

2014 ANNUAL REPORT



BOARD OF DIRECTORS

Dr. Dennis Peters, P. Eng., FEC, Chair (Elected)
Head, Department of Electrical & Computer
Engineering, Memorial University, St. John's

Jeff Card, P. Eng., Chair-Elect (Elected)
Senior Manager, Buildings Engineering Services,
Bell Canada, St. John's

Sean LaCour, P. Eng., FEC, Past Chair (Elected)
Manager of Operations, Newfoundland Power,
St. John's

Gerry Antle, P. Eng., Director (Elected)
Director of Infrastructure and Public Works,
City of Mount Pearl, Mount Pearl

Neil Cleary, P. Eng., Director (Elected)
President and Sr. Mechanical Engineer,
Crosbie Engineering Ltd., St. John's

Dawn Evans-Lamswood, P. Geo., Director (Elected)
Manager Exploration, Brownfield Exploration North
Atlantic Vale NL, St. John's

Sherry Freake, RN, Director (Ministerial Appointee)
Chief Operating Officer, Central Health, Gander

Ed Grant, Director (Ministerial Appointee)
Proprietor, Mount Pearl

Dr. John Hanchar, P. Geo. (ex-officio)
Head, Department of Earth Sciences,
Memorial University, St. John's

Jane Kieley, P. Eng., Director (Elected)
Senior Manager, Network Performance and
Traffic Management, Bell Canada, St. John's

Dr. Greg Naterer, P. Eng. (ex-officio)
Dean, Faculty of Engineering and Applied Sciences,
Memorial University, St. John's

Ian Osmond, P. Eng., FEC, Director (Elected)
Project Engineer, Atlantic Engineering Consultants
Ltd., Corner Brook

Andrew Peach, P. Geo., Director (Elected)
Senior Project Manager, Geotechnical Engineering,
Golder Associates, St. John's

Marina Whitten, Q.C., Director (Ministerial Appointee)
Lawyer, Aylward, Chislett, & Whitten Law Office,
Paradise



back row: Neil Cleary, P. Eng.; Ian Osmond, P. Eng., FEC; Jeff Card, P. Eng.; Dr. Dennis Peters, P. Eng., FEC; Sean LaCour, P. Eng., FEC; Andrew Peach, P. Geo.; Gerry Antle, P. Eng.
front row: Geoff Emberley, MBA, P. Eng., FEC; Dr. Greg Naterer, P. Eng.; Sherry Freake, RN; Jane Kieley, P. Eng.; Dawn Evans-Lamswood, P. Geo.; Dr. John Hanchar, P. Geo.; Ed Grant
(missing from photo: Marina Whitten, Q.C.)

STAFF



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



Mark Fewer, B.Comm. (Co-Op), Chief Operating Officer, Deputy Registrar



Janet Bradshaw, P. Eng., Professional Standards Director



Leo White, P. Eng., FEC, Professional Standards Director (retired April 2015)



Kevina Willmott, Compliance Officer



Andrew Peach, B.Comm. (Co-Op), Operations Coordinator



Lesley Oakley, Registration Coordinator



Jennifer Lane, Administrative Assistant



Dr. Dennis Peters,
P. Eng., FEC



Geoff Emberley,
MBA, P. Eng., FEC

CHAIR AND CHIEF EXECUTIVE OFFICER REPORT

FORWARD LOOKING

With the completion of a major review of its Ends or Goals in 2013, the PEGNL Board allocated more of its time in 2014 to further define and expand on those Ends. In 2014 the Board established an envisioning process that focuses on understanding the evolving needs of our “owners,” who are the public and in whose interest we act, and that focuses on further refining the Ends. In 2015, the Board will make contact with groups representing our owners and use information gathered from them to direct the envisioning process in which we consider longer term goals and determine if we need to adjust policies, procedures or activities to help achieve those goals.

Key owner representatives are provincial and municipal governments. We have an ongoing plan for meeting with these representatives and other stakeholders, to further understand how we can better contribute to public safety and welfare.

