



PROFESSIONAL ENGINEERS & GEOSCIENTISTS  
NEWFOUNDLAND & LABRADOR

professional excellence. public trust.

A N N U A L  
R E P O R T  
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# BOARD OF DIRECTORS 2018–2019

**DARLENE SPRACKLIN-REID**, P. Eng., Chair (Elected)

Lecturer, Memorial University

**DAVID GOOSNEY**, P. Eng., Chair-Elect (Elected)

System Planning Engineer, Newfoundland and Labrador Hydro

**GERARD DUNPHY**, P. Eng., FEC, MBA, Past-Chair (Elected)

Vice President & Project Director, Transmission

**HEATHER APPLEBY**, P. Eng., Director (Elected)

Naval Architectural Engineer

**RANDY GILLESPIE**, P. Geo., FGC, Director (Elected)

Geoscientist

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

Director of Building Operations, Department of Transportation and Works

Government of Newfoundland and Labrador

**DR. JOHN HANCHAR**, P. Geo., FGC, Director (Ex Officio – Term Completed)

University Research Professor, Memorial University

**LAUREN HAYES**, B.Sc., (Ministerial Appointee – Term Completed)

Masters Student

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

Director of Facilities Management, Memorial University, Grenfell Campus

**DR. GREG NATERER**, P. Eng., Director (Ex Officio)

Dean of the Faculty of Engineering and Applied Science, and Professor of Mechanical

Engineering, Memorial University

**BILL O'KEEFE**, P. Eng., Director (Elected)

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**JAMES PARMITER**, B. Comm., MBA, Director (Ministerial Appointee – Term Completed)

Vice President Strategy & Development, The Cahill Group

**DAVID PINE**, FCPA, FCA, Director (Ministerial Appointee – Term Completed)

Senior Manager Finance, Bell Canada

**LOUISE PINSENT-PARSONS**, B.Comm., B.Ed., BA, Director (Ministerial Appointee)

Consultant

**TRINA TROKE**, P. Eng., Director (Elected)

Project Manager, Cahill



**TOP ROW:**

Bill O'Keefe, Natalie Hallett

**MIDDLE ROW:**

Darlene Spracklin-Reid, Randy Gillespie,  
Gerard Dunphy, Louise Pinsent-Parsons

**BOTTOM ROW:**

Geoff Emberley, Heather Appleby

**MISSING FROM PHOTO:**

David Goosney, Dr. John Hanchar, Lauren Hayes,  
Rayna Luther, Dr. Greg Naterer, James Parmiter,  
David Pine, Trina Troke

# 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**, FEC (Hon),  
Compliance Officer



**Lesley Oakley-Foster**,  
Registration Coordinator



**Andrew Peach**, B. Comm.,  
Operations Coordinator



**Justin Haley**, BPR,  
Communications  
Advisor



**Jennifer Lane**,  
Administrative  
Assistant



**Megan Snow**,  
Administrative  
Assistant

# CHAIR AND CHIEF EXECUTIVE OFFICER'S REPORT 2018



**Darlene Spracklin-Reid,**  
P. Eng., Chair

## INTRODUCTION

Engineering and geoscience are everywhere. Every day, each and every person interacts with the work of someone in either, or both, of these professions. Transportation, infrastructure, materials for manufacturing, utilities, telecommunications, and so much more of our daily lives exist because of engineers and geoscientists.

As the regulator for these professions in the province, we need to be mindful of how the work of our license holders matters to every person in the province and to many in the country, and around the world. We act in the public interest, and in doing so, seek to ensure the professions make a positive impact.

Our latest strategic plan—which was started in 2018—was developed with these very notions in mind. As you may remember from last year's Annual Report, PEGNL re-examined the goals of the organization and how they pertain to our mandate. These reflections were the foundation for the planning that brought us into this year with not only exciting new initiatives, but also a strengthening of our foundations of licensing and discipline.

A greater focus on public and license holder understanding, awareness of our discipline process, and the sustainability of the professions are all key factors in our success. These efforts go hand-in-hand with our administration of the Engineers and Geoscientists Act, 2008 (The Act) to form a full, well-rounded approach to bettering the professions and working towards a brighter future for the people, environment, and economy of Newfoundland and Labrador.

## Licensure

The licensing of engineers, geoscientists, and the organizations that provide engineering and geoscience services to the public is an in-depth process that requires significant resources and is a cornerstone of PEGNL's existence.

Mandated by The Act, the registration process involves as many as 20 individuals who evaluate, provide guidance on, or perform administrative work for an application.

The licensed professionals on the Registration Committee take seriously their role in ensuring only those who meet the required standards are licensed.

