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Chair and CEO Report

New beginnings at PEGNL.

As the fall season begins, PEGNL is excited to see new developments take root.

In our last issue of *illuminate* we spoke of significant changes occurring for us at both the Board and staff level of the organization. While these changes continue, we also find ourselves realizing the benefits of changes made some time ago.

One such benefit is that of our new client management system. A project started in 2017, the custom-designed framework will bring a brand new member portal with increased functionality. Find out more about this system on page 5.

Late last year we established our Diversity and Inclusion Committee. Since then, the committee, in conjunction with the Women's Resource Development Corporation, has developed a membership survey to gauge impressions of diversity and inclusion in the workplace and the professions. More about this survey can be found on page 5.

Also in 2018, we began sharing details of disciplinary cases in the pages of this newsletter. Publishing these real-life scenarios has helped educate license and permit holders of the potential issues that could arise both in and out of practice. Many of our readers have commented that these articles are an informative and interesting addition to *illuminate*. On page 2, you'll find the latest installment of our case studies.

Another new beginning for PEGNL is represented by the hiring of our CEO and Registrar. Janet Bradshaw, P. Eng. FEC, began in the role on August 19. Janet spent 5 years as PEGNL's Professional Standards Director and is prepared to take her knowledge and experience within the organization, along with her varied and extensive professional background, and lead PEGNL into the future. We provide a little more background on Janet and the appointment on page 4.

Thank you for reading *illuminate*. If you have any questions or feedback regarding a story in this issue, or if you have an idea for a piece you'd like to see included, please let us know!

David Goosney,
P. Eng.
Chair



Janet Bradshaw
P. Eng., FEC
CEO & Registrar



Discipline Case Study

The PEGNL Complaints Authorization Committee (CAC) considered allegations of conduct deserving of sanction in the form of breaches of the Code of Ethics against a professional engineer (Respondent 1) and the engineer's employer, a PEGNL permit-to-practice holder, (Respondent 2).

The allegations arose as a result of published advertisements and social media posts that were alleged to violate various subsections of the Code of Ethics. The Complainant alleged the advertising was exaggerated, in poor taste, diminished the integrity of the professions and claimed superiority over others. The Complainant alleged that the Respondent's social media posts showed a lack of good faith, were disgraceful & dishonorable and harmed the standing of the professions.

The CAC made the following determinations in relation to the allegations:

Allegations against the license holder (Respondent 1):

1. That the Respondent has shown lack of courtesy and good faith towards colleagues and others and is espousing hearsay, versus honest and fair professional criticism (Breach of Code of Ethics 1.2 (e));

The CAC noted that the above represented a paraphrasing of section 1.2 (e) of the Code of Ethics.

Section 1.2 (e) states "...professional engineers and geoscientists shall...conduct themselves with equity, fairness, courtesy and good faith towards clients, colleagues and others, give credit where it is due, and accept, as well as give, honest and fair professional criticism".

Section 1.2 (e) does not include any statement regarding the espousing of hearsay. Hearsay is a legal concept. The Committee did not propose to enter into a legal analysis of whether statements made by the Respondent could be considered to be "espousing hearsay".

The CAC considered that the subjects of the posts fell into the category of "colleagues and others" referred to in Section 1.2(e), and could neither be construed as "courteous" nor "honest and fair professional criticism" but, rather, were condescending & dismissive.

In their view, the Respondent chastised a professional in a public forum and included generalizations about lack of integrity.

2. That the member's professional conduct harms or tends to harm the standing of the profession of engineering or of geoscience generally. This harm is extending to the profession of Architecture (Breach of Code of Ethics 2.1(c));

One of the Respondent's social media posts was deemed to directly harm the standing of the profession of engineering by instilling doubt in the mind of the reader of the integrity of the professionals. Per the allegation of harming the architectural profession, the CAC did not address the claim as it was not in their scope to consider professions outside those of engineering and geoscience.