GROWTH IN LICENSURE

Paralleling previous years, 2014 has been a year of significant growth in both individual registrations

and permits to practice. They have grown 7.49% and 5.34% respectively in 2014. Even though each has grown, the growth is down slightly from previous years but well above the averages for similar organizations across Canada. This growth is due both to increased engineering and geoscience work being done in or for the province and PEGNL's increased compliance activities.

Paralleling previous years, 2014 has been a year of significant growth in both individual registrations and permits to practice.

While part of the increase is attributed to compliance efforts, it is not PEGNL's intent to increase registration through this approach; rather to ensure that those practicing in or for the province of Newfoundland & Labrador comply with the Engineers and Geoscientists Act, 2008 (the Act).

With this overall growth we see increasing numbers of applicants who are trained and working in other countries applying to be licensed with PEGNL. While international agreements and good accreditation practices in other countries help facilitate our registration of properly qualified

applicants, we work hard to be timely and fair in our registration of applicants from other countries. International engineers and geoscientists are becoming a more important part of the contributions that engineering and geoscience make to the province of Newfoundland & Labrador.

Note that the annual percentage growths for 2014 are net increases.

These are a combination of increases in new registrants and decreases due to those who resigned registration. Much of the work by out of province practitioners tends to be project based and as such these people resign when the projects are completed.

Early indications are that overall growth is continuing in 2015. However downturns in the prices of minerals and oil will likely curtail growth to more modest levels in 2015.

DISCIPLINARY MATTERS

A very important part of a professional regulatory body is the disciplinary process. The Act, (2008), in place since 2009, substantially changed the disciplinary process. It essentially resolves allegations from the



As a self regulating professional organization, PEGNL could not operate without the dedicated efforts of volunteers.

public or other professional members in a three step process. They may be resolved by agreement between the parties and the Registrar in some circumstances. If not resolved at that level they are passed to a committee of the Board of Directors called the Complaints Authorization Committee (CAC) which is composed of both elected board members and government appointed board members. In dealing with an allegation, the CAC may dismiss the allegation, issue a caution and counsel, or pass it on to a Disciplinary Tribunal.

The Disciplinary Tribunal is a quasi judicial body, composed of engineers and geoscientists and those appointed by the government, with very formal procedures. The Tribunal can dismiss the complaint, or impose restrictions up to and including removal of license and public notification.

While a number of allegations have been resolved at the CAC level since 2009, 2014 marks the first year that allegations have been resolved both at the Registrar Resolution stage and the Disciplinary Tribunal Stage.

LIMITED LICENSE TO PRACTICE

The professional member-limited licensee category enables those who are not qualified for full P. Eng. or P. Geo. status, but with

other appropriate qualifications, to become registered with PEGNL and to practice within a specified and limited scope. This limited scope is defined in accordance with the applicant's education and experience. This new class of license is consistent with what is happening in some other provinces whereby appropriately qualified technologists, natural scientists and others have become professional members with limited licenses to practice. Those who will have limited licenses to practice will be permitted to use the designations Eng. L. or Geo. L.

Limited Licensure was implemented in 2013 with the first three members being admitted to the professions in the same year. In 2014 this category grew to eight members, and there are a significant number of applications currently being evaluated by the Limited License Assessment Committee, a subcommittee of the Registration Committee. PEGNL recognizes that this is a significant change in engineering and geoscience regulation and encourages anyone who feels that they may be qualified to apply.

VOLUNTEERS & STAFF

As a self regulating professional organization, PEGNL could not operate without the

dedicated efforts of volunteers. Approximately 200 volunteer engineers, geoscientists and others contribute many hours annually, conducting PEGNL's regulatory and professional affairs. In addition to our professional members we also thank our ministerial appointed representatives on the PEGNL Board of Directors and on the Disciplinary Panel. Volunteer names are noted later in this 2014 annual report.

After almost ten years of service to PEGNL, Leo White, P. Eng., FEC, PEGNL's Professional Standards Director, has retired from PEGNL. Leo was a valued member of the PEGNL team and was sought after by staff, professional members and members of the public for his advice on professional practice. He further developed and administered PEGNL's disciplinary practices and did excellent work with students and applicants with respect to practice and ethics training. During this time PEGNL's enforcement and compliance efforts were significantly enhanced. We thank him for his substantial contribution.

