



ANNUAL REPORT 2019

PROFESSIONAL ENGINEERS & GEOSCIENTISTS
NEWFOUNDLAND & LABRADOR

professional excellence. public trust.



BOARD OF DIRECTORS

2019-2020

David Goosney, P. Eng., Chair

System Planning Engineer, Newfoundland and Labrador Hydro

Natalie Hallett, P. Eng., FEC, Chair-Elect

Director of Building Operations, Department of Transportation & Works, Government of Newfoundland & Labrador

Darlene Spracklin-Reid, P. Eng., FEC, Past Chair

Lecturer, Faculty of Engineering & Applied Science, Memorial University

Sudeshna Abbott, P. Eng., Director

Senior Electrical Engineer, Iron Ore Company of Canada

Heather Appleby, P. Eng., Director

Naval Architecture Engineer

Derek Follett, P. Eng., Director

Offshore Superintendent, Atlantic Towing

Randy Gillespie, P. Geo., FGC, Director

Geoscientist

Rayna Luther, P. Eng., Director

Director of Facilities Management, Memorial University, Grenfell Campus

Louise Pinsent Parsons, Director (Ministerial Appointee)

Consultant

Trina Troke, P. Eng., Director

Project Manager, Cahill

Two additional Ministerial Appointments vacant



STANDING (l-r)

Derek Follett, Louise Pinsent Parsons, Heather Applebly, Janet Bradshaw, David Goosney

SEATED (l-r):

Natalie Hallett, Randy Gillespie, Rayna Luther, Sudeshna Abbott

MISSING FROM PHOTO:

Darlene Spracklin-Reid, Trina Troke

STAFF



Janet Bradshaw, P. Eng., FEC
CEO & Registrar



Mark Fewer, GSP, FEC (Hon)
COO & Deputy Registrar



Bill Hunt, P. Eng., FEC
Professional Standards Director



Kevina Wilmott, FEC (Hon)
Compliance Officer



Lesley Oakley-Foster
Registration Coordinator



Andrew Peach
Operations Coordinator



Justin Haley
Communications Advisor



Jennifer Lane
Administrative Assistant



Megan Snow
Administrative Assistant

CHAIR AND CEO REPORT

2019

CHANGE, TRANSITION & RENEWAL

The writing and preparation of this 2019 PEGNL Annual Report is taking place in early 2020 during the COVID-19 viral pandemic. This event has brought more sudden and significant change than most of us have ever seen. Reflecting, we note that 2019 had also been a year of significant change for PEGNL.

Throughout this report, we provide insight into some of the decisions that defined our year, along with key highlights and operational information.

Many of PEGNL's efforts involved consultation with members and other regulators. We would like to thank each of you who provided your thoughts.

The Board of Directors had a very busy 2019 as it dealt with the following significant issues:

Revisions to Membership Categories

While all PEGNL license holders are members of the organization, there is also a membership category for individuals who are not licensed to engage in professional practice.

In 2019, bylaw changes were made that modified the parameters of unlicensed membership to better align with the requirements of the *Engineers and Geoscientists Act, 2008* (the Act).

Under the Act, the titles P. Eng. and P. Geo. may only be used by individuals who are currently licensed to engage in the practice of the professions.

To address the misalignment and to distinguish clearly for the public who is and who is not entitled to practice, non-practicing individuals were required to add a qualifier (either “retired” or “non-practicing”) whenever the P. Eng. or P. Geo. designation is used.

Fee Increase

For the first time since 2007, annual membership fees were increased by 10% (from \$246 to \$270) for Professional Members of PEGNL.

Despite rising costs, for many years fee increases were avoidable due to steady growth in membership. For the last few years however, membership levels have remained relatively flat and actually decreased in 2019 for the first time since 2005. Rising annual costs — in the absence of increased membership revenues — have led to a drawing down of existing reserves.

In order to ensure that a reasonable operating reserve is maintained, a fee increase was necessary. It is worthy to note that despite this increase, PEGNL members still pay the second-lowest licensure fee in the country.



David Goosney,
P. Eng., Chair



Janet Bradshaw,
P. Eng., FEC, CEO &
Registrar

CEO Transition

After 9 years as CEO and Registrar, Geoff Emberley, P. Eng., FEC, retired in June of 2019. The PEGNL Board established a CEO Search Committee and enlisted the services of Knightsbridge Robertson Surette to search for a new CEO. PEGNL's current COO and Deputy Registrar, Mark Fewer, GSP, FEC (Hon), served as Interim CEO and Registrar until the new CEO and Registrar, Janet Bradshaw, P. Eng., FEC, assumed the role in August.