Being licensed in this province, as is the case in any Canadian jurisdiction, requires a comprehensive review of education and experience and might also include examinations, mentorship programs, and further education.

We are proud to take such care in ensuring the public is protected in relation to those practicing and providing services in engineering and geoscience.

Taking into account the number of applications received and newly registered license and permit holders last year (which can be found in the Registration Committee Report on page 13), one can see the sheer volume of work involved in ensuring that the competence of those practicing the professions meet the required standards.



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

## Professional Development

Building on the success of our Introductory Online Ethics Module, PEGNL implemented a second course on conflict of interest for license holders in 2018. Like its predecessor, the course is part of an increased focus on ethics within the Professional Development Program.

At our Professional Development Day in June we offered a webcast option for the first time which allowed individuals to participate online for a reduced fee. The feedback we received was highly positive and we are currently reviewing more options for online sessions in the future.

We are also currently reviewing PEGNL's PD framework in order to modernize the program for the engineers and geoscientists of the future.

## Disciplinary Matters

Discipline and compliance are also fundamental activities for PEGNL.

Anyone is able to make an allegation against a current license or permit-to-practice holder or against a formerly licenced individual/organization who was licensed at the time of action.

Allegations are kept confidential until mandated to become public and can result in disciplinary actions as severe as loss of license.

Much like our registration process, allegations require an array of individuals to determine a resolution. Through investigation, administration, legal review, deliberation, and communication, a single allegation can involve up to 20 individuals before a decision is reached.

A single disciplinary case can at times reach a thousand hours of personnel time from staff, volunteers, contracted individuals, and others external to the organization. (A review of our disciplinary cases for 2018 can be found under the Professional Standards Report on page 15).

PEGNL also enforces licensure and proper use of title through our compliance process. We review employers, firms, social media, and feedback to determine when an individual or organization is engaged in engineering or geoscience without being licensed and will work to educate the person or organization in question on the need to be registered. We also ensure individuals are not using protected titles (such as identifying oneself as an engineer or geoscientist) or using professional designations (such as P. Geo. and E.I.T.) unless licensed by PEGNL.

## Partnerships

As an administrator of a provincial government act, it is paramount we maintain relationships with many departments. Service NL has charge of The Act and also reviews documents from our license and permit holders. Transportation and Works, Natural Resources, and Municipal Affairs & Environment have a stake in ensuring the professions are well-regulated as they also have a role to play in ensuring the public interest.

Staff and the Board of Directors worked, met, and corresponded with these departments. Our scope of discussion included: the importance of licensure for all those practicing within the profession, increasing awareness of our discipline process, establishing governmental appointments to our Board, working on climate change programming, informing government of our activities and learning of theirs, ensuring the understanding of the professions and scope of those who work within it, and more. As evidenced by the breadth of our discussions, PEGNL is proud to have strong working relationships with the Government of Newfoundland and Labrador.

Further partnerships were established and strengthened in education and diversity and inclusion and we continue to use our

communication tools to connect license holders and the public with the information they are seeking.

## Finances

2018 marked 12 years since the last fee increase for PEGNL. Despite economic challenges, growing staff needs, and general inflation, PEGNL license holders enjoy the lowest fees in the country. This is largely due to our sustained membership growth. Our existing reserves are sufficient enough that we have met the minimum Board-mandated reserves requirement, and as a result, we have not increased our fees in 2019. In addition to having the lowest fees among engineering and geoscience professionals in the country, PEGNL license holders pay less than many of their counterparts in other professions in the province.

In 2018, we estimated a net loss of \$174,500, however the actual loss incurred was less than half that amount (\$81,421). This loss was taken from our financial surplus of reserves.

However, PEGNL will spend whatever is necessary to properly administer its responsibilities as a professional regulator and raise the appropriate funds through fees. Based on our projections, we expect to draw down on our financial surplus reserves over the next few years to the point where a fee increase will be necessary.

## The Future of the Professions

2018 saw a greater focus placed on diversity and inclusion with the professions. PEGNL signed on to participate in the 30 by 30 campaign led by Engineers Canada, which seeks to have females make up 30% of newly-licensed engineers and geoscientists by the year 2030. We also created new partnerships and provided resources to improve our understanding of

diversity-related issues specific to PEGNL and the professions. Diversity and inclusion are key in ensuring the best people are part of the professions and that varied viewpoints contribute to decisions that serve the public interest.

## Volunteers and Staff

The success of PEGNL would not be possible without the efforts of our volunteers. Nearly every function of the organization is made possible in part—if not completely—by those who donate their time. We are incredibly fortunate that our volunteers find their roles with us interesting, challenging, and gratifying.

