



pegnl

PROFESSIONAL ENGINEERS & GEOSCIENTISTS
NEWFOUNDLAND & LABRADOR

professional excellence. public trust.

ANNUAL REPORT **2016**





BOARD OF DIRECTORS

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SHERRY FREAKE, RN, Director (Ministerial Appointee)

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DAVID GOOSNEY, P. Eng., Director (Elected)

System Planning Engineer, Newfoundland and Labrador Hydro

NATALIE HALLETT, P. Eng., Director (Elected)

Director of the Division of Design and Construction (K-12 Schools),

Government of Newfoundland and Labrador, Department of Transportation and Works

DR. JOHN HANCHAR, P. Geo., Director (ex-officio)

Professor, Department of Earth Sciences, Memorial University

DAWN EVANS-LAMSWOOD, P. Geo., Director (Elected)

Consultant, DEL Exploration

RAYNA LUTHER, P. Eng., Director (Elected)

Director of Facilities Management, Memorial University, Grenfell Campus

DR. GREG NATERER, P. Eng., Director (ex-officio)

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Vice President Strategy & Development, The Cahill Group

DAVID R. PINE, FCPA, FCA, Director (Ministerial Appointee)

Senior Manager Finance, Bell Canada



FROM LEFT TO RIGHT: Natalie Hallett, Bill O'Keefe, Gerard Dunphy, Gerry Antle, Dr. Greg Naterer, Jeff Card, David Goosney, Neil Cleary, Geoff Emberley (CEO), David Pine, James Parmiter, Sherry Freake, and Dawn Evans-Lamswood

MISSING FROM PHOTO: Rayna Luther and Dr. John Hanchar

STAFF



Geoff Emberley, P. Eng., MBA, FEC, Chief Executive Officer, Registrar



Mark Fewer, B. Comm., FEC (Hon), Chief Operating Officer, Deputy Registrar



Janet Bradshaw, P. Eng., FEC Professional Standards Director



Kevena Willmott, Compliance Officer



Lesley Oakley, Registration Coordinator



Andrew Peach, B. Comm., Operations Coordinator



Jennifer Lane, Administrative Assistant



MaryAnn Chafe, Registration and Operations Assistant

CHAIR AND CHIEF EXECUTIVE OFFICER'S REPORT 2016

Neil Cleary, P. Eng., Chair & Geoff Emberley, P. Eng., MBA, FEC, CEO & Registrar



Forward Looking

PEGNL is continuously adapting to the changing environment in order to better regulate practitioners of engineering and geoscience, and better meet the needs of the public. The Board is continuously monitoring the environment and modifying its ends statements or organizational goals.

A recent initiative of the PEGNL Board of Directors has been reviewing the role of PEGNL both in public advocacy in general, and specifically in the infrastructure concerns that are becoming more evident in our province. PEGNL's role, as defined under the Engineers and Geoscientists Act, is one of a regulator of the engineering and geoscience professions, especially with respect to the regulation of practitioners. PEGNL recognizes its primary purpose is as an advocate for public safety and welfare, not for the welfare of those that we license. We are reviewing the degree to which our advocacy for the public extends beyond the regulatory role.

In 2016, we completed our branding initiative. It focused on better communications with both practitioners and the public. With this change in branding came the need to review the existing website, which had initially been developed in 2004. The new branding has modernized the face of PEGNL and it has also allowed us to better reflect the diversity of the professionals we license. Flowing from this, we also rebranded our newsletter Dialogue, which is now known as Illuminate.

Licensure

From 2012 to 2015, PEGNL saw growth in the number of licensed engineers and geoscientists, at a rate well in excess of the Canadian average. Our growth rates reached a high of 12.45% in 2012, and 5.07% in 2015. Even with the significant downturn in the Newfoundland and Labrador economy in 2016, PEGNL has experienced a 0.81% growth rate, which is in line with the Canadian average. As we noted in our 2015 report, the number of those licensed is now double that of 2005 and reflects the increasing role that engineers and geoscientists have in our provincial economy and society. Similar growth rates were apparent for company Permits to Practice. We have projected that registrations in 2017 will be similar to 2016.

Engineering and geoscience work for the province of Newfoundland and Labrador is mostly done by those who live in the province, but a significant part of it is done elsewhere. In combination with the engineering and geoscience licensing authorities in the other provinces, and through our national organizations, Engineers Canada and Geoscientists Canada, we work to evaluate those from elsewhere in a fair and responsive manner, while ensuring that standards for public safety and welfare are met.