The new Professional Standards Director is Janet Bradshaw, P. Eng. Janet is a past volunteer for PEGNL, having been a member of the Board of Directors among other committees. She also brings significant experience in areas

of consulting, management and mediation.

The PEGNL staff faced many challenges in 2014, including growth in registrations, increased compliance efforts, staffing changes, and changes associated with system improvements. We thank the staff for responding so well to this year's challenges.

ONLINE VOTING TO ELECT BOARD MEMBERS

In the spring of 2014, PEGNL initiated a change to electronic voting by members. At the same time, those who did not have email addresses were given a process to vote in the traditional way. With the online voting, participation by members grew from 19% the previous year to 32% in 2014. While this is a very positive change, we would like to have a greater percentage of our membership participate in the voting process.

FINANCES

Financial schedules, excerpted from the Auditor's Report, are included in the Annual Report for the information of members.

The statement of operations for the 2014 fiscal year indicates an annual excess of revenues over expenses of \$222,133. There is a significant increase in revenues

above the budgeted amount and operating expenditures were slightly higher than budgeted. The increase in revenue above budget 2014 is attributed to increases in membership, permits to practice, and new applications, as well as higher interest and investment revenue. Operating expense increases are attributed to increases in communication efforts, personnel costs, and accommodation costs.

Within the 2014 Annual Statement there is a change to the financial reserves policy of the organization. In previous years financial reserves were noted in the annual report as a fixed amount of \$197,890. Prior to completing the 2014 Annual Financial Statements, the Board changed its financial reserves policy. The policy will now consist of two components. The first is a wind-up contingency reserve set at $\frac{1}{12}$ of annual expenses and the second is a legal and miscellaneous contingency reserve at $\frac{3}{12}$ of annual expenses. With this approach, the reserves will change appropriately from year to year with the change in expenses of the organization. Under the new policy, the required reserves change from \$197,890 in 2013 to a total of \$539,969 in 2014. The Statement of Financial Position shows that PEGNL carried a surplus, above the required financial reserves, into the fiscal year 2015.

The budget for 2015 projects a break-even outcome with revenues slightly in excess of expenses at \$2,300. The revenue component is based on a projected membership increase of 6%. The expense component projects an increase in expenditures, primarily due to increased salaries and benefits. This includes the first full year for the Professional Standards Director position and increases in the cost of office accommodations.

PEGNL has changed its fees for new permit holders who register in the latter half of the year, based on comments of paying for a full year and only being registered for a few months. In late 2014 PEGNL changed the permit holder fee such that permit holders becoming registered in the latter half of a year would only pay half the annual fee for that period. This is similar to a change made for professional members a few years ago.

As a consequence of the financial performance of the organization, there was no increase in membership fees assessed for 2015.

INDEPENDENT AUDITOR'S REPORT

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

We have audited the accompanying financial statements of Professional Engineers and Geoscientists Newfoundland and Labrador, which comprise the statement of financial position as at December 31, 2014, and the statements of operations, changes in net assets and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

MANAGEMENT'S RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

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

AUDITOR'S RESPONSIBILITY

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

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

reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

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

OPINION

In our opinion, the financial statements present fairly, in all material respects, the financial position of Professional Engineers and Geoscientists Newfoundland and Labrador as at December 31, 2014 and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

St. John's, Newfoundland and Labrador
April 10, 2015



Chartered Professional
Accountants

STATEMENT OF FINANCIAL POSITION

(AS OF DECEMBER 31ST 2014)

ASSETS	CURRENT	Dec 31, 2014	Dec 31, 2013
	Cash and bank	1,490,236	1,210,076
	Long-term investments	1,202,002	1,198,438
	Short-term investments	71,361	62,440
	Accounts receivable	1,223	2,978
	Prepaid expenses	11,313	11,313
		2,776,135	2,485,245
	Property and equipment	66,548	60,324
	Intangible asset	41,943	35,030
		2,884,626	2,580,599