3. That the conduct described above is disgraceful and dishonorable (Breach of Code of Ethics 2.2);

The Committee did not believe the posts in question could reasonably be described as disgraceful or dishonorable. In their view, characterizing conduct as disgraceful or dishonorable should be reserved for the most serious instances of unethical conduct.

Allegations against the permit holder (Respondent 2):

4. Advertising is not factual and is exaggerated (Breach of Code of Ethics 5.1);

The Committee found certain inferences contained within the advertising could be considered exaggerated. The Respondent was deemed by the Committee to be exaggerating the claims of outcomes in their advertising as none of those outcomes could be guaranteed.

5. Advertising is not in good taste. It serves to diminish the dignity, professional image or stature of the professions (Breach of Code of Ethics 5.2);

It was the opinion of the Committee that the advertising is not in good taste, and does serve to diminish the dignity and professional image of the profession.

The committee deemed the advertising to use innuendo, to be selective in the facts that were presented and to leave the impression that professionals neither have the best interest of their clients in mind nor the skills to competently perform their obligations. Such an impression can serve to diminish the dignity and professional image of engineering.

As well, the exaggerated claims of outcomes noted in the previous allegation also diminish the dignity and professional image of the professions.

6. Advertising is critical of others, and does claim superiority over others (Breach of Code of Ethics 5.3).

It was the opinion of the CAC that the advertising is critical of, and claims superiority over, others. The advertising implies that other firms may not look out for the interests of the client while the Respondent firm would.

Decision

In formulating its decision, the CAC considered the frequency and severity of the occurrences and whether or not they contravened the code of ethics.

The allegations were not viewed by the CAC to be sufficiently serious so to merit referral to a hearing. The CAC was of the view that the public interest, and the interest of the profession, in promoting and upholding high standards of professional practice and conduct was sufficiently served by a counsel and caution of the Respondents, in accordance with paragraph 24(3)(a) of the Act.

In determining appropriate sanctions, the committee also considered that these were the first allegations against the Respondents, and the fact that the Respondents were not placing the public or any specific persons at risk.

The CAC provided the following cautions:

- Respondent 1 is cautioned that comments made in any public forum can be interpreted in many ways. The Respondent is counselled to consider the implications of any comments made in public about other individuals or groups and to ensure they remain courteous, fair, and factual.
- Respondent 2 is cautioned to ensure that advertising material meets all the requirements of Section 5 of the Code of Ethics. The Respondent is counselled to revise its advertising brochure to remove material that may be in contravention of the Code of Ethics.

PEGNL relies on feedback from license holders, permit-to-practice holders and members of the public to ensure those who are practicing engineering or geoscience are licensed to do so and that those within the profession abide by professional standards and the code of ethics.

If you are aware of an individual working in the professions without a license, an organization providing engineering or geoscience services without a permit, or know of a license or permit-to-practice holder who has contravened any of the regulations or standards they are required to abide by, please contact us at 753-7714 or by emailing main@pegnl.ca.

PEGNL Names New CEO & Registrar

The Board of Directors of PEGNL is pleased to announce the selection of our new CEO and Registrar. Janet Bradshaw, P. Eng., FEC started in the role on August 19.

You may recognize Janet's name as she has served as our Professional Standards Director for the past five years. During this time, Janet managed the professional practice, discipline and compliance efforts of the organization. She has brought considerable improvements to board governance and internal policies, spearheaded the creation of updated professional guidelines, and developed and delivered PEGNL's online ethics modules.

"Janet has demonstrated keen business management skills and deep analytical thinking while showcasing collaborative, open-minded and creative approaches to teamwork and problem-solving", says David Goosney, P. Eng., Chair of the PEGNL Board of Directors. "We are confident Janet will continue to make great strides for the organization while ensuring the protection of the public in relation to our professions."

Prior to her time with PEGNL, Janet was the General Manager of St. John's Transportation Commission (Metrobus) as well as the General Manager of Greater Vernon Services Commission in Vernon, British Columbia. In addition, she has considerable experience in engineering consulting.



Janet Bradshaw, P. Eng., FEC, began in the role of CEO & Registrar for PEGNL on August 19. Janet was Professional Standards Director for the organization for 5 years.