We continue to ensure all those who practice within or for the province are properly licensed. An important element of this is the diligence by employers, clients, others licensed with PEGNL, and authorities having jurisdiction

such as municipalities, provincial government departments and associated agencies. Their efforts to ensure compliance with the Engineers and Geoscientists Act is an important part of ensuring that engineering and geoscience are practiced by licensed practitioners working in the public interest.

Changes Primarily Impacting Those Registered with PEGNL

PEGNL continues to investigate the value of implementing a mandatory ethics professional development requirement for practitioners. In 2016, we investigated the provision of an online ethics course, and in 2017 we are pursuing some programs that may be implemented on a volunteer basis in late 2017 or early 2018.

Following from our work in 2015, we completed our revision of the "Guidelines of the Use of the Seal", substantially revising it. We renamed this important part of the practice standards required of engineers and geoscientists as "Practice Guideline for Authenticating Professional Documents." In 2016, PEGNL licensees were consulted on the proposed changes and had the opportunity to provide comments. Based on those comments, changes were made and incorporated into the document, and in 2016, the Board approved the updated guideline. We continue to work with users of this updated guideline to further interpret the guideline as it is applied in specific circumstances.

The "Professional Conduct Procedure Guideline" outlines PEGNL's disciplinary processes. It was updated based on experiences learned in a past Adjudication

Tribunal case, and allegations during the same time period. It is a substantial document and reflects the effort to be both procedurally correct and fair in dealing with such matters.

Disciplinary Matters

PEGNL resolves allegations from the public or other professional license holders in a three-step process. Issues may be resolved by agreement between the parties and the Registrar in some circumstances. But if an issue is not resolved at that level, it is passed to a committee of the Board of Directors called the Complaints Authorization Committee (CAC), which is composed of both elected Board members, and government appointed Board members. In dealing with an allegation, the CAC may dismiss the allegation, issue a caution and counsel, or pass the allegation on to a Disciplinary Tribunal. The Disciplinary Tribunal is a quasi-judicial body with very formal procedures and is selected from a pool of Disciplinary Panel members consisting of engineers, geoscientists, and government appointees. The Tribunal can dismiss the complaint, caution, counsel, or impose restrictions up to and including removal of license and public notification.

Information on allegations and associated inquiries received in 2016 is found under the report of the Professional Standards Director. PEGNL encourages license holders and the public who see matters of concern regarding possible unethical or unprofessional conduct by those licensed by PEGNL to address such matters, and where appropriate, contact PEGNL. Where license holders see serious matters, it is their obligation under the code of ethics to report them to PEGNL.



Working with Others

Among PEGNL's key stakeholders are governments, especially provincial and municipal governments. Service NL is the government department that has charge of the Engineers and Geoscientists Act, and it is also the department whose staff review many engineering documents as part of their day-to-day activities.

Over a number of years, PEGNL has been working with Service NL to recognize the expertise of engineers in the areas of fire and life safety, as well as building envelope design. While engineers have always played a significant role in these areas, Service NL had changed its policy and refused to accept such designs stamped by engineers a few years ago. This did not recognize that some engineers were the experts in both these areas, especially when more challenging designs were required. In 2016, a PEGNL licensed engineering firm was involved in training government employees and others in fire and life safety. Further, in 2016 Service NL changed its practice to now accept plans submitted by engineers with respect to both fire and life safety matters.

PEGNL has been in discussion with the Association of Engineering Technicians and Technologists of Newfoundland and Labrador (AETTNL) regarding practice and title matters. We have been, and will continue to be, supportive of AETTNL's efforts to attain the "Right to Title Legislation". PEGNL has an option for qualified technologists and natural scientists to practice engineering and geoscience under the Engineers and Geoscientists Act through its limited license to practice. With this PEGNL license, technologists work within a personally defined scope of practice. It is important that the practices of engineering and geoscience be consistently regulated within one organization.

In 2015, PEGNL made a submission to the panel on hydraulic fracturing. Our submission highlighted the importance that the public interest is best served when all engineering and geoscience submissions to the Natural Resources and Environment Department, and to the Conservation Department, are prepared by licensed practitioners. In May 2016, the Panel released its report, and PEGNL's comments were captured in the final document.

While the matter of hydraulic fracturing on the West Coast of the island is not at the fore these days given the prices of oil, the report has established a number of matters of importance to PEGNL. One of the "red stage" recommendations arising from the final report was the requirement "that all engineering and geoscience work be undertaken by licensed professionals and companies with permits to practice in Newfoundland and Labrador". The report was submitted to both the Natural Resources and Environment and Energy Conservation Departments. We look forward to our recommendations being implemented as government addresses this and other oil and gas related developments.