In 2018 we introduced three new committees that will be integral to the organization. The Guideline Committee is tasked with updating the many professional and ethical standards published by PEGNL, while the Diversity & Inclusion Committee will create programming and provide guidance in order to increase the diversity and inclusion of the professions. The Professional Development Committee is leading the previously mentioned PD program review and will make recommendations in 2019.

These committees are among many that the organization utilize, which go hand-in-hand with our Board and individual volunteer tasks to form a cohesive, comprehensive team.

PEGNL is comprised of nine full time staff members who are responsible for a broad range of mandates. Activities surrounding large tasks such as finance, billing, discipline cases, and registration continue to grow and changes in communications and organizational goals have been established with success.

In closing, we strive to regulate practitioners of engineering and geoscience in a manner that best serves the interests of the people of the province.

# INDEPENDENT AUDITOR'S REPORT

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

## Opinion

We have audited the financial statements of Professional Engineers and Geoscientists Newfoundland and Labrador (the Organization), which comprise the statement of financial position as at December 31, 2018, the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at December 31, 2018, and its financial performance and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

## Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the 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. In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so. Those charged with governance are responsible for overseeing the Organization's financial reporting process.

## Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they

could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of

management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization's to cease to continue as a going concern. Evaluate the overall presentation, structure, and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The logo for BDO Canada LLP, featuring the letters 'BDO' in a stylized font followed by 'Canada LLP' in a cursive script.

Chartered Professional Accountants  
St. John's, Newfoundland and Labrador  
May 23, 2019

# STATEMENT OF FINANCIAL POSITION

## FOR THE YEAR ENDED DECEMBER 31

	GENERAL FUND	FUTURE SET FUND	ENDOWMENT FUND	2018 TOTAL	2017 TOTAL
<b>ASSETS</b>					
Cash	\$1,545,107	\$3,112	\$689	\$1,548,908	\$1,458,708
Marketable securities	\$989,222	-	\$538,410	\$1,527,632	\$1,833,372
Accounts receivable	\$3,013	\$5,344	\$2	\$8,359	\$7,306
Prepaid expenses	\$11,313	-	-	\$11,313	\$11,313
Interfund receivables	\$1,581	-	\$6,250	\$7,833	\$7,631
<b>Subtotal</b>	<b>\$2,550,236</b>	<b>\$8,456</b>	<b>\$545,351</b>	<b>\$3,104,045</b>	<b>\$3,318,330</b>
Long-term investments	\$444,387	-	-	\$444,387	\$208,963
Capital assets	\$149,419	\$753	-	\$150,172	\$175,492
<b>Assets Total</b>	<b>\$3,144,042</b>	<b>\$9,209</b>	<b>\$545,351</b>	<b>\$3,698,604</b>	<b>\$3,702,785</b>
<b>LIABILITIES</b>					
Accounts payable and accrued liabilities	\$153,089	-	-	\$153,091	\$133,562
Deferred income	\$1,166,619	-	-	\$1,166,619	\$1,070,807
Interfund payable	-	\$7,833	-	\$7,833	\$7,631
<b>Subtotal</b>	<b>\$1,319,708</b>	<b>\$7,833</b>	<b>-</b>	<b>\$1,327,543</b>	<b>\$1,212,000</b>
<b>NET ASSETS</b>					
Unrestricted	\$999,304	\$1,376	-	\$1,000,680	\$1,109,121
Capital asset fund	\$149,417	-	-	\$149,417	\$174,550
Legal and miscellaneous contingency fund	\$506,710	-	-	\$506,710	\$474,049
Wind-up contingency fund	\$168,903	-	-	\$168,903	\$158,016
Externally restricted	-	-	\$545,351	\$545,351	\$575,049
<b>Subtotal</b>	<b>\$1,824,334</b>	<b>\$1,376</b>	<b>\$545,351</b>	<b>\$2,371,061</b>	<b>\$2,490,785</b>
<b>Liabilities and Net Assets Total</b>	<b>\$3,144,042</b>	<b>\$9,209</b>	<b>\$545,351</b>	<b>\$3,698,604</b>	<b>\$3,702,785</b>

Approved on behalf of the Board of Directors:



Darlene Spracklin-Reid  
P. Eng., Chair



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

# STATEMENT OF OPERATIONS

FOR THE YEAR ENDED DECEMBER 31

	GENERAL FUND	FUTURE SET FUND	ENDOWMENT FUND	2018 TOTAL	2017 TOTAL
<b>REVENUE</b>					
Membership fees	\$1,125,086	-	-	\$1,125,086	\$1,097,218
Permit fees	\$447,089	-	-	\$447,089	\$412,364
Other	\$87,034	-	-	\$87,034	\$25,243
Registration fees	\$110,919	-	-	\$110,919	\$129,578
Seals and examinations	\$71,343	-	-	\$71,343	\$117,591
Conference revenue	\$8,770	-	-	\$8,770	\$19,822
Chapter revenue	\$56,548	-	-	\$56,548	\$53,414
Donations	-	\$2,102	\$7,422	\$9,524	\$22,520
Interest and investment revenue	\$5,734	-	\$15,093	\$20,827	\$66,475
Unrealized gain (loss) on investments	(\$5,021)	-	(\$25,005)	(\$30,026)	\$44,353
<b>Total</b>	<b>\$1,907,502</b>	<b>\$2,102</b>	<b>(\$2,490)</b>	<b>\$1,907,114</b>	<b>\$1,988,578</b>
<b>EXPENSES</b>					
Administration	\$473,096	\$228	\$4,708	\$478,032	\$461,078
Amortization	\$55,736	-	-	\$55,736	\$53,366
Board governance	\$75,439	-	-	\$75,439	\$77,831
Chapter expense	\$63,678	-	-	\$63,678	\$60,048
Conference	\$46,316	-	-	\$46,316	\$51,936
Engineers Canada/Geoscientists Canada	\$81,133	-	-	\$81,133	\$84,427
Internal and external communications	\$87,985	\$5,908	-	\$93,893	\$140,977
Meeting expense	\$20,690	-	-	\$20,690	\$13,541
Member services	\$28,594	-	-	\$28,594	\$21,456
Other	\$6,560	-	-	\$6,560	\$7,125
Professional fees	\$180,462	-	-	\$180,462	\$165,155
Salaries and wages	\$781,174	-	-	\$781,174	\$676,586
Scholarships and student support	\$17,573	\$3,934	\$22,500	\$44,007	\$57,940
Seals & examinations	\$62,496	-	-	\$62,496	\$106,798
Travel	\$7,991	\$637	-	\$8,628	\$23,053
<b>Total</b>	<b>\$1,988,923</b>	<b>\$10,707</b>	<b>\$27,208</b>	<b>\$2,026,838</b>	<b>\$2,001,317</b>
<b>Deficiency of revenues over expenses</b>	<b>(\$81,421)</b>	<b>(\$8,605)</b>	<b>(\$29,698)</b>	<b>(\$119,724)</b>	<b>(\$12,739)</b>

# STATEMENT OF CASH FLOW

FOR THE YEAR ENDED DECEMBER 31

	2018	2017
<b>CASH FLOWS FROM (TO) OPERATING ACTIVITIES</b>		
Cash receipts from customers	\$2,011,071	\$1,836,878
Cash paid to suppliers and employees	(\$1,951,572)	(\$1,946,217)
Interest and dividends received	\$68,816	\$70,887
<b>Total</b>	<b>\$128,315</b>	<b>(\$38,452)</b>
<b>CASH FLOWS FROM (TO) INVESTING ACTIVITIES</b>		
Purchase of investments	(\$2,039,171)	(\$422,409)
Proceeds on disposal of investments	\$2,031,471	\$305,691
Acquisition of capital assets	(\$13,547)	(\$155,230)
Acquisition of intangible assets	(\$16,868)	(\$3,442)
<b>Total</b>	<b>(\$38,115)</b>	<b>(\$275,390)</b>
<b>TOTAL CASH FLOWS</b>		
<b>Net increase (decrease) in cash</b>	<b>\$90,200</b>	<b>(\$313,842)</b>
<b>Cash, beginning of year</b>	<b>\$1,458,708</b>	<b>\$1,772,550</b>
<b>Cash, end of year</b>	<b>\$1,548,908</b>	<b>\$1,458,708</b>

\* Professional Engineers and Geoscientists of Newfoundland & Labrador (PEGNL) is the operating name of The Association of Professional Engineers and Geoscientists of Newfoundland & Labrador.

# SUMMARY OF REGISTRATIONS

## 2008–2018 (YEAR ENDING DECEMBER 31, 2018)

MEMBERSHIP CATEGORY	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Life Members	200	203	210	226	238	244	271	298	330	356	371
Professional Engineers	2,102	2,175	2,385	2,755	3,108	3,362	3,614	3,808	3,795	3,956	3,962
Professional Geoscientists	207	222	246	252	294	296	306	325	320	332	341
Dual P. Eng./P. Geo.	12	12	12	13	13	14	15	12	12	13	14
Engineers-in-Training	320	339	359	360	398	482	523	523	532	529	523
Geoscientists-in-Training	49	47	45	42	51	58	55	58	74	62	77
Limited Licensee, Eng. L.	0	0	0	0	0	2	8	11	13	13	15
Limited Licensee, Geo. L.	0	0	0	0	0	0	0	0	0	1	1
<b>TOTAL LICENSES</b>	<b>2,890</b>	<b>2,998</b>	<b>3,257</b>	<b>3,648</b>	<b>4,102</b>	<b>4,458</b>	<b>4,792</b>	<b>5,035</b>	<b>5,076</b>	<b>5,262</b>	<b>5,304</b>
Annual Growth	6.96%	3.74%	8.64%	12.00%	12.45%	8.68%	7.49%	5.07%	0.81%	3.66%	0.80%

