2	0
Notices to conduct a review	4	7
CRC reports issued	3	5
Caseload	3	6

Discipline Committee

(DIC)

Mandate

The Discipline Committee is a statutory committee established under the *Professional Engineers Act*. Its mandate is to hear and determine allegations of professional misconduct or incompetence that are referred to it concerning the actions of a member of the association and/or a holder of a Certificate of Authorization. Referrals are normally made by the Complaints Committee, but can be made by council or the Executive Committee. The Discipline Committee also hears and decides applications for the removal of a suspension order, or for the reinstatement of a licence that was revoked by the committee. Applications for reinstatement of membership are referred to the Discipline Committee by the registrar.

The committee is an independent, quasi-judicial tribunal, which means that it acts and conducts its hearings like a court. The committee's responsibilities and decision-making powers are set out in the *Professional Engineers Act*. In addition, it complies with and exercises powers set out under the *Statutory Powers Procedure Act*. Matters and applications are determined on the evidence admitted by a panel acting on behalf of the whole committee. Quorum for a panel is four members, one from each of the categories set out in the *Professional Engineers Act*. Most panels comprise five members to ensure there are no split decisions. Hearing panels are normally provided an independent legal counsel.

Developments during the year

In addition to attending to its statutory duties, the committee met once to deal with general administrative matters, and to discuss committee performance.

The committee provided its Terms of Reference, annual Work Plan and Human Resources Plan to council.

The amendments to the *Professional Engineers Act*, amongst other things, changed the quorum requirements and the requirements for the selection of panels.

The Discipline Committee has a restricted number of LGAs. The LGAs assigned to the Discipline Committee have a very increased demand for their time and demanding workload as a result, and this created a reason for having an adjudicator pool to assist in meeting quorum panels. The

amendments to the *Professional Engineers Act* included adding section 27(1)3, which provides a pool of qualified adjudicators, who respond to this increased demand.

Several DIC members also attended a Society of Ontario Adjudicators and Regulators conference for professional development, and a few members have attended other courses for training purposes.

Caseload activity

The table below shows that the committee received seven matters, and completed three as of December 31, 2014.

The number of matters pending is 12. One of these is a matter that was sent back to the Discipline Committee for re-hearing by a decision of the Divisional Court. At the request of prosecution staff and its legal counsel, the DIC Chair uses pre-hearing conferences to reduce the workload associated with most matters. Pre-hearing conferences assist parties to identify issues to be decided and to select hearing dates.

Activity	2013	2014
Matters referred to discipline	3	7
Pre-hearing conferences held	4	4
Matters pending (caseload)	9	12
Hearings completed	6	3
Written final decisions issued	10	6

Membership

There are currently 51 people on the committee, comprising eight elected members of PEO council, four lieutenant governor-in-council appointees who are members of the association, two lieutenant governor-in-council appointees who are not members of the association, eight attorney general appointees who are members of the public, and 29 members appointed by council from the general membership. From this roster of available committee members, the chair of the Discipline Committee sets hearing dates, and assigns panels to hear motions and hearings related to matters that are of the jurisdiction of the committee. Administrative and operational support is provided by administrative staff from the Tribunals Office in the Tribunals and Regulatory Affairs division.

Committee chair: Michael Wesa, P.Eng.

Experience Requirements Committee	(ERC)
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Mandate: The Experience Requirements Committee (ERC) assists the Registrar, as necessary, in determining if an applicant's work experience is acceptable for licensure purposes, leading to a regular P.Eng, licence, a limited licence or provisional licence, or for the purpose of reinstatement under section 51.1.4 of Regulation 941/90. ERC also advises on whether the experientially gained knowledge of an applicant who has not graduated from an engineering program accredited by the

Canadian Engineering Accreditation Board (CEAB) provides sufficient basis to recommend that the Academic Requirements Committee waive the applicant's assigned technical examination program.

Activities: ERC had a challenging year, conducting interviews to assess the experience of 1120 applicants for licensure (11 per cent increase over the previous year). ERC interviewed 654 applicants for a Confirmatory Exam Program, of whom approximately 57 per cent had their exam programs waived. This percentage is consistent with previous years' outcomes. ERC also conducted 310 staff referral interviews, with approximately 50 per cent of the applicants requiring additional experience.

There were 15 interviews for limited licences during 2014, with 11 applicants demonstrating sufficient experience in their identified limited scopes.

ERC's efforts facilitated PEO in issuing P.Eng. licences to 2485 applicants in 2014, of whom 1655 were from CEAB programs. This is an increase of 23 per cent over 2013.

In addition, ERC diligently participated in the following activities:

- ◆ ERC representatives were appointed to the newly created Licensing Committee.
- ◆ *ERC Manual:* The ERC Manual Task Force continued to work on the ERC Policy and Procedures Manuals.
- ◆ *ERC Subcommittee:* The ERC Subcommittee provided input on the *Guide to the Required Experience for a Limited Licence*. They also developed guidelines for conducting reinstatement interviews. The subcommittee also had continuous interactions with the ERC Manual Task Force.
- ◆ ERC members were involved as witnesses and expert witnesses in Registration Hearings as required by PEO counsel.
- ◆ Throughout 2014, nine new members were trained and added to ERC to help with the interview process.
- ◆ On December 10, 2014, ERC members participated in a half-day training session on Guidelines for Behavioral Based Interviews.

Committee chair: Santosh Gupta, PhD, P.Eng., FEC

Staff advisor: Michael Price, P.Eng., MBA, FEC, deputy registrar, licensing and registration

Fees Mediation Committee

(FMC)

Message from the chair

The Fees Mediation Committee is a statutory committee established under section 32 of the *Professional Engineers Act* (the Act). It is an independent tribunal with powers under various provisions of the Act, as well as the *Commercial Mediation Act*, 2010, S.O. 2010, chapter 16, to the extent that these provisions do not conflict with the Act.

There are currently five members on the committee. Committee members are designated by Council. The Complaints Review Councilor and members of the Complaints or Discipline committees are not eligible for membership on the FMC. From this roster of committee members,

the chair of the committee assigns members to conduct mediations and arbitrations of fee disputes that are within the jurisdiction of the committee. Administrative and operational support is provided by staff from the Tribunals Office in the Tribunals and Regulatory Affairs Division.

Mandate

The Fees Mediation Committee reviews and mediates or arbitrates fee disputes between engineers, engineering companies and their clients in accordance with the Act and Regulations. The fees mediation and arbitration processes are available to clients of engineering companies who wish to dispute fees charged for professional engineering services. The Fees Mediation Committee may either mediate or arbitrate fee disputes between professional engineering companies and their clients, as an alternative to legal action taken through the court system.