During 2015, and more fully in 2016, PEGNL became aware of a systemic problem with some privately owned non-utility street lights, typically used in customer parking areas in commercial establishments. As part of its awareness of this matter, PEGNL alerted government departments to this problem so it could be addressed by the appropriate authorities.

We continue to encourage people to consider a career in engineering or geoscience. PEGNL's major initiative for this is through National Engineering and Geoscience Month. Youth interest in engineering and geoscience careers is an important element to the future sustainability of our professions.

Finances

Financial schedules from the Auditors Report are included in the Annual Report.

The statement of operations for the 2016 fiscal year indicates an excess of revenues over expenses of \$65,480. Capital expenditures were \$17,460.

The budget for 2017 projects a net loss of \$143,000. Capital expenditures are forecasted at \$120,000. These are primarily related to costs associated with leasehold improvements at the PEGNL office, as well as investments in PEGNL's information systems.

PEGNL's reserves are an important part of our financial stability and our ability to respond to significant financial demands over what has been budgeted in any one year. Individual legal cases arising from disciplinary or compliance efforts can easily exceed \$100,000. At year-end 2016, we have met our minimum reserve requirements as mandated by the PEGNL Board of Directors, and are carrying a significant surplus beyond our reserve requirements. We expect to draw down these reserves over time as economic conditions change and costs increase, at which time a fee increase may be required.

As a consequence of the foregoing, there was no increase in licensing fees assessed for 2017. Licensing fees have not increased since 2006.

Infrastructure

In 2016, we reviewed our accommodation requirements as our lease at the Baine Johnston Centre was set to expire in 2016. Through a volunteer committee of license holders, we projected our accommodation requirements over the next five years, and looked for expressions of interest from the market place. Looking forward, we see a need for both increased volunteer meeting space, and storage. Further, we foresee adding at least

one extra staff position over that time period. As a result, we renewed our lease with the Baine Johnston organization for a five year period and have expanded our space into an area immediately adjacent to our existing space. In 2017, we are conducting leasehold improvements to both adapt to the new space, and our evolving accommodations requirements.

Also in 2017, we are preparing a request for proposals for a new client management system. The existing system is becoming expensive to maintain and build upon, and we have concerns that the software on which it is based will not be supported in the future. With a new client management system, we anticipate improved functionality and increased efficiencies. We expect to sign a contract for this in 2017, with a full implementation in 2018.

Volunteers and Staff

As a self-regulating professional organization, PEGNL could not operate without the dedicated efforts of volunteer license holders. Approximately 200 volunteer engineers, geoscientists, and others contribute many hours annually, conducting PEGNL's regulatory and professional affairs. In addition to our professional license holders we also thank our ministerial appointed representatives on the PEGNL Board of Directors and on the Disciplinary Panel. Volunteer names are noted later in this report.

The PEGNL staff faced many challenges in 2016, including increased disciplinary cases and compliance efforts, and changes associated with infrastructure improvements. We thank our staff for responding so well to this year's challenges.



INDEPENDENT AUDITOR'S REPORT

To the Members of Professional Engineers and Geoscientists Newfoundland and Labrador:

We have audited the accompanying financial statements of Professional Engineers and Geoscientists Newfoundland and Labrador, which comprise the statement of financial position as at December 31, 2016 and the statements of operations, changes in net assets and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Professional Engineers and Geoscientists Newfoundland and Labrador as at December 31, 2016 and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.



Chartered Professional Accountants

STATEMENT OF FINANCIAL POSITION

(YEAR ENDING DECEMBER 31, 2016)

	Dec 31, 2016	Dec 31, 2015
CURRENT ASSETS		
Cash and bank	\$1,736,534	\$1,738,641
Long-term investments	\$1,130,833	\$1,265,155
Short-term investments	\$203,167	\$86,251
Accounts receivable	\$2,407	\$2,563
Prepaid expenses	\$11,313	\$11,313
Subtotal	\$3,084,254	\$3,103,923
Property and equipment	\$43,576	\$53,166
Intangible asset	\$25,370	\$50,141
Total	\$3,153,200	\$3,207,230
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$177,826	\$238,844
Deferred income	\$1,110,927	\$1,167,740
Due to related parties	\$6,001	\$6,138
Current portion of capital lease obligations	-	\$1,542
Obligations under capital lease	-	-
Subtotal	\$1,294,754	\$1,414,264
NET ASSETS		
Invested in capital assets	\$43,576	\$51,624
Legal and miscellaneous contingency fund	\$451,423	\$431,457
Wind-up contingency fund	\$150,474	\$143,818
Unrestricted	\$1,212,973	\$1,166,067
Subtotal	\$1,858,446	\$1,792,966
Total	\$3,153,200	\$3,207,230