LIABILITIES	CURRENT	Dec 31, 2014	Dec 31, 2013
	Accounts payable and accrued liabilities	163,954	174,872
	Deferred income	980,004	882,590
	Due to related parties	4,908	6,385
	Current portion of capital lease obligations	3,449	3,125
	Obligations under capital lease	1,542	4,991
		1,153,857	1,071,963

NET ASSETS		Dec 31, 2014	Dec 31, 2013
	Invested in capital assets	61,557	60,324
	Legal and miscellaneous contingency fund	404,977	197,890
	Wind-up contingency fund	134,992	-
	Unrestricted	1,129,243	1,250,422
		1,730,769	1,508,636
		2,884,626	2,580,599

Approved on behalf of the Board of Directors:



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



Dr. Dennis Peters, P. Eng., FEC
Chair

STATEMENT OF OPERATIONS

REVENUE	BUDGET 2014	ACTUAL 2014	VARIANCE 2014	BUDGET 2015
Membership fees	1,020,000	1,028,950	8,950	1,103,500
Permit fees	350,000	360,018	10,018	379,000
Other	145,000	195,985	50,985	206,000
Registration fees	112,000	154,488	42,488	128,000
Interest and investment revenue	20,000	138,769	118,769	20,000
Conference revenue	25,000	31,779	6,779	30,000
	1,672,000	1,909,989	237,989	1,866,500
EXPENSES				
Administration	366,400	393,329	26,929	432,725
Engineers Canada/Geoscientists Canada	90,000	92,085	2,085	99,500
Conference	55,000	51,433	(3,567)	47,500
Board governance	68,900	66,421	(2,479)	80,675
Internal and external communications	116,900	123,622	6,722	175,475
Meetings expense	14,300	9,037	(5,263)	14,625
Member services	20,000	15,159	(4,841)	16,000
Other	139,500	187,277	47,777	170,000
Professional fees	150,000	109,076	(40,924)	160,000
Salaries and benefits	515,000	534,292	19,292	616,500
Scholarships and donations	29,000	23,463	(5,537)	29,200
Travel	22,000	14,712	(7,288)	22,000
	1,587,000	1,619,906	32,906	1,864,200
Excess (deficiency) of revenue over expenses	85,000	290,083	205,083	2,300
Unrealized gain (loss) on investments*	-	(67,950)	(67,950)	-
	85,000	222,133	137,133	2,300
Capital and intangible asset expenditures **	(50,000)	(64,225)	10,681	(100,000)

*Unrealized gain (loss) on investments amount represents an unrealized loss on long-term investments. This is a result of a decrease in the market value of the long-term investments from December 31, 2013 to December 31, 2014.

**Capital and Intangible Asset Expenditure amount represents gross cash expenditures for the year on tangible and intangible capital items. This line was not a part of the original Audited Statement of Operations, but has been added by PEGNL for information purposes only. The actual amount for 2014 is derived from the Audited Statement of Cash Flow.

STATEMENT OF CASH FLOW

OPERATING ACTIVITIES	2014	2013
Cash receipts from members and related activities	1,870,389	1,770,351
Cash paid to suppliers and employees	(1,517,287)	(1,219,563)
Interest paid	(62,450)	(53,699)
Cash flow from operating activities	290,652	497,089
INVESTING ACTIVITIES		
Purchase of capital assets	(20,485)	(27,523)
Purchase of intangible assets	(43,740)	(38,349)
Interest and dividends received	49,414	22,749
Purchase of long-term investments	(1,231,154)	(410,612)
Proceeds on disposal of short-term investments	60,000	47,000
Proceeds on disposal of long-term investments	1,180,075	-
Cash flow used by investing activities	(5,890)	(406,735)
FINANCING ACTIVITIES		
Advances from (to) related parties	(1,477)	(261)
Repayment of obligations under capital lease	(3,125)	(3,483)
Cash flow used by financing activities	(4,602)	(3,744)
INCREASE (DECREASE) IN CASH FLOW	280,160	86,610
Cash - End of Year	1,490,236	1,210,076