Developments during the year

To promote greater public awareness of its role, the Fees Mediation Committee created a new webpage on the PEO website at: http://www.peo.on.ca/index.php/ci_id/2260/la_id/1.htm.

Application forms for mediation and arbitration can also be found on the website, to assist the parties who voluntarily choose to participate in the process.

The Fees Mediation Committee as a whole met twice in 2014. The committee is considering whether a broader mediation or arbitration service to resolve disputes would be of value to professional engineers.

Caseload activity

Activity	2013	2014
Applications for mediation received	0	0
Applications for arbitration received	0	0
Mediations conducted	0	0
Arbitrations conducted	0	0
Files pending (caseload)	0	0
Requests for mediation/incomplete applications	1	1

Committee chair: Kathryn G. Sutherland, P.Eng.

Message from the chair

The Registration Committee is a statutory committee established under section 19 of the *Professional Engineers Act*. It is an independent tribunal with powers under various provisions of the *Professional Engineers Act* (the Act) and the *Statutory Powers Procedure Act* (SPPA).

There are currently 13 members on the committee, comprising elected members to PEO council, lieutenant governor-in-council appointees and members appointed by council from the general membership. From this roster of committee members, the chair of the Registration Committee assigns panels to hear motions and conduct hearings related to matters that are within the jurisdiction of the committee. Administrative and operational support is provided by staff from the Tribunals Office in the Tribunals and Regulatory Affairs Division.

Mandate

The Registration Committee's mandate is to conduct hearings at the request of an applicant, in respect of Registrar's proposals under section 19 of the Act. The committee has powers to make orders directing the Registrar to grant or refuse licences. The committee conducts hearings under the provisions of the *Professional Engineers Act* and the *Statutory Powers Procedure Act*. The applicant and the Registrar are both parties to proceedings before the Registration Committee. A party to proceedings before the Registration Committee may appeal to the Divisional Court from a decision or order of the Committee.

The committee's mandate to hold hearings is triggered only after a Registrar's proposal to refuse is issued to an applicant and the applicant has filed a request for a hearing within the time limits set out under the Act. The number of hearings by the committee varies in a given year according to the number of applicants who, in response to the Registrar's proposal, request a hearing.

The hearings of the Registration Committee provide applicants an opportunity to demonstrate before this independent tribunal that the applicant meets the licensing requirements, or to seek exemptions from any requirements under the Act or regulations made under the Act.

To promote greater public awareness of its role, the Registration Committee has a webpage on the PEO website at: http://www.peo.on.ca/index.php/ci_id/2261/la_id/1.htm.

Developments during the year

The committee updated its Terms of Reference, annual Work Plan and Human Resources Plan. The Registration Handbook Subcommittee is continuing to work on updating the committee's Handbook, and plans to complete the project by the end of 2015.

Committee activity

The table below shows the committee received five requests for hearings; completed two and issued three written decisions as of December 31, 2014. The number of matters pending is 10.

Activity	2013	2014
Requests for hearings	1	5 Note: that includes 1 premature application
Pre-hearing conferences held	1	6
Matters pending (caseload)	10	10
Hearings completed	3	2
Written final decisions issued	3	3

Meetings

The Registration Committee as a whole met three times in 2014. The meetings included training sessions for which the following guest speakers were invited:

- ◆ Rita Samson, public education and outreach officer, Ontario Human Rights Commission (OHRC), did a presentation on the policy on removing the Canadian experience barrier;
- ◆ Márta Ecsedi, P.Eng., chair, Equity and Diversity Committee, did a presentation on PEO's Equity and Diversity Policy;
- ◆ Barna Szabados, P.Eng., chair, Academic Requirements Committee (ARC), did a presentation on the ARC's processes.

Committee chair: Kathryn G. Sutherland, P.Eng.

Regulated Committees

Central Election and Search Committee

(CESC)

The Central Election and Search Committee (CESC) is a committee whose membership and mandate are set out in section 12 of Ontario Regulation 941/90.

CESC is responsible for encouraging professional engineers to seek nomination for election to council for the three at-large positions on council (president-elect, vice president and councillor-at-large) for which all PEO members are eligible to vote. At the close of nominations on December 5, 2014 at 4:00 p.m., there were three nominations received for the position of president-elect, two for vice president, five for the councillor-at-large position and four for West Central Region councillor.

Under section 12(3) of the regulation, CESC is also responsible for assisting the Chief Elections Officer as may be required, and for receiving and responding to complaints regarding the procedures for nominating, electing and voting for members to council in accordance with the regulation.

The duties and responsibilities of the Chief Elections Officer were again outsourced to a third party, so as not to place staff in any untenable position during the election period. For the 2014-2015 council elections, Allison Elliott was appointed by council to act in this capacity.

The 2014-2015 council elections continued to be conducted completely by electronic voting.

2014-2015 Membership: Denis Dixon, P.Eng., Chair (penultimate past president), Annette Bergeron P.Eng., (past president), J. David Adams P.Eng., (president), Phil Maka, P.Eng., Paul Ballantyne P.Eng.

Committee chair: Denis Dixon, P.Eng.

Staff advisor: Scott W. Clark, LL.B., chief administrative officer

Committee support: Ralph Martin, manager, secretariat

Consulting Engineer Designation Committee

(CEDC)

Mandate

The Consulting Engineer Designation Committee (CEDC) reviews applications for designation or redesignation as a consulting engineer, provides peer review of the candidates with respect to the regulations, and makes recommendations to Council with respect to acceptance of the application. CEDC also reviews requests for permission to use the phrase "Consulting Engineers" in a company's corporate name, and makes recommendations to Council as to the appropriateness of the usage.

Activity

The committee has met four times in 2014. From those meetings, 49 candidates were recommended for designation, and 159 candidates were recommended for redesignation.

The committee also recommended an additional 10 companies be given permission to use “Consulting Engineers” in their title.

Members of the committee are: Eric Nejat, P.Eng., Doug Barker, P.Eng., Denis Dixon, P.Eng., Roy Fletcher, P.Eng., Shawn Gibbons, P.Eng., Peter Golem, P.Eng., Rick Patterson, P.Eng., Larry Pond, P.Eng., Chris Redmond, P.Eng., Chris Roney, P.Eng. (Council Liaison), Ron Scheckenberger, P.Eng., Barry Steinberg, P.Eng. (Consulting Engineers of Ontario representative), Gerry Webb, P.Eng.

Additional members of regional subcommittees are: Levente Diosady, P.Eng., Andrew Lawton, P.Eng., Robert Pula, P.Eng., Andy Robinson, P.Eng., Tom Woolhouse, P.Eng.