PERMITS TO PRACTICE	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Engineering	311	314	321	366	426	486	510	534	544	578	595
Geoscience	27	25	24	22	26	26	28	31	28	25	27
Engineering & Geoscience	12	11	9	11	11	12	14	15	16	18	19
<b>TOTAL PERMITS TO PRACTICE</b>	<b>350</b>	<b>350</b>	<b>354</b>	<b>399</b>	<b>463</b>	<b>524</b>	<b>552</b>	<b>580</b>	<b>588</b>	<b>621</b>	<b>641</b>
Annual Growth	10.41%	0.00%	1.14%	12.71%	16.04%	13.17%	5.34%	5.07%	1.38%	5.61%	3.22%

# REGISTRATION COMMITTEE REPORT 2018

**Dr. Steve Piercey, P. Geo., FGC**



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

The growth of individual registrants slowed in 2018 compared to previous years. Overall, net individual registrations increased by less than 1%, which is comparable to growth levels for 2016. That said, with the exception of a small decrease in the Engineer-in-Training category, all other categories of individual registration grew in 2018. Further, the number of Permits to Practice registered in 2018 experienced a modest growth of 3.2%.

2018 was another busy year for the Registration Committee, which held ten regular business meetings and two policy meetings. The committee evaluated 200 applications for professional licensure; 192 applications for Member-in-Training registration; 93 applications for Permits to Practice; and 135 Permits to Practice addition/revision requests. The committee also endorsed 249 applications for professional licensure as required under the Canadian Free Trade Agreement between provinces.

The Experience Review Committee (ERC), a sub-committee of the Registration Committee, assessed ten files in 2018. The Limited License Assessment Committee (LLAC), also a sub-committee of the Registration Committee, evaluated three applications for limited licensure.

Thank you to all PEGNL members who have helped with the academic and experience evaluation processes as well as members of the Registration Committee, the ERC, and the LLAC for their time, dedication, and expertise.

## REGISTRATION COMMITTEE

### EXECUTIVE

**Dr. Steve Piercey, P. Geo., FGC, Chair**  
**Terry Gardiner, P. Eng., FEC, Vice Chair**  
**Dr. Leonard Lye, P. Eng., FEC, Vice Chair**

### MEMBERS

**Nick Gillis, P. Eng.**  
**Dr. Ray Gosine, P. Eng., FEC**  
**Dr. Kelly Hawboldt, P. Eng.**  
**Kim Kielely, P. Eng., FEC**  
**Darin LeBlanc, P. Eng., FEC**  
**Paul McDonald, P. Eng., FEC**  
**Andrea Mills, P. Geo.**  
**Gary Murray, P. Eng.**  
**Paul Nolan, P. Eng., FEC**  
**Dr. Kim Welford, P. Geo.**  
**Dr. Derek Wilton, P. Geo., FGC**

A special mention to Paul McDonald, P. Eng., FEC, and Paul Nolan, P. Eng., FEC, who each completed their terms with the Registration Committee in 2018. Thank you for your many years of service to the committee.

We also welcome Shafiq Mintu, P. Eng. and Elizabeth Percy, P. Eng. to the 2019 Registration Committee.

### EXPERIENCE REVIEW COMMITTEE

**Terry Gardiner, P. Eng., FEC (Chair)**  
**Dr. Leonard Lye, P. Eng., FEC (Vice Chair)**  
**Dr. Kim Welford, P. Geo.**

### LIMITED LICENSE ASSESSMENT COMMITTEE

**Gary Murray, P. Eng. (Chair)**  
**Darin LeBlanc, P. Eng., FEC (Vice Chair)**  
**Derek Brown, P. Eng., FEC**  
**Susan Caines, P. Eng.**  
**Bob Forbes, P. Eng.**  
**Dr. Eric Gill, P. Eng.**  
**Bill Maybee, P. Eng., FEC**  
**Chris Soper, P. Eng., FEC**

### STAFF REPRESENTATIVES

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

# PROFESSIONAL STANDARDS REPORT

Janet Bradshaw, P. Eng., FEC



## **Allegations and Disciplinary Activities**

At the beginning of 2018, there were three cases that were in the preliminary stages of the discipline process and seven active discipline files before the Complaints Authorization Committee (CAC). During 2018, two new allegations were received by the Registrar. Five new cases were referred to the Complaints CAC during the year. Nine cases were decided by the CAC during the year; three resulting in Caution and Counsel, one referred to the Disciplinary Panel for a hearing which occurred in January, 2019, and five dismissed. At the end of 2018, there was one case in the preliminary discipline stages and three active cases remained before the CAC.