As the CEO & Registrar of PEGNL, Janet will provide executive leadership and management for the organization's strategic plan, forging lasting relationships with and amongst the members of the engineering and geoscience communities. Supported by a strong senior management team, she will focus her attention on the sustainable development of Newfoundland and Labrador's

engineering and geoscience professions and guide the organization toward its mission of protecting the public interest regarding the practices of engineering and geoscience.

Janet will also continue to serve as Professional Standards Director until a replacement is found.



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Diversity and Inclusion Survey

In October, PEGNL will launch a survey designed to gauge impressions of members regarding the diversity and inclusion of the engineering and geoscience professions.

The survey will be administered by Women in Resource Development Corporation (WRDC) who also led in its development. To ensure anonymity, WRDC will compile the responses and track the data while also supplying a summary report for PEGNL. The Diversity and Inclusion committee will then use the data to inform program development, strategic planning and resource allocation.

Members will be able to opt into the online survey through our regular communications including our Weekly Announcements, as well as through direct messages to our listserv audience. The survey will also be made available through our website.

The questions have been designed to gain an understanding of the individual and systemic issues practitioners may face in engineering and/or geoscience, while also pinpointing areas that PEGNL can help improve the diversity and inclusion of the professions and the workplaces of those who practice them.

Findings will be shared with members in a future issue of *illuminate* and through other media.

We kindly ask you to complete the survey once it is released next month and to also encourage others to do so. Practitioners and organizations alike have a role to play in ensuring optimal professions for the benefit of the public, and your feedback will help inform us on how we can best help achieve that goal.

If you would like to learn more about the current initiatives of the committee, the partnership with WRDC or how you can help become involved in initiatives that improve diversity and inclusion within the professions, please contact Justin Haley, Communications Advisor for PEGNL at jhaley@pegnl.ca.

PEGNL to Unveil New Member Portal

This month, PEGNL is unveiling a new member portal system designed to improve functionality and accessibility for those using their online profiles.

In addition to streamlined systems for fees payment and logging of professional development, the online portal will also allow members to easily modify their personal information and change their communication preferences. Permit-to-practice holders will see similar improvements.

The portal is part of a larger client management system which will allow staff to simplify and expedite public and member services.

As well, the online register will include greater information and an expanded search function to allow those utilizing the database easier access to information.

The new member portal is available now. Testing will continue into the launch period and new functions will be communicated when added.

We appreciate your patience during this transition.

New License Holders

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

Sunday Adeshina Adedigba, P. Eng.

Prince Aloies, E.I.T.

Ramin Azargohar, P. Eng.

Hossameldeen Magdy Bakr, P. Eng.

Jason Bartlett, P. Eng.

Justin Benoit, Eng. L.

Louis-Luc Berube, P. Eng.

Jaydip Bhadaliya, P. Eng.

Patrick Bisailon, P. Eng.

Ryan Brown, E.I.T.

Bobby Budgell, P. Eng.

Nicolas Bussieres, P. Eng.

Travis Byrne, E.I.T.

Guillaume Carrier, P. Eng.

Jianguang Chen, G.I.T.

Kai Chen, P. Eng.

Steven Chow, E.I.T.

Zackery Clarke, E.I.T.

Patrick Cochrane, P. Eng.

Daniel Comeau, P. Eng.

Adam Connolly, P. Eng.

Shiladree Das, P. Eng.

Joshua Dawe, E.I.T.

Annie Deng, P. Eng.

Ngawang Dhargyal, P. Eng.

Megan Dixon, E.I.T.

Emma Dodds, E.I.T.

Sarah Donovan, E.I.T.

Siobhan Dooley, P. Eng.

Marie Drinkwater P. Eng.

John Ennis, E.I.T.

Sareddy Escobar Gonzales, P. Eng.

Zoran Filinov, P. Eng.

Matthew Forsey, P. Eng.

Marc-Olivier Gagnon, P. Eng.

Nicholas Gauvreau, E.I.T.