Approved on behalf of the Board of Directors:



Neil Cleary, P. Eng.
Chair



Geoff Emberley, P. Eng., MBA, FEC
CEO & Registrar

STATEMENT OF OPERATIONS

REVENUE	BUDGET 2016	ACTUAL 2016	VARIANCE 2016	BUDGET 2017
Membership fees	\$1,090,000	\$1,096,192	\$6,192	\$1,090,000
Permit fees	\$380,000	\$396,385	\$16,385	\$390,000
Other	\$173,000	\$150,073	(\$22,927)	\$160,000
Registration fees	\$145,000	\$130,462	(\$14,538)	\$130,000
Interest and investment revenue	\$45,000	\$19,551	(\$25,449)	\$45,000
Conference revenue	\$30,000	\$25,534	(\$4,466)	\$25,000
Total	\$1,863,000	\$1,818,197	(\$44,803)	\$1,840,000
EXPENSES				
Administration	\$440,650	\$449,218	\$8,568	\$442,250
Engineers Canada/Geoscientists Canada	\$100,000	\$92,060	(\$7,940)	\$105,000
Conference	\$50,000	\$58,916	\$8,916	\$47,500
Board governance	\$75,700	\$76,503	\$803	\$80,300
Internal and external communications	\$184,650	\$181,002	(\$3,648)	\$146,750
Meetings expense	\$13,000	\$21,450	\$8,450	\$18,200
Member services	\$20,000	\$23,375	\$3,375	\$24,000
Other	\$136,000	\$111,877	(\$24,123)	\$189,000
Professional fees	\$150,000	\$115,500	(\$34,500)	\$155,000
Salaries and benefits	\$678,000	\$648,627	(\$29,373)	\$730,000
Scholarships and donations	\$30,000	\$20,195	(\$9,805)	\$30,000
Travel	\$20,000	\$6,970	(\$13,030)	\$15,000
Total	\$1,898,000	\$1,805,693	(\$92,307)	\$1,983,000
Excess (deficiency) of revenue over expenses	(\$35,000)	\$12,504	\$47,504	(\$143,000)
Loss on disposal of capital assets	-	(\$5,485)	(\$5,485)	-
Unrealized gain (loss) on investments*	-	\$58,461	\$58,461	-
Net income (loss)	(\$35,000)	\$65,480	\$100,480	(\$143,000)
Capital and intangible asset expenditures **	(\$75,000)	(\$17,460)	\$57,540	(\$120,000)

* Unrealized gain (loss) on investments amount represents an unrealized gain on long-term investments. This is a result of an increase in the market value of the long-term investments from December 31, 2015 to December 31, 2016.

** Capital and Intangible Asset Expenditure amount represents gross cash expenditures for the year on tangible and intangible capital items. This line was not a part of the original Audited Statement of Operations, but has been added by PEGNL for information purposes only. The actual amount for 2016 is derived from the Audited Statement of Cash Flow.

STATEMENT OF CASH FLOW

OPERATING ACTIVITIES	2016	2015
Cash receipts from licence holders	\$1,741,936	\$1,954,182
Cash paid to suppliers and employees	(\$1,821,421)	(\$1,531,874)
Interest paid	-	(\$60,640)
Cash flow from operating activities	(\$79,485)	\$361,668
INVESTING ACTIVITIES		
Purchase of capital assets	(\$6,075)	-
Purchase of intangible assets	(\$11,385)	(\$53,341)
Interest and dividends received	\$54,781	\$54,781
Purchase of long-term investments	(\$284,065)	(\$269,644)
Proceeds on disposal of short-term investments	-	\$70,160
Proceeds on disposal of long-term investments	\$325,801	\$87,000
Cash flow used by investing activities	\$79,057	(\$111,044)
FINANCING ACTIVITIES		
Advances from (to) related parties	(\$137)	\$1,230
Repayment of obligations under capital lease	(\$1,542)	(\$3,449)
Cash flow used by financing activities	(\$1,679)	(\$2,219)
Increase (decrease) in cash flow	(\$2,107)	\$248,405
Cash - beginning of year	\$1,738,641	\$1,490,236
Cash - end of year	\$1,736,534	\$1,738,641

SUMMARY OF REGISTRATIONS

2006-2016 (YEAR ENDING DECEMBER 31, 2016)