Janet had been an active PEGNL volunteer for many years and served on the Board from 1999-2001. She moved into the CEO role after serving as PEGNL's Professional Standards Director for five years.

PEGNL wishes Geoff the very best with his retirement and wholeheartedly thanks him for his guidance and support through his many years in volunteer roles and as CEO.

Professional Development

In 2019, PEGNL's Continuing Professional Development Guideline was revised to include a mandatory Professional Ethics component.

The Board viewed this addition as being well-aligned with two factors; firstly, that ethical matters comprise the majority of allegations entering the PEGNL discipline process and, secondly, that the Board places a high priority on increasing diversity in the professions. It is anticipated that stronger ethical awareness among our members will positively impact both.

Risk Register

The PEGNL Board is responsible for the organization achieving its mandate while minimizing risks to the public and to the organization.

As a result, the Board seeks to inform itself on external opportunities and threats.

In 2019, the Board, through one of its task forces, compiled an Organizational Risk Register. The register identifies and assesses potential risks to the organization while determining reasonable strategies for dealing with them.

This document has already been used to inform both Board policies and staff initiatives, and will be updated in future years.

In addition to preparing the groundwork for the Board's decisions on these important issues, staff at PEGNL undertook some significant renewal work as well:

New Membership Database & Portal

At more than twenty years of age, PEGNL's member database had passed its useful life. The database stores all member data (contact information, licensure, payments and professional development history). After several months of preparation and dual system entries and operation, the switchover from the former Access-based database to the new iMIS-based system occurred in October.

The new member portal that accompanies the database is much more user-friendly and enables members to readily update their personal information, register for events, make payments and record & file professional development activities. The response from members on the new portal has been very positive.

Key Staff Changes

The move of Janet Bradshaw into the CEO position in August left the role of Professional Standards Director vacant.



The Professional Standards Director administers PEGNL's Discipline, Compliance and Professional Development processes and provides student outreach to Memorial University's Engineering and Earth Sciences students.

We were delighted to welcome Bill Hunt, P. Eng., FEC, to that position in November.

Discipline & Enforcement

In 2019, PEGNL held two disciplinary hearings — the first since 2014. The disciplinary process set out in the Act establishes opportunities for the resolution of allegations first by the Registrar and then by the Complaints Authorization Committee (a committee of the Board). Most allegations are resolved at one of these steps and do not require referral to a hearing.

A discipline hearing is a more formal, quasi-judicial process, where the proceedings are similar to those of a court case. An Adjudication Tribunal, made up of two professional members and one Ministerial appointee, judges and decides the case.

A full report on disciplinary matters which occurred during the year can be found on page 14.

Strategic Planning

With the change in CEO, development of a new 2020-2023 strategic plan began in 2019. Board policy requires that the CEO develop this plan using the Board's Ends Policies (Organizational Goals) as its foundation and that the plan establish strategies and activities for staff that are aimed at accomplishing those Ends. You can read more on the Board Ends on page 15.

2019 was a year of significant change for PEGNL but we have emerged from the transition period feeling renewed by the important decisions made.

Given the current unprecedented uncertainty both locally and globally, it is difficult to predict the impacts on PEGNL in future years. However, the Board and staff have made measurable strides in 2019 in building the foundation to enable our continued success.

Professional engineers and geoscientists shall recognize that professional ethics are founded upon integrity, competence and devotion to service and to the advancement of human welfare. This concept shall guide professional engineers and geoscientists at all times.

- PEGNL Code of Ethics

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 Association), which comprise the statement of financial position as at December 31, 2019, 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 Association as at December 31, 2019, 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 Association 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

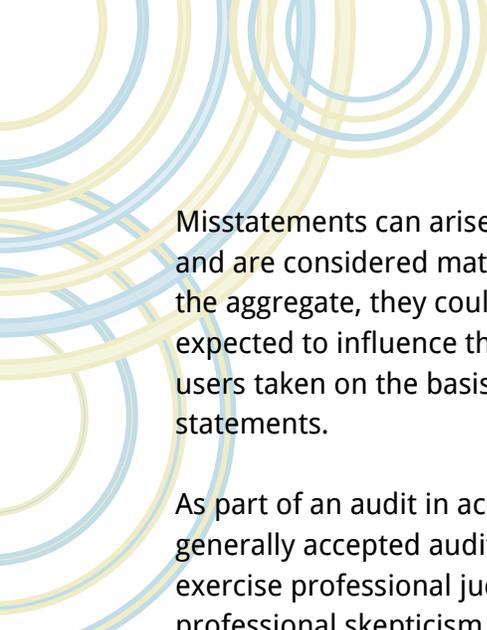
Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that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