## **Compliance and Enforcement Activities**

Compliance and enforcement activities are mainly proactive and are focused on ensuring individuals and firms are aware of the requirement to obtain appropriate licensure. Companies and individuals that appear to be practicing in the professions and/or using protected titles but who are not licensed by PEGNL are contacted and informed of the legislative requirements. PEGNL has a full time Compliance Officer who conducts these activities.

## **Ethics and Professional Practice Seminars**

The following sessions on ethics and professional practice were held in 2018:

- An ethics seminar to both Engineering and Earth Science graduating students prior to graduating.
- 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. To make ethics information more widely available to professional members and members in training, an online Professionalism and Ethics module was developed in 2017. In 2018, this module was supplemented by a second module on Conflict of Interest.

# ENGINEERS CANADA REPORT

Jeff Card, P. Eng., FEC



2018 has been a year of great transformation within Engineers Canada thanks to significant progress made with the GSPC (Governance, Strategic Planning, and Consultation) Project that was started in 2017. This project was initiated to ensure Engineers Canada was focusing on the right goals as per consultation from Regulators across the country. The four main elements to this project that were advanced in a big way in 2018 include:

- Establishment of the ten purposes of Engineers Canada
- May 2018 approval of our first three-year (2019-2021) Strategic Plan under the new governance framework, including four strategic objectives, ten operational imperatives, and six board responsibilities
- A defined consultation program with the regulators to ensure a consistent feedback model
- Substantial creation and redevelopment of our own internal policies to match the new governance model (57 in total)

Within Engineers Canada, the Canadian Engineering Qualifications Board (CEQB) exists to help foster excellence in engineering practice and regulations, develop guidelines for the assessment of engineering qualifications, and aid in mobility of practitioners within Canada. In 2018, the CEQB published/updated ten new documents and consulted regulators on seven draft documents, three general directions, as well as new content for Engineers-in-Training. Additional training was offered to 1,554 people

through the CEQB's Sustainability in Practice online course developed in conjunction with Polytechnique Montreal. Finally, in addition to these work milestones, the group furthered their strategic objectives by approving a 2019-2021 Work Plan in December of 2018 which aligns with the above noted 2019 overall Strategic Plan.

Accountability in Accreditation is a strategic priority for Engineers Canada; the Canadian Engineering Accreditation Board had many significant deliverables this past year. The Accreditation Unit (AU) Task Force advanced its work on AU definition and how they could be linked to student outcomes by conducting a national consultation on the Learning Unit, which would measure items beyond classroom time. The Accreditation Improvement Program (AIP) also furthered several deliverables, most notably the selection of a vendor for the data management system for accreditation. Finally, the Board and volunteer base has benefitted from a renewed effort on general process improvement and training for accreditation visits.

I encourage you to visit us at [engineerscanada.ca](http://engineerscanada.ca) for more information on the above and many other initiatives underway to promote engineering and assist our regulators.

# GEOSCIENTISTS CANADA DIRECTOR REPORT

**Jeff O’Keefe, P. Geo., P. Eng., FGC**



Geoscientists Canada has had a busy year in 2018 under the leadership of our new CEO Andrea Waldie, P. Geo., FGC. She took over the reins in March 2018 from our long time CEO Oliver Bonham, who retired after 12 years.

Work began on the Admission Support Tool II project in January 2018. This Geoscientist Canada-led project is being funded by the federal government and with in kind support from Geoscientists Canada. It will further assist the constituent associations (CAs) such as PEGNL with admissions consideration of both internationally-trained and Canadian-trained geoscientists applying for licensure to practice.

Expected deliverables of the two year project are:

- Competencies for assessment (Work Experience Competencies & Workplace Examples)
- Assessment rubric (scoring rules) for Work Experience Competencies
- Online platform to administer the Work Experience Competencies application and decision process to the pilot phase
- Online pre-arrival resource for foreign trained applicants.