LICENCE CATEGORY	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Life Members	192	195	200	203	210	226	238	244	271	298	330
Professional Engineers	1,851	1,947	2,102	2,175	2,385	2,755	3,108	3,362	3,614	3,808	3,795
Professional Geoscientists	204	203	207	222	246	252	294	296	306	325	320
Dual P. Eng./P. Geo.	11	11	12	12	12	13	13	14	15	12	12
Engineers-in-Training	321	308	320	339	359	360	398	482	523	523	532
Geoscientists-in-Training	34	38	49	47	45	42	51	58	55	58	74
Limited Licensee, Eng. L.	0	0	0	0	0	0	0	2	8	11	13
Limited Licensee, Geo. L.	0	0	0	0	0	0	0	0	0	0	0
TOTAL LICENCES	2,613	2,702	2,890	2,998	3,257	3,648	4,102	4,458	4,792	5,035	5,076
Annual Growth	4.06%	3.41%	6.96%	3.74%	8.64%	12.00%	12.45%	8.68%	7.49%	5.07%	0.81%

PERMITS TO PRACTICE	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Engineering	291	280	311	314	321	366	426	486	510	534	544
Geoscience	25	26	27	25	24	22	26	26	28	31	28
Engineering & Geoscience	10	11	12	11	9	11	11	12	14	15	16
TOTAL PERMITS TO PRACTICE	326	317	350	350	354	399	463	524	552	580	588
	1.24%	-2.76%	10.41%	0.00%	1.14%	12.71%	16.04%	13.17%	5.34%	5.07%	1.38%



REGISTRATION COMMITTEE REPORT 2016

Dr. Steve Piercey, P. Geo.

The PEGNL Registration Committee is the decision-making body for the following admissions categories of registration with PEGNL: Professional Engineers, Professional Geoscientists, Engineers-In-Training, Geoscientists-In-Training, Limited Licensees, and Permits to Practice.

The growth of individual registrants slowed in 2016 compared to previous years. Overall, net registration increased by approximately 1% over the past year, which is the lowest the organization has experienced since 2007. There was a small decrease in the total number of Professional Engineers and Professional Geoscientists; however, the number of Member-In-Training registrants grew by approximately 4%. The number of Permits to Practice grew in 2016 by 1.38%, which is the lowest permit growth since 2009.

Despite slower growth rates in 2016, the Registration Committee has been busy. The total number of files evaluated during the year is comparable to 2015. In 2016, the committee held 10 regular business meetings, and two policy meetings. The committee evaluated a total of 210 applications for professional licensure; 229 applications for Member-In-Training registration; four applications for limited licensure; 64 applications for Permits to Practice; and 144 permits to practice addition/revision requests. The committee also endorsed 281 applications for professional licensure as required under the Labour Mobility Clause of the Agreement on Internal Trade between provinces.

The Experience Review Committee (ERC), a sub-committee of the Registration Committee, assessed 10 files in 2016, and have continued with assessments in 2017. The Limited License Assessment Committee (LLAC), also a sub-committee of the Registration Committee, evaluated three new applications for limited licensure.

Volunteers are vital to the successful function of organizations such as PEGNL. Thank you to all PEGNL members who have helped with the ERC and LLAC review and interview process. Thank you to all members of the Registration Committee as well for their time, dedication, and expertise.

REGISTRATION COMMITTEE

EXECUTIVE

Dr. Steve Piercey, P. Geo. (Chair)
Terry Gardiner, P. Eng. (Vice Chair)
Dr. Leonard Lye, P. Eng., FEC (Vice Chair)

2016 MEMBERS

Randy Gillespie, P. Geo., FGC
Nick Gillis, P. Eng.
Dr. Ray Gosine, P. Eng., FEC
Kim Kieley, P. Eng., FEC
Darin LeBlanc, P. Eng., FEC
Paul McDonald, P. Eng., FEC
Gary Murray, P. Eng.
Paul Nolan, P. Eng., FEC
Dr. Derek Wilton, P. Geo., FGC

The Registration Committee also welcomes Dr. Kelly Hawboldt, P. Eng., Dr. Kim Welford, P. Geo., and Andrea Mills, P. Geo. to the 2017 Registration Committee.

EXPERIENCE REVIEW COMMITTEE

Terry Gardiner, P. Eng. (Chair)
Randy Gillespie, P. Geo., FGC (Vice Chair)
Dr. Leonard Lye, P. Eng., FEC (Vice Chair)

LIMITED LICENSE ASSESSMENT COMMITTEE

Gary Murray, P. Eng. (Chair)
Randy Gillespie, P. Geo., FGC (Vice Chair)
Darin LeBlanc, P. Eng., FEC (Vice Chair)
Derek Brown, P. Eng.
Bob Forbes, P. Eng.
Dr. Eric Gill, P. Eng.
Bill Maybee, P. Eng.
Chris Soper, P. Eng., FEC

The Registration Committee also welcomes Darlene Spracklin-Reid, P. Eng., and Susan Caines, P. Eng. to the 2017 Limited License Assessment Committee.

