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Message From the Chair and CEO



Natalie Hallett,
P. Eng., FEC
Chair



Janet Bradshaw
P. Eng., FEC
CEO & Registrar

2021 has been a bit of a “return to form” at PEGNL. Like everyone, we spent the last year adjusting to, and working within, the many confines that the pandemic has created for our operations. Since that time, we have been able to revisit some projects and opportunities that had originally been planned for 2020, but were appropriately delayed until suitable effort could be devoted to them.

One such project that we are very excited about is the Competency Based Assessment program, or CBA. Many of you were licensed using an experience review process which, within the next year, will be replaced by CBA. The model has been adopted by several of our fellow engineering and geoscience regulators in Canada in order to improve the experience assessment portion of the licensure process. Plus no more logbooks! On page two we get into more depth on the “what”, “how” and “why” of CBA.

Of course our regular operations and touchpoints of the year continue to take place and many of those are just around the corner. Recently you would have seen notifications regarding nominations being open for the PEGNL Board of Directors Election. We are looking forward to introducing the nominees to you when the official ballot is released in May.

On June 11 we will host our Annual General Meeting (AGM). The meeting provides an opportunity for members to learn about PEGNL’s operational year, to “meet” the new Board, and to participate in discussions on important issues raised. A notice with further details will be released later in April.

As always, thank you for reading illuminate. We hope you enjoy this issue. Please take note of the opportunity to contribute to a future issue as noted on page 6.

PEGNL Adopts Competency Based Assessment

The Competency Based Assessment (CBA) Model is a method of evaluating professional competencies of individuals applying for engineering or geoscience licensure. PEGNL has adopted the model which will be fully implemented as of September 1, 2021.

CBA will be used to assess one of the five mandatory components of the licensure process: experience qualifications review. The other requirements (academic qualifications, knowledge of ethics & professional practice, language skills and good character) remain unchanged.

Applicants will begin the CBA process by self-assessing their proficiency on a number of professional competencies (34 for engineering and 29 for geoscience). For each competency, applicants will score themselves and justify that score by providing an example of experience they have had, the action they took in response to that situation, and the outcome or impact that the action had.

The competencies are grouped into seven categories for engineering and four for geoscience. An Applicant must demonstrate an acceptable average score for each category but need not meet that score for each individual competency.

From there, multiple supervisors or other references chosen by the Applicant—known as Validators—will review the applicant's self assessments and provide their own scores. They may also provide comments relating to the Applicant's competencies, as well as their character and professionalism.

Subsequently, volunteer professionals - known as Assessors - will examine the submissions of both Applicants and Validators and provide their own assessment of the reported activities and experiences. Normally two Assessors—who are not known to the Applicant or Validator—will be assigned to each application. If the two assessments do not agree, a third Assessor may be brought in for further review.

Finally, the full CBA report will be provided to PEGNL's Registration Committee for final review and determination of eligibility for licensure.

PEGNL has opted to utilize the CBA model for several reasons:

- **It provides an in-depth, systematic, and more structured process for applicants;**
- **It is the nationally preferred tool for assessing the experiential component of licensure eligibility,**

(all but 2 of the Canadian provinces and territories have adopted or are in the process of adopting CBA). This helps to create licensing consistency across the country, and;

- The CBA model is a standard recognized internationally. Participating in this framework enables Canada to meet its international agreements.

PEGNL has recently implemented a pilot project in which current Members-In-Training (MITs) will act as the first applicants to utilize the program in the province. This will allow us the opportunity to ensure Assessors and the Registration Committee are well-prepared for the transition.

We are also in the process of training about three dozen Assessors who will be reviewing demo applications in order to be prepared for the applications received in the pilot project.

We are still recruiting professionals to become volunteer Assessors, with a specific need for those in computer engineering and geoscience disciplines. If you are interested in learning more please contact Mark Fewer, FEC, COO and Deputy Registrar of PEGNL at mfewer@pegnl.ca.

Discipline Case Study

In mid-2019, the Complaints Authorization Committee (CAC) considered an allegation against a professional engineer (Respondent) in which the Complainant alleged the Respondent displayed unprofessional conduct during a telephone conversation and was very rude to an acquaintance of the Complainant. The Complainant also called into question the Respondent's engineering competency related to a municipal road design project.

The Complaints Authorization Committee made the following determinations in relation to the allegations:

Allegation 1 – Unprofessional conduct and rude behaviour.

The CAC-appointed investigators interviewed the Complainant and the Complainant's acquaintance and reviewed a letter from the Respondent, as well as a written report from the Complainant's acquaintance. The CAC members found no corroboration for the nature of the phone call between the Complainant and the Respondent and were of the view that, in the case of the Complainant's acquaintance, the conduct would not rise to a level deserving of sanction. Given that both the Complainant and the Complainant's acquaintance stated that the alleged behaviour was not typical of the Respondent, the CAC were of the view that no pattern of behaviour had been established.