SUMMARY OF REGISTRATIONS

2004-2014

REGISTRATION CATEGORY	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Life Members	186	189	192	195	200	203	210	226	238	244	271
Professional Engineers	1,820	1,767	1,851	1,947	2,102	2,175	2,385	2,755	3,108	3,362	3,614
Professional Geoscientists	190	179	204	203	207	222	246	252	294	296	306
Dual P. Eng. / P. Geo.	13	12	11	11	12	12	12	13	13	14	15
Engineers-in-Training	352	339	321	308	320	339	359	360	398	482	523
Geoscientists-in-Training	20	25	34	38	49	47	45	42	51	58	55
Limited Licensee – Eng. L.	0	0	0	0	0	0	0	0	0	2	8
Limited Licensee – Geo. L.	0	0	0	0	0	0	0	0	0	0	0
TOTAL REGISTRATION	2,581	2,511	2,613	2,702	2,890	2,998	3,257	3,648	4,102	4,458	4,792
Annual Growth	4.24%	-2.71%	4.06%	3.41%	6.96%	3.74%	8.64%	12.00%	12.45%	8.68%	7.49%

PERMITS TO PRACTICE	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Engineering	273	285	291	280	311	314	321	366	426	486	510
Geoscience	25	28	25	26	27	25	24	22	26	26	28
Engineering & Geoscience	10	9	10	11	12	11	9	11	11	12	14
TOTAL PERMITS TO PRACTICE	308	322	326	317	350	350	354	399	463	524	552
	-1.28%	4.55%	1.24%	-2.76%	10.41%	0.00%	1.14%	12.71%	16.04%	13.17%	5.34%



Dr. Steve Piercey, P. Geo.

REGISTRATION COMMITTEE REPORT

The PEGNL Registration Committee is the decision-making body for admissions for the following categories of registration with PEGNL:

- Professional Engineers
- Professional Geoscientists
- Engineers-In-Training
- Geoscientists-In-Training
- Limited Licensees
- Permits to Practice.

During 2014, the Registration Committee held ten regular business meetings. The committee evaluated a total of 286 applications for professional licensure; 186 applications for member-in-training registration; six applications for limited licensure; 80 applications for permits to practice; and 137 permits to practice addition/revision requests. The committee also endorsed 344 applications for professional licensure as required under the Labour Mobility Clause of the Agreement on Internal Trade between provinces.

The growth in registration continued in 2014. Overall, registration increased by 7.49% over the past year. In-province registrations grew by 7.4%; out-of-province registrations also grew by 7.4%.

The total number of Professional Engineers increased by 7.5%. The total number of Professional Geoscientists

increased by 3.4%. Engineer-In-Training registration grew by 8.5% and there was a small decrease in Geoscientist-In-Training registration in 2014. The growth of Permits to Practice also increased in 2014. Permits grew by 5.35%.

The Experience Review Committee (ERC), a sub-committee of the Registration Committee, has also been busy in 2014. The ERC assessed 15 files in 2014, and have continued with assessments in 2015.

The Limited License Assessment Committee (LLAC), also a sub-committee of the Registration Committee, has been busy in 2014 evaluating nine new applications for limited licensure.

The Registration Committee held two policy meetings in 2014. One of the more significant policy items discussed in 2014 was the identification of Structural Engineering as a primary discipline for purposes of issuing permits to practice. The current practice for structural engineering requests is to issue the permit for Civil-Structural Engineering. The committee has endorsed the change to begin issuing permits for Structural Engineering in 2015.

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

REGISTRATION COMMITTEE MEMBERS

EXECUTIVE

Dr. Steve Piercey, P. Geo., Chair

Terry Gardiner, P. Eng., Vice Chair

Dr. Leonard Lye, P. Eng., FEC, Vice Chair

2014 MEMBERS

Dr. Octavia Dobre, P. Eng.

Randy Gillespie, P. Geo.

Dr. Ray Gosine, P. Eng., FEC

Dr. Amy Hsiao, P. Eng.

Kim Kieley, P. Eng., FEC

Darin LeBlanc, P. Eng., FEC

Paul McDonald, P. Eng., FEC

Gary Murray, P. Eng.