Committee chair: Eric Nejat, P.Eng.

Staff advisor: Lawrence Fogwill, P.Eng., manager, registration

Regional Election and Search Committees

(RESC)

There were five Regional Election and Search committees (RESC) formed at Professional Engineers Ontario in 2014. These are:

- ◆ Northern Regional Election and Search Committee;
- ◆ Eastern Regional Election and Search Committee;
- ◆ Western Regional Election and Search Committee;
- ◆ East Central Regional Election and Search Committee
- ◆ West Central Regional Election and Search Committee.

The mandate of each of the regional election and search committees was the same: to encourage members residing in each region to seek election to PEO council as regional councillors for the upcoming 2015 PEO elections.

The committees comprise the chairs (or designate) from each chapter in each region, and are chaired by the Junior Regional Councillor in each region. Although there were no formal meetings organized, the committees met during the breaks of the regional congresses in September and on teleconference where needed.

The following shows the chairs of the Regional Election and Search Committee (RESC) from each region, and the number of candidates who put their names forward to stand for election in their respective region.

Region	Regional Election and Search Committee Chair	Regional Election and Search meeting held?	Number of candidate(s) submitting nominations by the close of nomination
Eastern	Charles Kidd, P.Eng.	Yes, during regional congress	One candidate, incumbent acclaimed
East Central	Nick Colucci, P.Eng.	Yes, during regional congress	One candidate, incumbent acclaimed
Northern	Serge Robert, P.Eng.	Yes, during regional congress	One candidate, candidate acclaimed
West Central	Danny Chui, P.Eng.	Yes, separate teleconference meeting held	Four candidates
Western	Len King, P.Eng.	Yes, during regional congress	One candidate, incumbent acclaimed

Only West Central Region had an election for the regional councillor position. In all other regions, the incumbent was the only candidate and acclaimed to the position.

Staff advisor: Matthew Ng, P.Eng., manager, chapters

Appointed Committees

Advisory Committee on Volunteers

(ACV)

Mandate

The Advisory Committee on Volunteers (ACV) assists and advises committees in fulfilling their operational requirements under the Committees and Task Forces Policy, as well as assists Council by reviewing proposed revisions to committees and task forces' Mandates, Terms of Reference, Work Plans and Human Resources Plans.

Annual Committee Chairs Workshop

ACV facilitated the seventh annual Committee Chairs Workshop, held on May 8, 2014 at the PEO Offices, attended by 10 councillors, 19 committee representatives and 19 staff. The workshop theme was *Building High Performance Teams–Part 2*. The workshop began with a presentation on PEO's strategic planning made by Registrar Gerard McDonald, P.Eng. The workshop was facilitated by Dr. Carol Beatty, a senior research fellow and director, Industrial Relations Centre, Queen's University, and former associate professor, Queen's School of Business, and included such topics as Creating a High Performance Team, The Team Effectiveness Model and How to Create Synergy on Your Team.

Changes to the Policy

ACV was requested to review the revised *Expense Reimbursement Policy* and provide its feedback to the Finance Committee (FIC). The proposed revisions to the Policy were then approved by Council.

At the request of the Human Resources Committee, ACV reviewed the *Policy on Volunteers Seeking Staff Positions* and is currently working on expanding the policy to include staff of affiliated associations, as well as PEO staff seeking volunteer positions.

Volunteer Leadership Conference

ACV was approached by the Executive Committee to appoint two ACV members to the planning committee to help plan and organize the 2015 Volunteer Leadership Conference, which will be held in conjunction with the AGM as a joint venture for both committee/task force and chapter volunteers. Currently, Chris Kan, P.Eng., ACV chair, and Vic Pakalnis, P.Eng., sit on the planning committee as ACV representatives.

Recognition of volunteer service

The Recognition Volunteer Service Pin program, launched in 2011, was successfully continued in 2014. Over 153 volunteer members were identified as volunteer service pin recipients and were presented with their service pin and certificate at various chapter, committee or task force events.

Committee operations

Each member of the committee has taken on at least one project that contributes toward the ACV's overall program plan. To accomplish its work, the committee met six times during 2014 (January 9, March 6, June 5, September 11, October 23 and December 4).

2014 committee membership

Members of the committee were: Chris Kan, P.Eng. (chair), Márta Ecsedi, P.Eng. (vice chair), Nick Colucci, P.Eng. (Council Liaison), Paul Ballantyne, P.Eng., Christian Bellini, P.Eng., Michael Chan, P.Eng. (past chair), Denis Dixon, P.Eng., Douglas Hatfield, P.Eng., and Vic Pakalnis, P.Eng. In December 2014, long-standing committee member Paul Ballantyne, P.Eng., resigned from the committee and a vacancy was announced.

Committee chair: Chris Kan, P.Eng.

Staff advisor: Fern Gonçalves, director, people development

Committee support: Viktoria Aleksandrova, committee coordinator

Education Committee	(EDU)
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Mandate

“Whereas, there has been a recent declining interest among students in STEM-related careers, and whereas, identified root causes for this decline include image of science, perception of careers, curriculum, teacher experience and gender-based perceptions, therefore, the Education Committee (EDU) commits:

- ◆ to be a leader and value-added influence in the development of education policy, curriculum, and outreach such that high school graduates will have the necessary knowledge, skill, and motivation to succeed in an engineering program.
- ◆ to support PEO’s Envisioned Future (Source: “PEO Envisioned Future”, C-459-6.6, Appendix A, approved by Council Sept. 2009) as it relates to ‘Public awareness of the role of the Association’ (PEA Sect 2 (4)4 – Additional Object).
- ◆ to ‘support and encourage public information and interest in the past and present role of professional engineering in society’ in PEA Sect 8(20).”

Key duties and responsibilities

EDU addresses science, math and technology literacy and other educational issues of relevance to PEO, leading up to (but not including) the university/college educational level. Its key duties are:

- ◆ *Chapters.* Provide support for PEO chapters to achieve their education outreach goals. The PEO Education Committee plans and helps PEO chapters implement valuable learning activities for aspiring engineers, which aids the long-term health of the profession.
- ◆ *Equity and Diversity.* Ensure that principles of equity and diversity are reflected in key activities (i.e. French translations of booklets and brochures) supported by the committee.
- ◆ *Guidance to PEO Council* on education-related policy: Research and articulate proposed positions on elementary and secondary school education—mathematics, sciences and technology in particular and recommend same to Council. In addition, research and articulate proposed positions on continuing competence training for professional engineers.
- ◆ *Strategic Relationships.* Establish productive relationships with other organizations whose objects are complementary.
- ◆ *Program Development.*
 - To increase public awareness of the engineering profession by educating Ontarians on the important roles and valuable contributions of professional engineers and of the self-regulating engineering profession in society.
 - One key input to the overall PEO “regulatory” process is elementary and secondary education (with particular emphasis on STEM education in the academic preparation for aspiring engineers).
 - To encourage STEM education from an early age as a matter of sound public policy.