In preparing the financial statements, management is responsible for assessing the Association'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 Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association'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 judgment 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 Association'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 Association'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 Association 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.



BDO Canada LLP

Chartered Professional Accountants
St. John's, Newfoundland and Labrador
May 4, 2020

STATEMENT OF FINANCIAL POSITION

FOR THE YEAR ENDED DECEMBER 31, 2019

	DECEMBER 31, 2019	DECEMBER 31, 2018
ASSETS		
CURRENT		
Cash	\$1,426,987	\$1,548,908
Investments	\$1,052,622	\$989,222
Accounts Receivable	\$13,007	\$8,359
Prepaid Expenses	\$26,015	\$11,313
Interfund Receivables	\$8,490	\$7,833
SUBTOTAL	\$2,527,121	\$2,565,635
Long-Term Investments	\$900,857	\$982,797
Capital Assets	\$227,530	\$150,172
TOTAL ASSETS	\$3,655,508	\$3,698,604
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts Payable & Accrued Liabilities	\$146,720	\$153,091
Deferred Income	\$1,132,193	\$1,166,619
Interfund Payable	\$8,490	\$7,833
SUBTOTAL	\$1,287,403	\$1,327,543
NET ASSETS		
Unrestricted	\$897,836	\$1,000,680
Capital Asset Fund	\$214,462	\$149,417
Legal & Miscellaneous Contingency Fund	\$504,922	\$506,710
Wind-up Contingency Fund	\$168,307	\$168,903
Externally Restricted	\$582,578	\$545,351
SUBTOTAL	\$2,368,105	\$2,371,061
TOTAL	\$3,655,508	\$3,698,604

Approved on Behalf of The Board of Directors:



David Goosney
P. Eng., Chair



Janet Bradshaw
P. Eng., FEC, CEO & Registrar

STATEMENT OF OPERATIONS

FOR THE YEAR ENDED DECEMBER 31, 2019

REVENUE	2019 TOTAL	2018 TOTAL
Membership Fees	\$1,118,105	\$1,125,086
Permit Fees	\$443,941	\$447,089
Registration Fees	\$101,878	\$110,919
Seals & Examinations	\$69,796	\$71,343
Other	\$68,060	\$87,034
Chapter Revenue	\$49,766	\$56,548
Conference Revenue	\$152	\$8,770
Interest & Investment Revenue	\$70,715	\$20,827
Unrealized Gain (Loss) on Investment	\$113,634	(30,026)
Donations	\$9,766	\$9,524
TOTAL	\$2,045,813	\$1,907,114
EXPENSES		
Administration	\$516,461	\$478,032
Amortization of Capital Assets	\$59,379	\$55,736
Board Governance	\$157,455	\$75,439
Chapter Expense	\$42,062	\$63,678
Conference	\$9,908	\$46,316
Engineers Canada/Geoscientists Canada	\$78,668	\$81,133
Internal & External Communications	\$76,643	\$93,893
Meetings Expense	\$19,429	\$20,690
Member Services	\$21,135	\$28,594
Other	\$5,518	\$6,560
Professional Fees	\$146,447	\$180,462
Salaries & Wages	\$789,884	\$781,174
Scholarships & Student Support	\$51,064	\$44,007
Seals & Examinations	\$60,768	\$62,496
Travel	\$13,948	\$8,628
TOTAL	\$2,048,769	\$2,026,838
Excess (Deficiency) of Revenues Over Expenses	(\$2,956)	(\$119,724)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED DECEMBER 31