While the CAC does not condone rude or insensitive behaviour toward members of the public, the CAC found that, even if the behaviour occurred as described, this would not constitute a serious contravention of the Code of Ethics. The CAC was of the view that this alleged behavior, even if it could be proven to have occurred, would not rise to the level of harming, or tending to harm, the standard of the profession, and would not rise to the level of disgraceful or dishonourable conduct.

Allegation 2 – Incompetence.

The CAC found no evidence of incompetence in the design but the CAC recognized that the Complainant had concerns about the road alignment and speed at which vehicles travelled on the road as well as the fact that some lots remained unserviced.

There was no evidence however that the scope of the project included provision for such improvements. Further, the concerns did not fall within the mandate of the CAC but rather were decisions made by the municipality (not the Respondent).

The CAC found there were no reasonable grounds to believe that the Respondent had engaged in conduct deserving of sanction with respect to the design of the project given the scope of work for which they were engaged by the municipality and as approved by the Department of Municipal Affairs and Environment.

With respect to the allegations of the Complainant against the Respondent, the Complaints Authorization Committee was of the opinion that there were not reasonable grounds to believe that the Respondent had engaged in conduct deserving of sanction. In accordance with subsection 24(2) of the Engineers and Geoscientists Act, the allegation was dismissed.



in the news

Our news section brings highlights of what is happening across the country in engineering and geoscience. As well, it provides an opportunity to recognize the contributions and achievements of members and students.

Local News

The Atlantic Engineering and Geoscience Salary Survey will be released to members this summer. The survey data is reported to members to inform them on industry and professional salary trends.

2018 reports: [engineering](#) / [geoscience](#)

The federal government has invested \$100,000 in two projects in the province to help raise awareness, and help inform purchases of electric vehicles

Story can be found [here](#).

Two recently released studies highlight the methods by which Newfoundland & Labrador can cultivate green energy.

Read more [here](#).

Dr Greg Naterer, P. Eng., Dean of the Faculty of Engineering and Applied Science At Memorial University, has recently received two industry honours.

Learn more [here](#).

National News

Raymond Francis, a Canadian engineer, is helping guide NASA's *Perseverance* rover.

Read more [here](#).

Engineers and Geoscientists British Columbia (EGBC) is announcing new changes to regulatory requirements for firms who do business in BC.

Learn more [here](#).

Also from EGBC, changes have been made to some professional designations.

Learn more [here](#).

An Engineers Canada-commissioned report has found that Indigenous people are underrepresented in engineering occupations.

Find the story [here](#).

New License Holders

Since our last issue of *illuminate*, the people below have gained or upgraded licensure with PEGNL

Mohammad Abbas, P. Eng.
Joshua Abeling, P. Eng.
Robert Alderson, P. Eng.
Dr. Meisam Amani, P. Eng.
Vishal Natvarlal Ambaliya, P. Eng.
Guillaume Arsenault, P. Eng.
Dr. Md. Ashim Ali, E.I.T.
Christopher Baldys, P. Eng.
Jamin Nathan Barrett, P. Eng.
Alan Barry, P. Eng.
Raphael Beaulieu, P. Eng.
Mark Bendix, P. Eng.
Adam Bennett, E.I.T.
Antoine Bezeau-Tremblay, P. Eng.
Dhruv Piyushkum Brahmabhatt, E.I.T.
Samuel Brake, E.I.T.
Keegan Brophy, E.I.T.
Shamus Brown, E.I.T.
Angela Buchanan, P. Geo.
Michael Burke, P. Eng.
Kyle Cyric Burt, E.I.T.
Claude Caouette, P. Eng.
Tracey Cahill, P. Eng.
Geoffrey Campbell, P. Eng.
Colby George Chaisson, E.I.T.
Ameen Subramaniam DeRaj, P. Eng.
Lijuan Dou, P. Eng.
Jean-Mathieu Dubois, P. Eng.
Eric Duranleau, P. Eng.
Comfort Eboigbe, E.I.T.
Glen Ehasoo, P. Eng.
Mahmoud El Abidi, P. Eng.
Ouday Elowe, P. Eng.
Sunday Okoriko Emmanuel, E.I.T.
Joshua Ennis, P. Eng.
Bernardo Faragalli, P. Eng.
Michael Farrell, P. Eng.
Eric Fauchon, P. Eng.
Mohamed Ferawana, P. Eng.
Daniel Ferg, P. Eng.
Scott Francis, P. Eng.
Michael Furey, P. Eng.
Peter Furlong, P. Eng.