- Elementary and secondary engineering education is very important to PEO in the overall context of public safety and protecting the public interest.
- To encourage and assist young people in making informed career choices related to science, technology, and engineering.
 - Ensuring there remains a steady flow of talented and skilled individuals into the regulatory framework for engineers helps keep society safe and is necessary for the continued existence of a self-regulating engineering profession that promotes a viable economy in Ontario.
- To advise government and the public on educational requirements (e.g. curriculum) for the knowledge economy in general and for engineering in particular. This may include (but is not limited to) the following:
 - *Reaching out to the public* through public events that promote awareness of and the importance of science, technology, engineering and math education (STEM);
 - *Reaching out to the teachers* through information sessions for teachers (as required);
 - *Hard skills development*, focusing on “thinking skills” and “lifelong learning” as the key essential skills for our future engineers; and
 - *Soft skills development*, focusing on integrity, work ethic, teamwork and accountability as crucial work habits for our future engineers.

Committee operations

As of late December 2014, the committee had 11 members, each volunteering to take on at least one project that contributes toward the overall program plan of the Education Committee. The committee was sad to see the departure of four members at the end of 2014 for personal reasons: Bruce McCowan, P.Eng., Rouja Stefanov, P.Eng., Elise Idnani, P.Eng., and Martha Stauch. The committee wishes to thank these esteemed members for their contributions and dedication over their years of service.

The committee continues to financially contribute to the Engineering Innovations Forum and National Engineering Month.

Educator resources

Educator resources, such as brochures, mini-booklets or DVDs on engineering, continue to be available for use by the chapters or the public. In 2014, there was a committee initiative to produce updated brochures for distribution to the chapters and the work is underway to complete these for the upcoming school year.

Education Leaders Conference

The Education Leaders Conference was held May 23-24, 2014 in Toronto at PEO headquarters. The theme was “Math is All Around Us: Practical Tools for Innovation”. Delegates from the PEO chapters attended to learn about successful activities undertaken by the various chapters.

Support for PEO chapter outreach

The Education Committee continued to support requests from the chapters for outreach initiatives.

Engineer-in-Residence (EIR)

The Engineer-in-Residence program exposes students to the engineering profession and increases their awareness of its function and PEO’s regulatory mandate. The program continued to operate successfully in 2014. A Request for Proposals (RFP) was issued by the Education Committee for a service provider (vendor) to manage and enhance the EIR program already in place for the next three years. Following evaluation of the proposals received, Engineers Without Borders (EWB) was

retained as the new service provider for the Engineer-in-Residence program, commencing fall of 2014.

Support for EnGenious

EnGenious is an online game for kids and a national engineering outreach resource for teachers and parents of junior high school students. The Education Committee supported EnGenious by assisting in the roll-out plan and distributing materials in Ontario.

Education Committee members

The Education Committee members for 2014 were: Bruce McCowan, P.Eng. (since 2006), Martha Stauch, Council Liaison (since 2009), Ravi Peri, P.Eng. (since 2010), Rouja Stefanov, P.Eng. (since 2010), Samer Inchasi, P.Eng. chair (since 2010), Wanda Juricic, P.Eng. (since 2010), Michael Arthur, P.Eng., vice chair in 2014 (since 2012), Ramy Ghattas, P.Eng. (since 2012), Elise Idnani, P.Eng. (since 2014), Megan Smith (since 2014), and Priscilla Williams, EIT (since 2014).

The committee met 10 times in 2014.

Committee chair: Samer Inchasi, P.Eng.

Staff advisor: Jeanette Chau, P.Eng., manager, student and government liaison programs

Enforcement Committee	(ENF)
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Mandate

The Enforcement Committee was established to advise Council on matters relating to the enforcement of the provisions of the *Professional Engineers Act* dealing with unlicensed and unauthorized practice and illegal use of engineering titles. Its key duties and responsibilities are:

- ◆ to prepare and present policy proposals to Council on issues relating to PEO's enforcement activity; and
- ◆ to act as an advisory body to the Registrar, PEO committees and task forces, and Council on policy matters relating to enforcement.

Highlights

The committee met six times in 2014 to discuss issues that could improve PEO's ability to enforce the Act. It:

- ◆ collected legal research on enforcing the *Professional Engineers Act* (PEA) on agencies and lands under federal jurisdiction that operate within Ontario. The research was shared with PEO Council and Engineers Canada's CEOs Group of constituent associations across the country;
- ◆ reviewed other provincial regulators' fines and penalty amounts compared to those in the PEA;
- ◆ identified barriers and ways to encourage more reporting of enforcement violations. This included reviewing whistle blowing legislation in the Criminal Code and Employment Standards legislation in Saskatchewan and New Brunswick. It also reviewed the number of anonymous enforcement reports PEO received in the last year, which are about 2 per cent of the total reports. As a result, it proposed outlining a formal enforcement reporting process and preparing a pocket guide;
- ◆ reviewed engineering courses offered by institutions not accredited by the Canadian Engineering Accreditation Board and concluded that as long as it is made clear to students that these courses are not recognized as meeting the academic requirements for a licence, they are not misleading their students;

- ◆ reviewed the Professional Standards Committee's (PSC) Industrial Engineering Subcommittee draft report;
- ◆ provided input into PEO's 2015-2017 Strategic Plan, specifically the strategic objective that the practice and title provision of the PEA are judicially enforced and continuously improved;
- ◆ received presentations from PEO's Emerging Disciplines Task Force, and the Equity and Diversity Committee;
- ◆ completed a Strengths-Weaknesses-Opportunities-Threats (SWOT) analysis of PEO's enforcement activities, and a committee operations survey to look for areas of continuous improvement; and
- ◆ began a search to fill one vacancy on the committee.