STAFF REPRESENTATIVES

Geoff Emberley, P. Eng., MBA, FEC,
CEO & Registrar
Mark Fewer, B. Comm.,
FEC (Hon.), COO & Deputy Registrar
Lesley Oakley, Registration Coordinator

PROFESSIONAL STANDARDS DIRECTOR REPORT 2016

Janet Bradshaw, P. Eng., FEC



Allegations and Disciplinary Activities

At the beginning of 2016 there were two active discipline files which had been received late in 2015 and were in the preliminary steps of the disciplinary process. During 2016, eight new allegations were received by the Registrar. Of these cases, five were settled by Registrar Resolution, and the other five were referred to the Complaints Authorization Committee (CAC). One of these cases was decided (and closed) by the CAC during 2016, and at the end of the year, four active cases remained with the Committee.

Compliance and Enforcement Activities

Compliance and enforcement activities are mainly proactive and are focused on ensuring individuals and firms are made aware of the requirement to obtain appropriate licensure. Companies and individuals that appear to be practicing the professions or using protected titles, but who are not licensed by PEGNL, are contacted and informed of the legislative requirements.

Practice Standards and Guidelines

PEGNL issued the revised "Practice Guideline for Authenticating Professional Documents" on June 16, 2016. This new edition addresses in much greater detail which documents require authentication, and it incorporates the new requirement for the member in responsible charge to be identified on the corporate permit to practice stamp. PEGNL's "Professional Conduct Procedure Guideline" details the discipline process and is used by complainants, licensees responding to allegations of conduct

deserving of sanction, as well as members of the CAC and Disciplinary Panel. This guideline was revised and the new version released on June 1, 2016.

Discipline Process Training

An educational seminar was delivered to PEGNL volunteers who serve on the Complaints Authorization Committee (nine members), as well as the Disciplinary Panel (17 members).

Ethics and Professional Practice Seminars

The following sessions on ethics and professional practice were held in 2016:

- A two-day seminar delivered five times (in January, March, June, September, and November) to applicants preparing to write the National Professional Practice and Ethics Exam.
- An ethics seminar to both engineering and earth science graduating students on the days of the Iron Ring and Earth Ring ceremonies respectively; and
- An introductory professionalism and ethics in the workplace lecture delivered twice (winter and fall semester) to first year engineering students about to embark on their first work term.

The majority of allegations of conduct deserving of sanction received by PEGNL relate to unethical and/or unprofessional conduct. It is important that professionals remain cognizant of the requirements for ethical practice. To that end, PEGNL is considering further options for the delivery of ethics training.



COMPLAINTS AUTHORIZATION COMMITTEE REPORT

Jeff Card, P. Eng., FEC

The *Engineers and Geoscientists Act, 2008* requires the Board of Directors to establish a Complaints Authorization Committee (CAC). The purpose of the CAC is to investigate allegations of professional misconduct against licensed members and permit holders.

The CAC is responsible for determining whether or not there are reasonable grounds to conclude that a member has engaged in conduct deserving of sanction. If the CAC is of the opinion there are no reasonable grounds to believe the member has engaged in conduct deserving of sanction, the allegation is dismissed. If the CAC determines there are reasonable grounds to believe the member has engaged in conduct deserving of sanction, the CAC may 1) counsel or caution the member; 2) instruct the Registrar to file a complaint against the member and refer the complaint to the disciplinary panel for hearing before an adjudication tribunal; or 3) in the circumstance of a referral to a disciplinary panel, the CAC may suspend or restrict the member's license until the disciplinary panel has rendered its judgement in the matter.

In 2016, 10 cases were brought before the Registrar throughout the year, five were referred to the CAC. One of these cases was dismissed by the CAC during 2016, and at the end of the year, four active cases remained with the Committee. Investigators were appointed in 2016 for all cases before the CAC, with the evidence gathered through this exercise supporting the

decision-making framework for the CAC's next steps in 2017.

Two important initiatives were undertaken this year, including a training session for all parties involved in the disciplinary process to reinforce disciplinary procedures and practices, and the development of templates to allow for consistency in CAC written decisions. Both the committee and staff feel these actions will further help us improve our ability to address cases in a timely and consistent manner.