We released “Geoscience and Canada—Understanding our Earth: The vital role of Canada’s Geoscientists” in June 2018. The booklet explores the vital contributions of geoscientists to Canadian society and is prepared for a wide audience including

the public, decision makers, and geoscientists. This has been well received and there have been multiple requests for a third printing across the country. It can be found digitally on the Geoscientists Canada website:

**[geoscientistscanada.ca](http://geoscientistscanada.ca)**.

In June 2018, a Professional Practise Committee was established at Geoscientists Canada which will review, consider, and provide opinions on matters of geoscience professional practise. This committee would look at guidelines on topics such as code of ethics, continued professional development, and standards that are used by professionals every single day. Its format is similar to the Canadian Geoscience Standards Council which helps the CAs with admissions requirements and standards.

Geoscientist registrations in Canada in 2018 continues to grow slightly with the estimate of full time P. Geo. at 14,383 which is an increase of 1.2% from 2017.

As this is my final year as a Geoscientist Canada Director, I wish to thank everyone for the support they have given me over the last six years and extend my appreciation to all the professional geoscientists who volunteer their time to improve our profession. I ask P. Geo.’s to encourage their colleagues, who have not yet registered with PEGNL, to please do so. Our profession plays an important role in today’s society and we, as the stewards, have an obligation to hold the bar high and honor the public’s trust.