The committee's 2015 work plan will be focused on:

- ◆ continuing to determine if there is a case for PEO to have more legislated enforcement powers and higher penalty amounts. This will include reviewing the penalties under the PEA with a view to making a case for increasing the penalties to better match the relative risk of unlicensed engineering practice. As well, a further examination of PEO's legislated enforcement powers will be done to evaluate if increased powers would be helpful to PEO, both in existing engineering disciplines as well as emerging engineering disciplines that are yet to be defined;
- ◆ continuing to investigate strategies to curtail non-reporting of enforcement violations, including whistleblower protection. This will include drafting a pocket guide to PEO's enforcement reporting process and a refresher of an engineers' Duty to Report obligation. The target audience for the guide will be both PEO members and a public audience. As well, further research into current and possible whistleblower protections will be done;
- ◆ developing an explanation of the definition of the practice of professional engineering within the context of the industrial production and manufacturing sector, including the division of work between a technologist and an engineer;
- ◆ providing evidence into safety gaps in the regulation of the practice of professional engineering, such as instances where planning committees override engineering;
- ◆ inputting into the *Engineering Dimensions* 2015 article on Duty to Report; and
- ◆ analyzing the SWOT of PEO's enforcement activities to identify areas for improvement.

Committee chair: Peter Broad, P.Eng.

Committee vice chair: Roger Barker, P.Eng.

Council Liaison: Robert Willson, P.Eng.

Staff advisor: Linda Latham, P.Eng., deputy registrar, regulatory compliance

Equity and Diversity Committee	(EDC)
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Mandate

The mandate of the Equity and Diversity Committee (EDC) is to recommend an action plan to integrate equity and diversity values and principles into the general policy and business operations of PEO.

Equity and Diversity Policy

EDC continues to carry out the activities identified in the implementation action plan developed to achieve the short-term and long-term objectives of the Equity and Diversity Policy and Guidelines, which were approved by Council on February 18, 2011. The implementation plan factors in action steps, resources and costs, the people responsible, time frames, key stakeholders, and desired outcomes/results.

Committee membership

Members of the committee are: Márta Ecsedi, P.Eng., FEC (chair), Greg Allen, P.Eng., Mervin Dewasha, P.Eng., FEC, Rishi Kumar, P.Eng., FEC, Sharon Reid, C.Tech., Shaun Rose, P.Eng., FEC, Vera Straka, P.Eng., and Rakesh Shreewastav, P.Eng. FEC (Council Liaison).

Committee chair: Márta Ecsedi, P.Eng.

Staff advisor: Fern Gonçalves, director, people development

Committee support: Olivera Tosic, recognition coordinator

Government Liaison Committee	(GLC)
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Mandate: The Government Liaison Committee (GLC) provides oversight and guidance for the PEO Government Liaison Program (GLP). Key duties and responsibilities are outlined in the Terms of Reference.

Activities and 2014 highlights

- ◆ *GLP Oversight.* The GLC provided oversight to the activities of the GLP. Continuing the GLP's initiatives to better inform PEO chapter members of the value of getting involved with public policy and to provide training in government liaison activities, three Regional Academies and Congresses were conducted in 2014. These informational events, which feature local MPPs as guest speakers, were held for the Western Region (London, March 1), Eastern Region (Belleville, November 15) and East Central and West Central regions (Toronto, December 6).
- ◆ *PEO Queen's Park Day.* Another successful PEO Queen's Park Day on November 5 saw 50 MPPs attend, comprising 24 Liberals (including eight ministers), 13 Progressive Conservatives and 13 New Democrats. During the two-hour reception, engineers and MPPs from across the province discussed key PEO issues and current events.

Several key MPPs delivered remarks at the reception, including Attorney General Madeleine Meilleur, MPP (Ottawa-Vanier), PC Attorney-General Critic Sylvia Jones, MPP (Dufferin-Caledon), and NDP Attorney General, Government and Consumer Services Critic Jagmeet Singh, MPP (Bramalea-Gore-Malton). Attorney General Meilleur highlighted the importance of PEO's role in ensuring the implementation of the recommendations from the Elliott Lake Commission of Inquiry.

During the evening, the third annual GLP MPP Awards were given to three MPPs, one from each party, in recognition of their exceptional support for PEO. The recipients were Minister of Community and Social Services Helena Jaczek, MPP (Oak Ridges-Markham), PC Deputy Opposition House Leader Julia Munro, MPP (York-Simcoe), and NDP Finance and Treasury Board Critic Catherine Fife, MPP (Kitchener-Waterloo). Upper Canada Chapter was recognized for leadership in its GLP work; Brampton chapter received honourable mention.

- ◆ *Take Your MPP to Work Day.* Building on the success of the program launched last year, PEO welcomed three MPPs to learn more about the professional scope of engineering across a variety of industries.

PEO Lambton Chapter invited PC Natural Resources Critic Bob Bailey, MPP (Sarnia-Lambton), to tour Shell's Sarnia Manufacturing Centre, where he and PEO members discussed how the government can assist in ensuring newly licensed engineers have the skills to succeed.

PEO West Toronto Chapter hosted MPP Mike Colle (Eglinton-Lawrence), parliamentary assistant to the Minister of Transportation and Infrastructure, at the Toronto Rehabilitation Institute, where hospital staff demonstrated new technology for injury prevention and rehabilitation.

PEO's London Chapter welcomed Teresa Armstrong, MPP (London-Fanshawe), to the Upper Thames River Conservation Authority, where they discussed the role of engineers in environmental protection.

- ◆ *Regulatory Issues Subcommittee.* The GLC Regulatory Issues Subcommittee continued to prepare and issue one-page *GLP Info Notes* to provide GLP chairs information so that they are able to effectively communicate with their MPPs when they meet them. New additions were:
 - GLP Info Note 9.0 – Electrical Safety Authority Issue 1,
 - GLP Info Note 10.0 – Electrical Safety Authority Issue 2,
 - GLP Info Note 11.0 – Primary Engineering Organizations, and
 - GLP Info Note 12.0 – Explanations of PEO Licenses, Certificates, and Designations;
- ◆ *Committee Meetings.* To accomplish its work, the committee met 10 times during 2014 (face-to-face: March 18, June 17, November 5, December 9; via teleconference January 21, February 18, May 20, August 19, September 16, October 21, November 18).

2014 Committee membership: Barry Steinberg, P.Eng. (Consulting Engineers of Ontario, chair), Chris Taylor, P.Eng. (Regional Councillors Committee, vice chair and Council Liaison), Doug Hatfield, P.Eng. (Advisory Committee on Volunteers), Hafiz Bashir, P.Eng. (Chapter GLP chair), Darla Campbell, P.Eng. (P.Eng. active in a riding association), Jonathan Risto, P.Eng. (Engineers Canada's Bridging Government and Engineers), Bernie Ennis, P.Eng. (Ontario Centre for Engineering and Public Policy), Ishwar Bhatia, P.Eng., and Rick Hilton, P.Eng. (PEO councilors), Jonathan Hack, P.Eng. (Ontario Society of Professional Engineers), Jana Levison, EIT (EIT representative), Angel Serah (student representative), Annette Bergeron, P.Eng. (president, May 2013-April 26, 2-14, ex-officio), Gerard McDonald, P.Eng. (registrar), Howard Brown (PEO government relations consultant, Brown & Cohen).