MEMBERS OF THE CAC FOR THIS PAST YEAR

INCLUDE: **Jeff Card**, P. Eng., FEC (Chair), **Neil Cleary**, P. Eng., (Vice Chair), **Gerard Dunphy**, P. Eng., **Dawn Evans-Lamswood**, P. Geo., **Natalie Hallett**, P. Eng., **Bill O'Keefe**, P. Eng., **David Goosney**, P. Eng., **James Parmiter**, B. Comm., MBA, and **David Pine**, FCA, FCPA. CAC members concluding their terms in 2016 were **Andrew Peach**, P. Geo. and **Dr. Dennis Peters**, P. Eng., FEC (Past-Chair). The committee is supported by PEGNL staff: **Janet Bradshaw**, P. Eng., FEC, Professional Standards Director; **Geoff Emberley**, P. Eng., MBA, FEC, CEO & Registrar and **Kevin Willmott**, Compliance Officer.

We thank the members of the CAC and the staff for their dedication and diligent work throughout the year in carrying out this important role.

ENGINEERS CANADA REPORT

Bill Hunt, P. Eng., FEC



Engineers Canada exists to provide national support to the 12 provincial and territorial regulating bodies to promote and maintain the integrity, honour, interests, and excellence of the profession.

The accreditation of engineering programs at Higher Education Institutions (HEI) across Canada continues to be a major focus of Engineers Canada through its board committee, the Canadian Engineering Accreditation Board (CEAB). The system to assess program accreditation is in transition, and there are many issues and concerns being expressed. To better understand these issues and concerns, Engineers Canada held a two-day accreditation forum in 2016 with excellent participation from the HEIs, regulators, CEAB, the Canadian Federation of Engineering Students, and industry representatives. Based on the information gathered at the forum and subsequent feedback from HEI and regulator representatives, the CEAB is implementing actions to begin addressing some of the major concerns while meeting the needs of the regulators.

The engineering profession must adapt to evolving public expectations by being flexible, consultative, outcome focused, proactive, and by encouraging creativity and innovation. Engineers Canada is developing a shared future vision that advances the engineering profession and its self-regulation. This inspired vision will be captured in the Engineers Canada Strategic Plan.

Development of the plan began in June, 2016 based on information gathered through a series of consultations, sessions, and environmental scans. Over 600 inputs were consolidated into 21 themes that were subsequently refined into six focus areas, including:

- Providing a national voice to better impact federal government awareness, public policy consultation, and public awareness
- Addressing proactive regulation through demand side legislation and promising practices adopted by engineering regulators
- Promoting engineering as a valued profession
- Promoting excellence and integrity by developing national standards for ethics and continuing competence training and compliance
- Promoting societal leadership to ensure engineers are actively engaged in solving society's problems, inspiring youth, and generating wealth for society
- Broadening diversity and inclusion to better reflect the society served by the profession

Please visit our website at engineerscanada.ca for more information on Engineers Canada initiatives. I thank PEGNL for the honour and privilege of serving as its representative on the Engineers Canada Board.



GEOSCIENTISTS CANADA DIRECTOR REPORT

Jeff O'Keefe, P. Geo., P. Eng.

In 2016 Geoscientists Canada continued to follow through on its 'Moving Forward' strategic plan from 2015 which lays out its objectives through 2018 and provides the constituent associations, clarity on Geoscientists Canada's focus and direction. Other 2016 accomplishments include:

- With the completion of the Admissions Support Tool (AST) project in 2015, and roll out to each of the Constituent Associations (CAs), Geoscientists Canada has made a proposal to the Federal Government to take the AST project even further. The proposal will further assist the CAs with admissions consideration of both internationally-trained and Canadian-trained geoscientists.
- An initial test of the one-day workshop of the Qualified Professional Short Course, which was proposed by the Securities Commission in 2015, took place in September, 2016 at Simon Fraser University. The course is designed with the input from professionals to examine and discuss what a qualified professional is, and to review relevant case histories. This course has now been released nationwide.
- In 2015, a Geologist-in-Training (GIT) document was commissioned for the CAs based on a similar Engineers Canada document, Guidelines for EIT Programs. The GIT document provides a way to bring consistency to Geologists in training programs across the country. Currently, a second draft of the text is now being reviewed with plans to roll out to the CAs in 2017.
- Geology for Society pamphlet project, a joint committee with Canadian Federation of Engineering Students, is working on a national booklet describing the role of geoscience and the work of geoscientists in serving the needs of society. An RFP was issued in the fall of 2016.
- Attendance at the 35th International Geological Congress in South Africa in September, 2016. There were 4,000 participants from 117 countries with over 5,000 abstracts. Geoscientists Canada had a session on Global Geoscience Professionalism and Geoethics over three days with 15 theme sessions.
- There was good collaboration with Engineers Canada during the year. One example is the joint publication and release of Managing Transitions in early 2016, which is a document providing guidance for managing professional geologists' and engineers' careers.
- A number of events were either sponsored or attended by Geoscientists Canada including GAC-MAC, Atlantic Universities Geological Conference, and the Canadian Science Policy Conference in Ottawa.