	2019	2018
CASH FLOWS FROM (USED BY) OPERATING ACTIVITIES		
Cash Receipts From Members	\$1,822,392	\$2,011,071
Cash Paid to Suppliers & Employees	(\$2,010,464)	(\$1,951,572)
Interest & Dividends Received	\$74,351	\$68,816
TOTAL	(\$113,721)	\$128,315
CASH FLOWS FROM (USED BY) INVESTING ACTIVITIES		
Purchase of Investments	(\$167,984)	(\$2,039,171)
Proceeds on Disposal of Investments	\$296,522	\$2,031,471
Acquisition of Capital Assets	(\$136,738)	(\$30,415)
TOTAL	(\$8,200)	(\$38,115)
TOTAL CASH FLOWS		
Net Increase (Decrease) in Cash	(\$121,921)	\$90,200
Cash, Beginning of Year	\$1,548,908	\$1,458,708
CASH, END OF YEAR	\$1,426,987	\$1,548,908

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

REGISTRATION REPORT

The 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.

In 2019, the total number of PEGNL registrants was 5,183 (a 2.3% decline from the previous year). This is the first decrease in membership since 2005. Each of the practicing member categories decreased in 2019, with the exception of Geoscientists-in-Training, which grew by approximately 10%, and the Limited Licensee categories, which grew by 6%.

The 601 Permits to Practice registered in 2019 was a decrease of 6.2% from the 641 of the prior year — the first decrease since 2007.

PEGNL introduced the new non-practicing category of membership in 2019. This category encompasses those who were life members as well as those who are either retired or not practicing and who are wishing to remain a part of the organization. Several of those who were formerly practicing license holders elected to become non-practicing members in 2019. As a result, this category of membership experienced growth of nearly 40% over last year.

Despite the decrease in total registrations, 2019 was still a busy year for the Registration Committee; holding nine regular business meetings and two policy meetings.

The committee evaluated a total of 438 applications; 196 for professional licensure, 183 for member-in-training registration and 59 for permits to practice. They also reviewed 96 permit to practice addition/revision requests.

The committee also endorsed 226 applications for transfer of 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 16 files in 2019. The Limited License Assessment Committee (LLAC) — another sub-committee of the Registration Committee — evaluated three applications for limited licensure.

The Registration Committee endorsed a number of policy changes to its guidelines in 2019. Among them was the move to a national competency-based framework for the assessment of engineering and geoscience experience for new applicants. The transition to this new framework will begin in 2020.

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



Dr. Steve Piercey,
P. Geo., FGC, Chair -
Registration Committee



Mark Fewer, GSP, FEC
(Hon), COO & Deputy
Registrar

SUMMARY OF REGISTRATIONS

FOR THE YEAR ENDED DECEMBER 31

Membership Category	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Non-Practicing Members	210	226	238	244	271	298	330	356	371	519
Professional Engineers	2,385	2,755	3,108	3,362	3,614	3,808	3,795	3,956	3,962	3,727
Professional Geoscientists	246	252	294	296	306	325	320	332	341	307
Dual P. Eng./P. Geo.	12	13	13	14	15	12	12	13	14	13
Engineers-In-Training	359	360	398	482	523	523	532	529	523	515
Geoscientists-In-Training	45	42	51	58	55	58	74	62	77	85
Limited Licensee, Eng. L.	0	0	0	2	8	11	13	13	15	16
Limited Licensee, Geo. L.	0	0	0	0	0	0	0	1	1	1
TOTAL MEMBERS	3,257	3,648	4,102	4,458	4,792	5,035	5,076	5,262	5,304	5,183
ANNUAL GROWTH (%)	8.6	12.0	12.5	8.7	7.5	5.1	0.8	3.7	0.8	-2.3

Permit Category	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Engineering	321	366	426	486	510	534	544	578	595	559
Geoscience	24	22	26	26	28	31	28	25	27	24
Engineering & Geoscience	9	11	11	12	14	15	16	18	19	18
TOTAL PERMITS	354	399	462	524	552	580	588	621	641	601
ANNUAL GROWTH (%)	1.1	12.7	16.0	13.2	5.3	5.1	1.4	5.6	3.2	-6.2

PROFESSIONAL STANDARDS REPORT

Allegations and Disciplinary Activities

At the start of 2019, there were two active discipline files before the Complaints Authorization Committee (CAC) and there was one case the CAC had referred to the Disciplinary Panel in 2018. During the year, seven new allegations were received by the Registrar and all were referred to the Complaints Authorization Committee (CAC). Five cases were decided by the CAC during the year: one resulting in Caution and Counsel, three resulting in dismissal and one being referred to the Disciplinary Panel for a hearing by an Adjudication Tribunal. Four active cases remained before the CAC at the end of 2019.