# PEGNL THANKS ITS 2018 VOLUNTEERS

**Michael Abbott**, P. Eng.

**Sudeshna Abbott**, P. Eng.

**Carolyn Anstey-Moore**, P. Geo.

**Gerry Antle**, P. Eng.

**Heather Appleby**, P. Eng.

**Matt Appleby**, P. Eng.

**Sheldon Baikie**, E.I.T.

**Ray Bailey**, P. Eng.

**Rob Baker**, P. Eng.

**Joanna Barnard**, P. Eng.

**Katherine Bartlett**, P. Eng.

**Scott Batt**, P. Eng.

**Nada Belhadfa**

**Byron Bennett**, P. Eng.

**Darryl Benson**, P. Eng., FEC

**Linda Bishop**

**Frank Blackwood**, P. Geo., FGC

**Andrew Blundon**, P. Eng., FEC

**Lorne Boone**, P. Eng., P. Geo., FEC

**Gary Bradshaw**, P. Eng.

**Leslie Bradshaw**, E.I.T.

**Ann Bridger**, P. Eng.

**Derek Brown**, P. Eng., FEC

**Dr. Robert Brown**, P. Eng.

**Thomas Browne**, P. Eng.

**Ford Burden**, P. Eng.

**Susan Caines**, P. Eng.

**Jeff Card**, P. Eng., FEC

**Chelsea Cassell**, E.I.T.

**Andy Charsley**, P. Eng.

**Neil Chaulk**, P. Eng.

**Rod Churchill**, P. Geo., FGC

**Neil Cleary**, P. Eng., FEC

**Ryan Cooper**, P. Eng.

**Gavin Crewe**

**Sarah Dalton**, P. Eng.

**Dr. Joe Daraio**, P. Eng.

**Frank Davis**, P. Eng., FEC

**Elizabeth Dawe**, P. Eng.

**Tony Dawe**, P. Eng., FEC

**Paul Deering**, P.Eng., P.Geo.

**Alyssa Devereaux**, P. Eng.

**Peter Dimmell**, P. Geo., FGC

**Ken Dominie**, P. Eng., FEC

**Steven Ducey**, P. Eng.

**Troy Duffy**, P. Eng.

**Gerard Dunphy**, P. Eng., FEC

**Sherry Dunsworth**, P. Geo.

**Shawn Duquet**, P. Geo.

**Dawn Evans-Lamswood**, P. Geo.

**Don Finch**, P. Eng., FEC

**Andy Fisher**, P. Eng., FEC

**Chad Fisher**, P. Eng.

**Landon Fisher**

**Derek Follett**, P. Eng.

**Robert Forbes**, P. Eng.

**Daisy Foster**, FEC (Hon)

**Michael Furey**, E.I.T.

**Terry Gardiner**, P. Eng., FEC

**Michael Gehue**, E.I.T.

**Annette George**, P. Eng.

**Dr. Glyn George**, Honorary Member

**Dr. Rex Gibbons**, P. Geo., FGC

**Dr. Eric Gill**, P. Eng.

**Randy Gillespie**, P. Geo., FGC

**Nick Gillis**, P. Eng.

**David Goosney**, P. Eng.

**Dr. Raymond Gosine**, P. Eng., FEC

**Anna Gosine**

**Michael Greene**, P. Eng.

**Natalie Hallett**, P. Eng., FEC

**Dorothea Hanchar**, P. Geo.

**Dr. John Hanchar**, P. Geo., FGC

**Mark Harvey**

**Dr. Kelly Hawboldt**, P. Eng.

**Lauren Hayes**, B.Sc.

**Lyndsay Haynes**, P. Eng.

**Jill Henderson**, P. Eng.

**Susann Hickey**, P. Eng., FEC

**Alana Hinchey**, P. Geo.

**Lori Hogan**, P. Eng.

**Michael Hogan**, P. Eng., FEC

**Phil Hollett**, P. Eng.

**Grant Horwood**, P. Eng.

**Stewart Hughes**, P. Eng.

**Bill Hunt**, P. Eng., FEC

**Monty Hunter**, P. Eng.

**Terry Hussey**

**Aisha Hyde**

**Gareth Igloliorte**, P. Eng.

**Jackie Janes**

**Eric Jerrett**, P. Eng., FEC

**Baxter Kean**, P. Geo., FGC

**Rob Kearley**, P. Eng., FEC

**Lionel Keeping**, P. Eng.

**Dr. Ali Khan**, P. Eng.

**Brian Kidney**, P. Eng.

**Jane Kieley**, P. Eng.

**Kim Kieley**, P. Eng., FEC

**Alan Kirby**, P. Eng., FEC

**Rob Langridge**, P. Geo.

**Dr. Graham Layne**, P. Geo.

**Darin LeBlanc**, P. Eng., FEC  
**Robert Leeman**, P. Eng.  
**Bill Legge**, CET, Honorary Member  
**Cathy Leonard**  
**Peter Lester**, P. Eng.  
**George Lim**, P. Eng.  
**Stephen Locke**, P. Eng.  
**Rayna Luther**, P. Eng.  
**Dr. Leonard Lye**, P. Eng., FEC  
**William Maybee**, P. Eng., FEC  
**Melissa McComiskey**, P. Eng.  
**Paul McDonald**, P. Eng., FEC  
**Rob McKeown**, P. Geo.  
**Elizabeth McPhail**, P. Eng.  
**Kim Mercer**, P. Eng.  
**Chris Milley**, P. Eng.  
**Andrea Mills**, P. Geo.  
**Shafiq Mintu**, P. Eng.  
**Patrick Moran**, P. Geo.  
**Tendai Mudunge**, E.I.T.  
**Gary Murray**, P. Eng.  
**Jennifer Murray**, P. Eng.  
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**Dr. Greg Naterer**, P. Eng.  
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**William Newton**, P. Eng., FEC  
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**Eileen O'Brien**, P. Eng.  
**Bill O'Keefe**, P. Eng.  
**Jeff O'Keefe**, P. Geo./P. Eng., FGC  
**Colin Oldford**, P. Eng.  
**Ian Osmond**, P. Eng., FEC  
**James G. Parmiter**, MBA  
**Sterling Parsons**, P. Eng.  
**Walter Parsons**, P. Eng.

**Elizabeth Percy**, P. Eng.  
**Dr. Dennis Peters**, P. Eng., FEC  
**Dr. Steve Piercey**, P. Geo., FGC  
**Gerard Piercy**, P. Eng.  
**Candace Pietras**  
**David Pine**, FCPA, FCA  
**Carmichael Polonio**, P. Eng.  
**Chris Pope**, P. Eng.  
**Kevin Power**, P. Eng., FEC  
**Tiffa Praamsma**, P. Geo.  
**Dr. John Quaicoe**, P. Eng., FEC  
**Kent Randell**, P. Eng., FEC  
**Amanda Rietze**, P. Geo.  
**Dr. Jonas Roberts**, P. Eng.  
**Craig Rowsell**, P. Eng.  
**John Shepard**, P. Eng.  
**Ashley Skinner**, P. Eng.  
**Andrew Smith**, P. Eng.  
**David Smith**, P. Eng.  
**Murray Smith**  
**Renee Smith**, P. Eng., FEC  
**Alexandra Snow**, P. Eng.  
**Gregory Snow**, MRAIC, NLAA  
**Aaron Somers**, P. Eng.  
**Chris Soper**, P. Eng., FEC  
**Darlene Spracklin-Reid**, P. Eng.  
**Rick Spurrell**, P. Eng.  
**Adam Stanley**, P. Eng.  
**Halcum Stanley**, Honorary Member  
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**Brian Taite**, P. Eng.  
**Craig Taite**, P. Eng.  
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**Tjaart Van Den Berg**  
**Spencer Vatcher**, P. Geo.  
**Florian Villaume**  
**Brett Vokey**  
**Suraj Wadhawan**, P. Eng.  
**Victoria Warford**, P. Eng., FEC  
**Michel Wawrzkow**, P. Eng., P. Geo.  
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**Darlene Whalen**, P. Eng., FEC  
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**Dr. Chris Woodworth-Lynas**, P. Eng.  
**Karen Yang**, E.I.T.  
**Douglas Yetman**, P.Eng.  
**Babatunde Yusuf**, P. Eng.



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