Overall, in 2016 there was a slight rise in geoscience registrations nationally at the Constituent Associations (not including Quebec) of about 1.27% over year end 2015.

AWARDS COMMITTEE REPORT

Dr. John Quaiocoe, P. Eng., FEC



The committee made seven recommendations this year for five awards. In addition to those recommendations, the Environment Committee solicited nominations and made a recommendation to the Awards Committee for the Environmental Award.

The Board of Directors considered and confirmed the following awardees:

AWARD OF MERIT

Fred Cahill, P. Eng.

Gerald Squires, P. Geo.

HONORARY MEMBERSHIP

Allan Cramm

AWARD FOR SERVICE

Lori Hogan, P. Eng.

Pat O'Neill, P. Geo.

COMMUNITY SERVICE AWARD

Darlene Spracklin-Reid, P. Eng.

TEACHING AWARD

Rajendra Jani, P. Eng.

ENVIRONMENTAL AWARD

Nalcor Energy – Application of a Web-based Mapping Tool to optimize environmental performance and regulatory compliance on a Mega-project: Utilizing Geoscience principles

PEGNL license holder input for nominations is very important. The Awards Committee encourages license holders to submit PEGNL award nominations at any time. Please consider nominating someone for next year. Nomination forms are available on the PEGNL website.

AWARDS COMMITTEE

Dr. John Quaiocoe, P. Eng., FEC (Chair)

Joanna Barnard, P. Eng.

Darryl Benson, P. Eng., FEC

Frank Blackwood, P. Geo., FGC

Ken Dominie, P. Eng., FEC

Sherry Dunsworth, P. Geo.

Geoff Emberley, P. Eng., MBA, FEC

Dr. Rex Gibbons, P. Geo., FGC

Kim Keating, P. Eng.

Bill Legge, CET (Honorary PEGNL member)

ENVIRONMENTAL AWARD SUBCOMMITTEE

Kevin Power, P. Eng., FEC (Chair)

Chris Soper, P. Eng., FEC

Dorothea Hanchar, P. Geo.

Fay Pittman, P. Eng.



ENDOWMENT FUND REPORT

Don Finch, P. Eng., FEC

The Endowment Fund recognizes excellence in engineering and geoscience, and provides financial assistance to deserving students.

Each year, with the assistance of MUN's Engineering Faculty and Earth Science Department, students are encouraged to apply for these PEGNL scholarships and bursaries. Applications are reviewed and decisions are made to provide students with funding based on both the students' applications and the proceeds available from the Endowment Fund.

The Endowment Fund committee members meet on an as-required basis throughout the year to make recipient selections and to re-assess investment strategy for the fund assets.

Assets:

The assets of the fund as of December 31, 2016 were \$557,145 compared with \$498,671 as of December 31, 2015. The increase in Endowment Fund assets came from member donations, returns from investments, and increases in investments. At annual fee renewal time, or at any other time, please consider making a donation to the Endowment Fund; tax deductible receipts are issued. Our 2016 member donations totalled \$15,922. During 2016, a significant donation totalling \$10,145.45 was made from a deceased member's estate.

Disbursements:

In 2016, the Endowment Fund committee disbursed \$25,000 based both on the performance of the fund and contributions from members, compared to \$26,500 in 2015.

Disbursements to Memorial University Engineering and Earth Science students were as follows:

- Engineering Bursaries—three @ \$1,500 each, and seven @ \$1,125 each: total \$12,375
- Earth Science Bursaries—three @ \$1,500 each, and five @ \$1,125 each: total \$10,125
- Excellence Scholarship—one @ \$2,500

We have been informed by students that the bursaries are very important to their ability to attend university, and to do well.

Please contribute to the Endowment Fund at any time in the year.

Respectfully submitted,

Don Finch, P. Eng., FEC (Chair)

ENDOWMENT FUND COMMITTEE

Don Finch, P. Eng., FEC (Chair)

Frank Davis, P. Eng., FEC (Vice Chair)

Peter Dimmell, P. Geo., FGC

Eric Jerrett, P. Eng., FEC

Steve McLean, P. Eng., FEC

Geoff Emberley, P. Eng., MBA, FEC

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Ray Bailey, P. Eng.

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Michael Greene, P. Eng.

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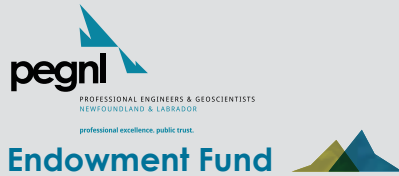
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