Two hearings were conducted in 2019, both related to the draft tube formwork failure at the Muskrat Falls powerhouse site. The first case, against Mr. Yi Ping (Peter) Liu, P. Eng. was heard by the Adjudication Tribunal in January of 2019 and, in its decision handed down on March 12, 2019, the Tribunal prohibited Mr. Liu from practicing until such time as specified conditions were met and ordered him to pay a portion of hearing costs.

The second case, against Astaldi Canada Inc., was heard in the fall and a decision had not been rendered by year end.

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 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.

National Discipline and Enforcement Activities

The Discipline & Enforcement (D&E) staff at Engineers Canada and the D&E representatives from the provinces and territories met face-to-face in June 2019 and by conference call in March and November. There is a high level of cooperation among Canadian D&E officials, which is largely fostered by Engineers Canada. This collaboration is invaluable for the sharing of best practices across the country.

Practice Standards and Guidelines

PEGNL updated its Continuing Professional Development Guideline in December 2019 to include a mandatory Ethical Practice category. The guideline (adopted by the Board in early 2020) is in effect for the 2020 professional development reporting period.

Ethics and Professional Practice Seminars

In 2019, two lectures were delivered to Memorial University students on behalf of PEGNL. Term 5 engineering students were presented an ethics & professionalism lecture during the winter semester. In the fall semester, an introductory lecture on professionalism was delivered to students about to embark on their first work term.



Bill Hunt, P. Eng., FEC,
Professional Standards
Director



BOARD ENDS

One of the key functions of the PEGNL Board of Directors is to set out the Ends of the organization. The Board defines the broad goals while the CEO of the organization determines, through the development of the strategic plan, the means by which staff will achieve those goals. The Board subsequently monitors and measures the success of PEGNL in achieving the Ends.

The Ends of the organization, as determined by the Board currently are:

- 1. The first priority among Ends policies is **Licensed, competent and ethical practitioners of engineering and geoscience.****
- This policy covers practice and use of protected titles, professional development, resolution of allegations and emerging disciplines;
- 2. Stakeholders understand and value the professions.**
- This policy covers public understanding and valuing of the professions, self-regulatory engagement of license holders and government engagement;
- 3. Sustainable and relevant professions.**
- This policy covers diversity within the professions and perception of the professions as viable career options.

Each year, the Board conducts activities to help inform them on the appropriateness of their Ends. The Board takes part in linkages and envisioning activities, where it engages with owners and other stakeholders to determine trends that may affect its Ends policies and to determine if the Ends are in step with the future direction of the professions.

The Board encourages member feedback surrounding existing and potential Ends. Please visit www.pegnl.ca and click the 'Board' tab to learn more about Board activities and PEGNL's Ends Policies.

VOLUNTEER COMMITTEES

Volunteers are essential to PEGNL.

Many of our volunteers serve on committees which help us perform our regulatory, educational, outreach and professional stewardship functions.

On pages 12 - 14 we showcased work achieved in large part by the Registration Committee, Complaints Authorization Committee and Disciplinary Panel. Below we outline successes by many of our other volunteer committees.

The Diversity & Inclusion (D & I) Committee sponsored several events in 2019 that showcased the positive effect D & I can have on the professions of engineering and geoscience.

These events included an educational coding session with female Grade 9 students and a post-screening reception for attendees of the film *Salaam B'y* which chronicles the experiences of being Muslim while living in small-town Newfoundland.

The committee also oversaw a membership survey which gauged member experiences with diversity & inclusion in the professions. In 2020, the results and data from this survey will be used to formulate a plan for improving D & I within the professions.



DIVERSITY & INCLUSION



AWARDS

The Awards Committee recognizes professional excellence in and relating to the fields of engineering and geoscience in Newfoundland & Labrador.

The committee seeks and reviews nominations for the annual PEGNL awards, which may be given in up to seven categories each year.

They also nominate deserving candidates for other non-PEGNL accolades, including the Order of Canada, Order of Newfoundland & Labrador, Engineers Canada, Geoscientists Canada and many others.

In 2019, four PEGNL awards and five Fellowships with Engineers Canada were presented at a Luncheon on June 7.

The Professional Development (PD) Committee was created in late 2018 with the purpose of reviewing and updating the PEGNL PD program.

Throughout 2019, the committee reviewed the existing PD model along with those of other engineering and geoscience regulators from across the country and other professions in the province.