Paul Nolan, P. Eng.

Dr. Derek Wilton, P. Geo., FGC

The committee also extends its welcome to Nick Gillis, P. Eng., who joined the committee in 2015.

EXPERIENCE REVIEW COMMITTEE

Terry Gardiner, P. Eng., Chair

Randy Gillespie, P. Geo., Vice Chair

Dr. Leonard Lye, P. Eng., FEC, Vice Chair

LIMITED LICENSE ASSESSMENT COMMITTEE

Gary Murray, P. Eng., Chair

Randy Gillespie, P. Geo., Vice Chair

Darin LeBlanc, P. Eng., FEC, Vice Chair

Derek Brown, P. Eng.

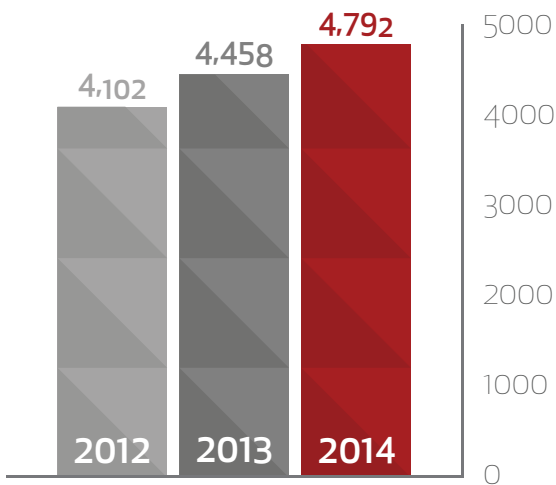
Bob Forbes, P. Eng.

Dr. Eric Gill, P. Eng.

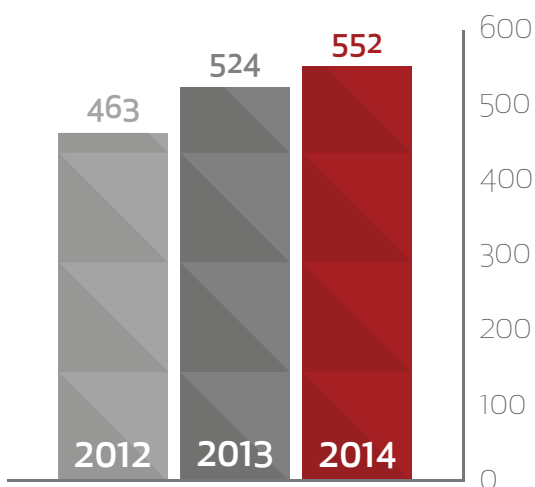
Bill Maybee, P. Eng.

Chris Soper, P. Eng., FEC

REGISTRATIONS



PERMITS TO PRACTICE





Janet Bradshaw, P. Eng.

PROFESSIONAL STANDARDS DIRECTOR REPORT

ALLEGATIONS AND DISCIPLINARY ACTIVITIES

At the beginning of 2014 there were three active discipline files. One of these files had been transitioned from the previous Discipline Committee to the Complaints Authorization Committee (CAC) when the new Act came into effect on July 1, 2009. The others were files opened in 2012-2013 and were with the CAC. During 2014 two new allegations were received by the Registrar. Of these five cases, one was settled by Registrar Resolution, two were resolved by the CAC, and one was referred to an Adjudication Tribunal by the CAC where it was resolved. At the end of 2014 there was one active discipline file which was in the process of attempted Registrar Resolution.

COMPLIANCE AND ENFORCEMENT ACTIVITIES

Compliance and enforcement activities are mainly proactive and are focused on ensuring that individuals and firms are made aware of the requirement to obtain appropriate licensure. Those subject to such activities are given an opportunity to comply. PEGNL has a full time Compliance Officer who conducts these activities.

NATIONAL DISCIPLINE AND ENFORCEMENT ACTIVITIES

The Discipline and Enforcement (D & E) staff at Engineers Canada and the D & E representatives from the provinces and territories met in June 2014. A national D & E database and library (summary

of cases) has been implemented and is used routinely by D & E officials. In it are records of professionals who have been disciplined in each province. There is a high level of co-operation in D & E, largely fostered by Engineers Canada.