2015 membership: Darla Campbell, P.Eng. (chair), Gabe Tse, P.Eng. (vice chair), Ishwar Bhatia, P.Eng. (Council Liaison), Charles Kidd, P.Eng., Rakesh Shreewastav, P.Eng, Rick Hilton, P.Eng., Hafiz Bashir, P.Eng., Bernie Ennis, P.Eng., Jonathan Hack, P.Eng., Bill Allison, P.Eng., Angel Serah, David Adams, P.Eng. (president, April 26, 2014-April 25, 2015, ex-officio), Thomas Chong, P.Eng. (president, effective April 25, 2015, ex-officio), Gerard McDonald, P.Eng., Howard Brown,

Committee chair: Darla Campbell, P.Eng.

Staff advisor: Jeannette Chau, P.Eng. manager, student and government liaison programs

Staff support: Gonzalo Pineros, EIT, coordinator, student and government liaison programs

National Engineering Month (NEM) is an annual campaign designed to shift the public's perception of the engineering profession, celebrate its contributions to society and chart a path forward for the future. With increasing global inter-connectivity, breakthroughs in technology and broader global impacts of engineering, a shift in the type of problem solvers needed in the 21st century has occurred. The future of engineering demands that it attract a more diverse collection of backgrounds, thinking styles and aspirations than ever before.

The success of the partnership between Engineers Without Borders Canada (EWB), Professional Engineers Ontario (PEO) and the Ontario Association of Certified Engineering Technicians and Technologists (OACETT) continues to support an innovative outreach campaign with strategic messaging. Uniting the organizations' common desire to inspire the next generation's interest in our profession, the team collaboratively developed, organized, funded and supported all NEM 2014 activities in the month of March.

With over 187 events across the province organized by PEO chapters, OACETT chapters, EWB chapters and other dedicated volunteer groups, NEM 2014 in Ontario saw a lively social media presence on Facebook, Twitter and Instagram, and strong capacity-building and innovations for future outreach. There was a lot to celebrate about engineering and engineering technology outreach in Ontario in 2014!

The theme "Make A World of Difference" created many dialogues about engineering and engineering technology. NEM 2014 created an opportunity to paint a bold, inspiring picture of the engineering profession that will attract the engineers, technicians and technologists of tomorrow. We encouraged these youth to see themselves as a powerful force for shaping the future through the work they choose.

Our events included professional lectures, hands-on youth activities and awareness-building public outreach, all organized around purposeful, positive and impactful messages about engineering and engineering technology. Our goal was to reach a broad cross-section of Ontarians, from K-8 students to members of the general public.

Here's a summary of NEM Ontario's accomplishments in 2014!

Record numbers reached in NEM Ontario 2014

In March 2014, over 187 National Engineering Month events across Ontario in dozens of communities reached:

- ◆ 27,100+ children, teens and adults through in-person events (up from 25,000 in NEM 2013);
- ◆ 429,000 through its online reach (up from 270,000 in NEM 2013);
- ◆ 1,000,000+ through traditional print media outlets and ads (up from 860,000 in NEM 2013).

187 events across the province

Amongst the events run by NEMOSC founders (PEO and OACETT) or sponsored by NEM Ontario (run by EWB, OSPE, ESSCO and other outreach organizations):

- ◆ 75 events run by EWB and its chapters;
- ◆ 43 events run by PEO and its chapters;
- ◆ 20 events run by OACETT and its chapters (including eight run by college students);

- ◆ 49 events run by other dedicated and interested community organizations, including Girl Guides, Science Expo, IEEE, WISE and various Engineering Student Society Council of Ontario (ESSCO) members.

Demographic segmentation	Percentage
Students: grades 1-8	50% (2013: 47%)
Students: grade 9-12	16% (2013: 9%)
Students: college & university	6% (2013: 11%)
Professionals	11% (2013: 14%)
General public	18% (2013: 19%)

Financial success in NEM Ontario 2014

Financially, the campaign was considered very successful. The goal for the organizing committee continues to be to deliver high-quality and relevant events while rebuilding the reserve funds to ensure the future stability of the campaign. In NEM 2014:

- ◆ \$75,000 received in sponsorship (thank you sponsors!), plus \$63,500 in advertising revenue (delivered at a cost of \$11,115, or 9 per cent, compared to \$13,721, or 9.1 per cent on \$90,500 in 2013);
- ◆ focused on the future sustainability of the campaign through rebuilding the financial reserve: contributing \$5,750 to the reserve fund, which now totals \$70,000;
- ◆ a strong focus on fiscal responsibility. Cognizant of providing our sponsors value for money, every cost was analyzed by the National Engineering Month Steering Committee (NEMOSC);
- ◆ costs reduced where possible/additional costs and duplication eliminated through creative measures (e.g. mobilizing student volunteers, in-kind support);
- ◆ total revenue \$206,000, with expenses \$200,000.

Focus on capacity-building for volunteers in 2014

Several improvements were introduced to increase event organizer effectiveness:

- ◆ event scorecard, a self-evaluation tool, helped organizers plan, run and score their events;
- ◆ event survey distributed to event participants to gather real-time feedback;
- ◆ live online webinars with Q&A, focusing on social media and event promotion;
- ◆ newsletter captured and distributed best practices for event organizers, thus lowering barriers to entry for new event organizers and creating community and continuous improvement amongst experienced event organizers.

Innovation abounds in 2014

The NEM campaign saw two new and important pilot initiatives introduced:

- ◆ The College Challenge, which invited engineering technology students to organize events in concert with their local OACETT chapter. The challenge provided them extra support and prize money for the top event. OACETT chapter involvement doubled as a result.
- ◆ Innovation funding was made available to all organizers, for truly original “breakthrough” outreach ideas. Removing the normal cap on event funding allowed event organizers to set their creativity free and try “outside-the-box” ideas. Several truly memorable outcomes resulted.

Other notable NEM Ontario 2014 highlights

- ◆ *A clear, inspiring message.* As in previous years, events, themes, online materials and conversations organized around clear and deliberate messaging. We know the public may hold little understanding of what engineers do, or have stereotypical ideas that do not reflect our profession’s broad impact, diverse makeup and deep importance. Since the public’s perception

of engineering affects us on many levels, NEM sets out to deliver purposeful, positive and impactful messages to remedy the awareness gap.