Upon completion of this review, the committee recommended changes which resulted in a member consultation and updated PD Guideline.

The future of the committee involves expanding the PD auditing function and providing new updates to the program as required.



PROFESSIONAL DEVELOPMENT



GUIDELINES

The Guidelines Committee, which is tasked with reviewing and updating all of PEGNL's existing professional and practice guidelines, was formed in 2019.

The committee formulated a five-year plan to complete this project, with an average of three guidelines to be completed per year. In addition, the committee will remove or add guidelines as needed.

By the end of the year, the group had completed an initial review of each guideline and established priorities for updating each. They also completed work on the Environment, Drawings & Specifications, Engineering Services and PD Guidelines, the latter of which included a member consultation.

The Endowment Committee oversees the PEGNL Endowment Fund through providing scholarships and bursaries to students.

At the end of 2019, The Endowment Committee awarded \$25,000 to students attending Memorial University. Prizes of up to \$2,000 were awarded to students in the Engineering & Applied Science and Earth Sciences programs.

Looking ahead, the committee will be actively involved in helping promote the value of donations to, and otherwise growing, the fund.

The committee will also conduct a review of the current application process and update as needed.



March is National Engineering & Geoscience Month (NEGM) across the country. In 2019, the NEGM Committee developed and hosted several events throughout the province.

The Bridge Building Event was held for the 28th year in five locations. Hundreds of students participated by building bridges out of popsicle sticks and having them tested by local engineers and engineering students.

In addition, the group held its first ever Family Day, where people of all ages could learn about engineering & geoscience careers and related topics in a fun, open family setting.

The group also participated in events such as the Memorial University Engineering and Applied Science Open House and promoted knowledge of the two professions throughout the month.

The Environment Committee exists to provide advice to PEGNL on environmental issues related to the professions.

In 2019, the committee helped PEGNL participate in a partnership with the Office of Climate Change, which worked together to host climate change events and educational sessions.

The committee also helped finalize the Environment Guideline and to select the recipient of PEGNL's Environment Award.

The committee provides external engagement opportunities for members and maintains resources on the PEGNL website.



ENVIRONMENT

PEGNL VOLUNTEERS 2019



Michael Abbott, P. Eng.
Sudeshna Abbott, P. Eng.
Jonathan Anstey, E.I.T.
Carolyn Anstey-Moore, P. Geo.
Heather Appleby, P. Eng.
Matthew Appleby, P. Eng.
Sheldon Baikie, E.I.T.
Ray Bailey, P. Eng.
Robert Baker, P. Eng.
Joanna Barnard, P. Eng.
Katherine Bartlett, P. Eng.
Scott Batt, P. Eng.
Darryl Benson, P. Eng., FEC
Byron Bennett, P. Eng.
Scott Bennett, P. Eng. (Retired)
Frank Blackwood, P. Geo. (Retired), FGC
Lorne Boone, P. Eng., P. Geo., FEC
Gary Bradshaw, P. Eng.
Jillian Breau
Ann Bridger, P. Eng. (Retired)
Derek Brown, P. Eng. (Retired), FEC
Pete Brown, P. Eng.
Rob Brown, P. Eng.
Gavin Burden
Ken Butt, P. Eng. (Retired)
Susan Caines, P. Eng.
Deric Cameron, P. Geo.
Nic Capps, P. Geo.
Jeff Card, P. Eng., FEC
Gary Caul, P. Eng.
Jack Chapman
Rod Churchill, P. Geo., FGC
Ben Collingwood, E.I.T.
Ryan Cooper, P. Eng.
Steve Corbett, P. Eng.
Kristen Costello
Victoria Currie
Patricia D'Souza
Sarah Dalton, P. Eng.
Frank Davis, P. Eng. (Retired), FEC
Brad Dawe, P. Eng.
Tony Dawe, P. Eng., FEC
Michael Dearing
Paul Deering, P. Eng., P. Geo.