Martin James Gavin, P. Eng.

Adeola Gbadebo, P. Eng.

Nicole Genge, E.I.T.

Joshua George, E.I.T.

Daniel Giesbrecht, P. Eng.

Hughes Gilbert-Tremblay, P. Eng.

Colin Gilbride, P. Eng.

Cody Gollan, E.I.T.

Anna Gosine, E.I.T.

Steven Grant, P. Eng.

Malcolm Griffith, P. Eng.

Samuel Guerin, P. Eng.

Karl Hartmann, E.I.T.

David Hinton, P. Eng.

John Howe, P. Eng.

Samantha Howse, P. Eng.

Michelle Hung, P. Geo.

Birunthanan Inpanathan, P. Eng.

Zeina Issa, P. Eng.

Kimberly Jarvis, E.I.T.

Chris Jay, P. Eng.

Pierre-Luc Jean, P. Eng.

Christopher Kennedy, P. Eng.

Rahat Khan, P. Eng.

Robert King, G.I.T.

Jillian Lawlor, E.I.T.

Thomas Lawrence, E.I.T.

Denis Leblanc, P. Eng.

Philippe Legault, P. Eng.

Jeanie Lewis, E.I.T.

Jignheng Li, E.I.T.

Zheng Li, E.I.T.

Pejman Loghmani-Ardackani, P. Eng.

Adam Loveridge, G.I.T.

Reynaldo Madduma, P. Eng.

Nosrat Maleki, P. Eng.

Jean Masse, P. Eng.

Christopher Michelau, P. Eng.

Mahesh Munasinghe, P. Eng.

Darlene Nelson, P. Eng.

Paul Newman, P. Eng.

Mitchell Normore, E.I.T.

Peter Unor Ogban, E.I.T.

Jared Pardy, E.I.T.

Admir Pasic, P. Eng.

Sara Penney, E.I.T.

Karen Perry, E.I.T.

New License Holders (continued)

Oleg Petrusenko, P. Eng.

Nicolas Poirier-Mercier, P. Eng.

Brian Pottle, P. Eng.

Michael Pottle, P. Eng.

Sakthivel Rajmurugan, E.I.T.

Seyed Hamid Rezaei Avval, P. Eng.

Brandon Robicheau, P. Eng.

Joshua Rose, P. Eng.

Indranil Roy Chowdhury, P. Eng.

Cheryl Sehn, P. Eng.

Stanley Selig, P. Eng.

Miguel Shano, G.I.T.

Christian Sharpe, E.I.T.

Michael Shifflett, P. Eng.

Tyler Slade, E.I.T.

Mathew Smith, P. Eng.

Tara Smith, E.I.T.

Tyler Smith, P. Eng.

Andrew Stoodley, E.I.T.

Tyler Story, E.I.T.

Zoran Tasevski, P. Eng.

Zachary Taylor, E.I.T.

Dylan Thomas, E.I.T.

Bret Timmis, P. Geo.

Nicholas Townsend, E.I.T.

Albert Tremblay-Laliberte, P. Eng.

Mario Trottier, P. Eng.

Lesley Turpin, E.I.T.

Oghenegare Uti, E.I.T.

Nikolay Velev, P. Eng.

Ashley Viscount, E.I.T.

Jin Shan Wang, P. Eng.

Ying Wang, P. Eng.

Ben Kui Wei, P. Eng.

Brandon Whelan, E.I.T.

Greg Williams, E.I.T.

Yingjian Xiao, E.I.T.



Jug Manocha, P. Eng. was the recipient of the Canadian Standards Association's Award of Merit.

Read about the award [here](#).

Engineers Canada and Polytechnique Montreal have teamed up for the third installment of *Sustainability in Practice*, their free online course.

You can read more or register [here](#).

Simon Fraser University recently welcomed the first student cohort to its School of Sustainable Energy Engineering.

Read about the school [here](#).

A new television series produced by Geena Davis and hosted by Miranda Cosgrove will showcase female leaders in STEM.

Learn more [here](#).