- ◆ *Coalition approach.* By coordinating the founding organizations (PEO, OACETT) along with EWB, OSPE, ESSCO, and bringing sponsors into the outreach strategy, the campaign was able to deliver a clearer, stronger message, and mobilize a large network of passionate, inspired professional and student volunteers to tell stories and run the many events.
- ◆ *Strong online presence.* We shared interesting, entertaining and relevant content (such as blogs, articles, images), permanently growing the audience, especially a tech-savvy youthful online audience.
- ◆ *Partnerships with sponsor organization.* Companies that provided financial sponsorship were invited to provide (non-sales) original stories that synchronized with our themes (sustainability, creativity, future, etc), allowing them to align their brands with the attributes we are most interesting in promoting about engineering as a whole.

Conclusion

The dedication of our community of hundreds of engineering and engineering technology volunteers and committed sponsors demonstrated the true passion for engineering and engineering technology that exists in Ontario. NEM made amazing progress in 2014.

We believe NEM has the potential to be a premier month-long event. Every one of us at the NEM Ontario Steering Committee is confident it can be leveraged to generate a significant awareness-raising campaign that truly shifts the public's perceptions and behaviours about engineering and engineering technology.

Doing great outreach every March is just the beginning, but is an important first step and an exciting opportunity to create the future for the engineering and engineering technology professions to which we are all so deeply committed.

Ontario Centre for Engineering and Public Policy (OCEPP) Advisory Board

Background

The OCEPP Advisory Board was formed in June 2011, following a motion by PEO Council at its meeting in November 2010. At the meeting, Council established an Advisory Board Selection Committee and a selection process.

Board membership

The eight-member advisory board is chaired by Brian Surgenor, P.Eng., (professor and vice dean of engineering, Queen's University). The vice chair is David Euler, P.Eng. (director of engineering, City of North Bay). Dan Ilika, a reporter with *Canadian Manufacturing* magazine, was added to the board as the media representative last year.

Mandate

The Advisory Board provides advice to the Director of OCEPP on such matters as:

- ◆ key issues facing the centre;
- ◆ the engagement of engineers in public policy development; and
- ◆ collaborative opportunities.

Board activities

The board met in January, June, August and October 2014. In conjunction with the June and August meetings, the board held planning sessions intended to consider redefining OCEPP's mandate and role, with the intention of seeking direction from PEO Council on what it expects from OCEPP.

The 2014 OCEPP Public Policy Conference was held May 30 in Toronto. Board members provided advice on the theme and proposed speakers, and played key roles at the conference. As well, members reviewed the topics and logistics for the Policy Engagement Series seminars, suggested topics and potential contributors for articles, and helped refine eligibility requirements and topics for the annual Student Essay Competition. The board drafted a document entitled *What is OCEPP and what does it do?* as a brief for Council members.

Committee chair: Brian Surgenor, P.Eng.

Staff advisor: Bernard Ennis, P.Eng., director, policy and professional affairs

Ontario Society of Professional Engineers-Professional Engineers Ontario Joint Relations Committee	(JRC)
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The Joint Relations Committee was created in July 2004 to provide a forum for ongoing communications between the Ontario Society of Professional Engineers (OSPE) and PEO after the PEO/OSPE Negotiating Committee officially dissolved.

Mandate

- ◆ To build relationships between the leaders of the two organizations;
- ◆ To facilitate the exchange of information between the two organizations;
- ◆ To identify issues and facilitate cooperation between the two organizations in areas of mutual interest/concern; and
- ◆ To provide a forum for the discussion and informal resolution of potential areas of conflict between the two organizations

Activities: The committee held six meetings in 2014, at which it discussed:

- ◆ Advocacy through Engineers Canada;
- ◆ Ottawa Chapter pilot program;
- ◆ PAN/GLC constituency meetings pilot;
- ◆ Chapter policy seminars;
- ◆ Employment events;
- ◆ OPEA Gala;
- ◆ PEO Privacy Policy;
- ◆ Industrial exception;
- ◆ Continuing professional development;
- ◆ Engineer-in-Residence Program;
- ◆ Ontario Building Code issues; and
- ◆ National Engineering Month partnership role for OSPE.

2014 Membership: J. David Adams, P.Eng., MBA, and Danny Young, MEng, P.Eng. (co-chairs), Paul Acchione, MEng, P.Eng., Annette Bergeron, P.Eng., MBA, David Brown, P.Eng., BDS, C.E.T., Karen Chan, MBA, P.Eng., Pat McNally, P.Eng., Marilyn Spink, P.Eng., Gerard

McDonald, P.Eng., registrar, PEO, and Sandro Perruzza, CEO, Ontario Society of Professional Engineers.

Staff advisor: Gerard McDonald, P.Eng., registrar

Professional Engineers Awards Committee

(AWC)

The mandate of the Awards Committee (AWC) is to coordinate, manage, promote and monitor the Professional Engineers Ontario (PEO) Ontario Professional Engineers Awards (OPEA) program, the Order of Honour (OOH) program, and external honours activities to support achievement of one of the objects of the Act, which states, "Promote awareness of the profession's contribution to society and the role of the association."

Internal honours

- ◆ *Order of Honour.* From the nominations received by the 2014 deadline, the following exceptional professional engineers were selected and recommended by the AWC, and approved without modification by Council for investiture into the Order of Honour on Friday, April 25, 2014. The Order of Honour ceremony was held during PEO's Annual General Meeting at the Fallsview Conference Centre, Niagara Falls, Ontario.

The following were invested in the order: David W. Euler, P.Eng., FEC, Diane Freeman, P.Eng., FEC, and Colin Moore, P.Eng., FEC (Companions); Robert Hindle, P.Eng., FEC, Ross L. Judd, P.Eng., FEC, and Glenn Richardson, P.Eng., FEC (Officers); and Amanda J. Froese, P.Eng., FEC, Wanda M. Juricic, P.Eng., Vasilij Petrovic, P.Eng., FEC, and Dennis B. Pupulin, P.Eng., FEC (Members).

- ◆ *Ontario Professional Engineers Awards (OPEA).* The OPEA are jointly awarded by PEO and the Ontario Society of Professional Engineers (OSPE). From the nominations received by the deadline date, the following exceptional professional engineers were selected and recommended by the AWC, and approved without modification by Council and the OSPE Board: Gerry Chaput, P.Eng., Brian L. Garrod, P.Eng., Raafat R. Mansour, P.Eng., David Naylor, P.Eng., David Hunter Purvis, P.Eng., Sigmund Soudack, P.Eng., Frank J. Vecchio, P.Eng., Bin Wu, P.Eng., and Todd Arthur Young, P.Eng. (Engineering Medals); Márta Ecsedi, P.Eng., FEC (Citizenship Award); and Natalie Enright Jerger, P.Eng. (Young Engineer Award).