Alyssa Devereaux, P. Eng.
Peter Dimmell, P. Geo., FGC
Megan Dixon, E.I.T.
Ken Dominie, P. Eng. (Retired), FEC
Troy Duffy, P. Eng.
Daniel Duncan
Sherry Dunsworth, P. Geo.
Dawn Evans-Lamswood, P. Geo.
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Zachary Fagan
Don Finch, P. Eng., FEC
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Derek Follett, P. Eng.
Bob Forbes, P. Eng. (Retired)
Mike Furey, E.I.T.
Terry Gardiner, P. Eng., FEC
Nicholas Gauvreau, E.I.T.
Michael Gehue, P. Eng.
Annette George, P. Eng.
Dr. Glyn George
Dr. Rex Gibbons, P. Geo. (Retired), FGC
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Randy Gillespie, P. Geo., FGC
Kristen Gillis
Nick Gillis, P. Eng.
David Goosney, P. Eng.
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Natalie Hallett, P. Eng., FEC
Dorothea Hanchar, P. Geo.
Yahia Hassan
Dr. Kelly Hawboldt, P. Eng.
Lyndsay Haynes, P. Eng.
Jill Henderson, P. Eng.
Susann Hickey, P. Eng., FEC
Dr. Alana Hinchey, P. Geo.
Lori Hogan, P. Eng.
Michael Hogan, P. Eng., FEC
Grant Horwood, P. Eng.
Julia Hudson
Stewart Hughes, P. Eng.
Dr. Amgad Ahmed Hussein, P. Eng.
Eric Jerrett, P. Eng. (Retired), FEC
Jason Kean, P. Eng.
Rob Kearley, P. Eng., FEC

Michael Keating
Lionel Keeping, P. Eng., FEC
Brian Kidney, P. Eng.
Kim Kieley, P. Eng., FEC
Rachel Kieley
Alan Kirby, P. Eng. (Retired), FEC
Rob Langridge, P. Geo.
Graham Layne, P. Geo.
Darin LeBlanc, P. Eng., FEC
Bill Legge
Amy Lester, P. Eng.
Zheng Li, E.I.T.
Caroline Lich
Gavin Luffman
Rayna Luther, P. Eng.
Dr. Leonard Lye, P. Eng. (Retired), FEC
Sedigheh Mahdavi
Cheyenne Martin
Bill Maybee, P. Eng., FEC
Mattea McCrae
Rob McKeown, P. Geo.
Steve McLean, P. Eng. (Retired), FEC
Taylor McLean
Andrea Mills, P. Geo.
Melissa Mills
Shafiu Mintu, P. Eng.
Patrick Moran, P. Geo.
Gary Murray, P. Eng., FEC
Tendai Mudunge, E.I.T.
Jennifer Murray, P. Eng.
Dick Myers, P. Eng., FEC
Nicole Myers, P. Eng.
Jenna Neville
Jeff O'Keefe, P. Eng., P. Geo., FGC
Dale O'Reilly, P. Geo.
Uche Okuleye, P. Eng.
Ian Osmond, P. Eng., FEC
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Sterling Parsons, P. Eng.
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Elizabeth Percy, P. Eng.
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Gerard Piercy, P. Eng. (Retired)
David Pine, FCPA, FCA
Louise Pinsent Parsons

Carmichael Polonio, P. Eng.
Doug Power, P. Eng.
Kevin Power, P. Eng., FEC
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Kent Randell, P. Eng., FEC
Linus Rieger
Amanda Rietze, P. Geo.
Dr. Jonas Roberts, P. Eng.
Haniyeh Salehi
Ashley Skinner, P. Eng., FEC
Andrew Smith, P. Eng.
Renee Smith, P. Eng., FEC
Todd Smith, P. Eng.
Greg Snow, NLA, MRAIC
Chris Soper, P. Eng. (Retired), FEC
Darlene Spracklin-Reid, P. Eng., FEC
Rick Spurrell, P. Eng.
Darrell Squires
Halcum Stanley
Leanne Stein, P. Eng.
Kallie Stone
Pamela Stone, P. Eng.
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Trina Troke, P. Eng.
Spencer Vatcher, P. Geo.
Kayla Vineham
Suraj Wadhawan, P. Eng. (Retired)
Victoria Warford, P. Eng. (Retired), FEC
Michel Wawrzkow, P. Eng., P. Geo.
Dr. Kim Welford, P. Geo.
Darlene Whalen, P. Eng., FEC
Gerald White
Jennifer Williams, P. Eng., FEC
Lorna Williams, P. Geo.
Dr. Derek Wilton, P. Geo., FGC
Joshua Winter
Dr. Chris Woodworth-Lynas, P. Geo.
Karen Yang, P. Eng.
Babatunde Yusuf, P. Eng.
Tima Zarj, E.I.T.