Chris Gardiner, P. Eng.
Trevor Gatto, P. Eng.
Jean-Francois Gauthier, P. Eng.
Duncan Gillis, P. Eng.
Alexandra Girard-Simard, P. Eng.
Patrick Joseph Glavine, E.I.T.
Jillian Grouchy, P. Eng.
Karl Hartmann, P. Eng.
Stephanie Hicks, E.I.T.
Jeremy Hill, P. Eng.
Seamus Hogan, E.I.T.
Stephen Hoskins, E.I.T.
Nicholas House, P. Eng.
Steven Huntley, P. Eng.
Istifa Ikenyei, P. Eng.
Md. Rakibul Islam, E.I.T.
Aliakbar Joneidi Jafari, E.I.T.
Dr. Fatima Jahra, P. Eng.
Christopher Jeffrey, P. Eng.
Rachel Jones, P. Eng.
Joel Lacelle, P. Eng.
Matthieu Lapointe, P. Geo.
Tyler Ledrew, P. Eng.
Rebecca Legere, P. Eng.
David Lessard, P. Eng.
Michelle Lethbridge, P. Geo.
Lindsey Lewis, E.I.T.
John Lindsay, P. Eng.
Jhon Jairo Berdugo Lora, P. Eng.
Rianne MacDonell, P. Eng.
Dipesh Maharjan, E.I.T.
David Mandville, P. Eng.
Jeremy McMurray, P. Eng.
Farzan Sahari Moghaddam, E.I.T.
Dwayne Moores, P. Eng.
Jordan Norman, E.I.T.
Seamus O'Brien, P. Eng.
Dr. Babatunde Oluwaseyi Odetayo, P. Eng.
Chinedu Okonkwo, P. Eng.
Eric Parkinson, E.I.T.
Nicholas Parrott, P. Eng.
Peter Pastva, P. Eng.

Victoria Pelley, E.I.T.
William Perry, P. Geo.
Chelsey Pike, P. Eng.
Catherine Jane Ker Pitman, P. Geo.
Bethan Pretty, P. Eng.
James Purchase, P. Geo.
Md Matiur Rahman, P. Eng.
Megan Ralph, P. Eng.
Benoit Rancourt, P. Eng.
Nicholas Reynolds, P. Eng.
Cenk Rizaveli, P. Eng.
Alvin Roach, P. Eng.
Lyndon Rogers, P. Eng.
Newsha Roshani, P. Eng.
Martin Roy, P. Eng.
Stephane Roy, P. Eng.
Clayton Rudy, P. Eng.
Osama Saeed, E.I.T.
Mohamed Essam Said, P. Eng.
Diana Lakshmi Sankar, E.I.T.
Peter Seifert, E.I.T.
Mahima Sharma, P. Eng.
Jennifer Smith, P. Eng.
Adam Steeves, E.I.T.
Jessica Strickland, E.I.T.
Adedayo Oluwole Sule, E.I.T.
Mark Telesnicki, P. Eng.
Teandra Thomas, P. Eng.
Adam Timmermans, P. Eng.
Talal Toushan, P. Eng.
Sylvain Tousignant, P. Eng.
Alexander Turkewitsch, P. Eng.
Adam Turner, P. Eng.
Vishu Vasisht, P. Geo.
Nicolai Von Oppeln-Bronikowski, E.I.T.
Adam Wall, P. Eng.
Tyler Whitten, E.I.T.
Chak Wong, P. Eng.
Yuk Ki Wong, P. Eng.
Jing Xu, P. Eng.
Zhen Yong Yang, P. Eng.
Dr. Hua Zhang, P. Eng.
Daniyar Zhussupov, E.I.T.

Member Opportunity to Contribute to *illuminate*

In the pages of *illuminate* we share information and news regarding ethical professional practice, licensing & permitting, regulatory matters, and issues important to engineers & geoscientists for the benefit of the public in the province.

This publication allows us to connect with members like you to share how we strive to achieve our vision (*Competent and ethical engineers & geoscientists safeguarding a better future for the people, environment and economy of Newfoundland & Labrador*).

We would like to give you the chance to contribute an article/idea to be used in a future issue of the publication. The following submissions/topic ideas will be considered:

- Opportunities or threats to engineering and/or geoscience
- Issues that affect the public in relation to engineering & geoscience
- Regulatory-related pieces, including, discipline, self-regulation, licensing and registration, professional development, etc.

- Stories about the contributions or projects of engineering & geoscience
- Ethical issues and concerns

While not all ideas/articles will be used, we will strive to include content that is thought-provoking and pertinent to both members and the public.

To submit an idea for consideration please email Justin Haley, (jhaley@pegnl.ca)

PEGNL Releasing Guidelines For Consultation

Over the next couple of months, PEGNL is releasing two guidelines for member consultation.

For each publication, feedback received will be presented to the Board of Directors and considered prior to final amendments and publication.

The two guidelines will be the *Guideline for the Design of Formwork and Falsework by Professional Engineers* and the *Guideline for Provision of Prime Consulting Services for Facilities*. Both will be released via email to all members.

The first will be released in April and the latter in May.

These guideline releases will follow another which recently took place. The *Guideline for Permit Holders & Companies Employing Engineers and Geoscientists* was released by email to all members for consultation on February 19, with feedback accepted until March 3.

Over 50 members provided feedback during the consultation process. All comments received for any of the guideline reviews are presented to the PEGNL Board of Directors.

The Board then reviews and discusses these member contributions and considers them prior to finalizing the guideline in question.

Reviewing PEGNL guidelines is an eligible activity in the Professional Development program. License Holders can log guideline review under the Participation category.

We value the feedback of our members and are happy to share opportunities to help shape PEGNL policy.

If you have any further questions or comment, please contact Bill Hunt, P. Eng., FEC, Professional Standards Director for PEGNL.