The OPEA Awards Gala was held on Saturday, November 22, 2014, at the Toronto Congress Centre, Toronto, Ontario.

- ◆ *G. Gordon M. Sterling Award.* This award recognizes exemplary leadership by a PEO applicant currently enrolled in the association's Engineering Intern program. The award is named for G. Gordon M. Sterling, P.Eng. (deceased), who was a past president of PEO, a Companion of the Order of Honour and a long-time volunteer.

From the self-nominations received, the Sterling Subcommittee selected Heather Murdock, EIT, a worthy award recipient, who was subsequently recommended by the AWC and approved by Council. The award was presented during the Order of Honour ceremony on April 25, 2014 during PEO's Annual General Meeting.

External honours

- ◆ *Engineering Fellowship Award (FEC), 2013.* Engineers Canada recognized 49 Ontario volunteers who were recommended by PEO for having given noteworthy service to the engineering profession. Engineers upon whom this honour is bestowed are awarded the privilege of the use of the designation "Fellow of Engineers Canada", or FEC. Non-engineers upon whom this honour is bestowed are awarded the designation "Honorary Engineers Canada Fellow" or FEC (Hon.).
- ◆ *Ontario Volunteer Service Awards.* In 2014, 50 successful nominations were submitted for the Ontario Volunteer Service Awards (OVSA), representing 22 PEO chapters, 26 committees and one councillor.
- ◆ *Other.* The AWC supported nominations for the Engineers Canada Young Engineer award recipient Michael Branch, P.Eng., and the Engineers Canada Gold Medal Award recipient Michael V. Sefton, P.Eng, FRCS.

Committee activity

The AWC launched a new honour to the OPEA awards program which will be bestowed for the first time in 2015. The Ontario Professional Engineers Award for Engineering Project or Achievement will pay tribute to an endeavour that has made a significant, positive impact on society, industry, and/or engineering, and that was conceived, designed and executed with significant input by Ontario engineers.

2014 committee membership: Nancy Hill, P.Eng. (chair), Michael Ball, P.Eng., Paul Ballantyne, P.Eng., Daniel Couture, P.Eng. (appointed by OSPE), Denis Dixon, P.Eng. (Council Liaison), G. Ross Gillett, P.Eng., Argyrios (Gerry) Margaritis, P.Eng., Clare Morris, P.Eng. (appointed by OSPE), John Severino, P.Eng., Stephen Tsui, P.Eng., and Helen Wojcinski, P.Eng. (past chair).

Committee chair: Nancy Hill, P.Eng.

Staff advisor: Fern Gonçalves, Director People Development

Committee support: Olivera Tomic, Recognition Coordinator

Professional Standards Committee

(PSC)

The Professional Standards Committee (PSC) met 10 times in 2014. Currently, the committee has 10 members. Below is the status report of the current projects of the PSC.

Practice Standards

The following performance standards were filed on March 28, 2014:

- ◆ *Writing Engineering Evaluation Reports for Drinking Water Systems;*
- ◆ *Code Compliance Data Matrix on Drawings for Buildings Prepared by Professional Engineers;*
and
- ◆ *Preparation of Environmental Site Assessment Reports.*

Legislative counsel is completing regulations for the following standards:

- ◆ *Supervising and Delegating*; and
- ◆ *Tower Crane Review*.

The following standard is being revised based on comments received during the consultation period:

- ◆ *Use of Professional Engineer's Seal*.

Practice guidelines

- ◆ *Structural Engineering Assessments of Existing Buildings and other Structures*. The subcommittee, which first met on November 27, 2013, is drafting this guideline.
- ◆ *Structural Engineering Design in Buildings*. The subcommittee, which first met on July 7, 2010, is preparing this guideline for public consultation.
- ◆ *Forensic Engineering*. The subcommittee, which first met on April 19, 2011, completed the public consultation process and is preparing this guideline for Council approval.
- ◆ *Conducting a Practice Review*. This practice guideline was approved by Council and was published on July 2014.
- ◆ *Performance Audits and Reserve Fund Studies in Condominiums*. The subcommittee, which first met on October 4, 2012, is preparing this guideline for public consultation.
- ◆ *Review of Completed Works*. The subcommittee, which first met on May 28, 2013, is drafting this guideline.
- ◆ *Solid Waste Management*. The subcommittee, which first met on May 5, 2014, is drafting this guideline.

Committee chair: Andy Bowers, P.Eng.

Staff advisor: Bernard Ennis, P.Eng., director, policy and professional affairs

Task Forces

Emerging Disciplines Task Force

(EDTF)

In March 2008, PEO Council passed a motion to establish an Emerging Disciplines Task Force (EDTF) with two sub-groups to examine (i) *nanotechnology and molecular engineering* (NME) and *communications infrastructure and networking engineering* (CIN) to identify issues associated with regulating the practice of professional engineering in these new areas. Their Phase 1 reports to establish their respective Core Body of Knowledge and Scope of Practice were presented to Council in April (NME) and September (CIE) 2010.

The NME Group finalized its Phase 2 report and submitted it to Council in November 2013. The CIE Group submitted its Phase 2 Executive Summary and Recommendations to Council in November 2013. Council directed that stakeholder consultations for both reports take place over the next six months and the results be reported back to it. Comments were received in 2014 from PEO's Academic Requirements, Experience Requirements, Professional Standards, Enforcement and Legislation committees.

The NME Group also received comments on its Phase 2 Report from the Consumers Council of Canada, the Standards Council of Canada, and the Ontario Ministry of Labour. A planned external stakeholder consultation for NME in the spring was delayed, due to the provincial election, and will be rescheduled.

The CIE Group was approached by Bell Canada in August 2014 to explain the proposed CIE Scope of Practice and the application process for licences and limited licences, and a meeting was held with Bell Canada in Toronto in November 2014 to begin the dialogue.

Continuing Professional Development, Competence and Quality Assurance Task Force

(CPDCQA)

Council approved the Terms of Reference and created this task force on March 21, 2014.

During the period ending December 31, 2014, the task force held meetings on September 18 and November 26, 2014.

Currently, the task force has 10 members, each representing a different demographic of PEO membership as described in the Terms of Reference. Annette Bergeron chairs the task force.

The task force has prepared a work plan, considered several pieces of research on competency assessment and is developing a set of guiding principles that will define a PEO continuing professional development and quality assurance program.

Notes

Notes

PEO Core Values

Accountability

Respect

Integrity

Professionalism

Teamwork



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