PRACTICE STANDARDS AND GUIDELINES

During 2014, PEGNL continued the review and revision of the *Guideline on the Use of the Seal*. It is expected that this new guideline will be completed during 2015. Started in 2014 and continued in 2015, PEGNL has begun revising the Professional Conduct Procedure Guideline. These revisions are primarily related to PEGNL's recent experience with disciplinary files. It is anticipated that the revisions will be completed in 2015.

ETHICS AND PROFESSIONAL PRACTICE SEMINARS

The following sessions on ethics and professional practice were held in 2014:

- a two-day seminar delivered four times to applicants writing the National Professional Practice and Ethics Exam
- an ethics seminar to both Engineering and Earth Science graduating students
- an introductory professional ethics lecture to Term 2 engineering students.



COMPLAINTS AUTHORIZATION COMMITTEE REPORT

Sean LaCour, P. Eng., FEC

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

The Act gives the CAC the power to:

- refer the allegation to the Registrar to investigate and resolve in accordance with the regulations
- conduct an investigation itself or appoint a person to conduct an investigation on its behalf
- conduct a practice review into the license holders practice
- require the license holder to appear before the committee.

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

This past year the CAC held four meetings and resolved the three cases before it. Two cases were resolved with the CAC issuing a caution and counsel and the other case was referred to a disciplinary panel for resolution by an adjudication tribunal. All allegations referred to the CAC have been dealt with and no new allegations have been received.

As Chair of the CAC I thank the members for their dedication and diligent work throughout the year in carrying out this important role. I also thank PEGNL's CEO & Registrar, Geoff Emberley, P. Eng., FEC, and former Professional Standards Director, Leo White, P. Eng., FEC, for their support to the CAC in 2014 and for their outstanding service to our professions.

COMPLAINTS AUTHORIZATION COMMITTEE MEMBERS

EXECUTIVE

Sean LaCour, P. Eng., FEC, Chair
Dr. Dennis Peters, P. Eng., FEC,
Vice Chair

MEMBERS

Jeff Card, P. Eng.
Neil Cleary, P. Eng.
Dawn Evans-Lamswood, P. Geo.
Jane Kieley, P. Eng.
Andrew Peach, P. Geo.
Marina Whitten, Q.C.

LEGAL COUNSEL

Paul Coxworthy, LL.B.

STAFF LIAISONS

Leo White, P. Eng., FEC



ENGINEERS CANADA DIRECTOR REPORT

Darryl Benson, P. Eng., FEC

Engineers Canada promotes and maintains the integrity, honour and interests of Canada's engineering profession, and is committed to providing effective national coordination and a strong national voice in collaboration with PEGNL and the other engineering regulatory bodies.

The organization has been focused on better aligning the execution of its work in collaboration with the regulatory bodies and their goals, and continues to work on numerous projects. The Canadian 'Framework for Regulation' initiative has undergone an internal review and is in the process of being streamlined. The framework is a set of aspirational elements that form the baseline for Canadian engineering regulators.

Engineers Canada also joined Engineers Without Borders (EWB) to launch the Engineering Change Lab during Unite to Unlock – EWB's national conference held January 16-18, 2015, in Montreal. The Change Lab will use social change to create a meaningful shift in ethics and professionalism in the engineering profession, focusing on improving and maintaining public trust.

Engineers Canada also released the Engineering Profession Environmental Scan on March 30, 2015, outlining issues and trends that are shaping engineering. The report will help shape the organization's strategic thinking and planning by ensuring all relevant factors that can impact engineering are taken into consideration.

Furthermore, Engineers Canada aims to become Citizenship and Immigration Canada-designated to provide Educational Credential Assessments (ECAs) for international engineering graduates applying to immigrate, and to provide fulsome information about Canada's engineering profession. The federal government's Express Entry system, and the requirement for an assessment of educational credentials for certain economic class immigrants, will help immigrants understand where their skills and knowledge fit in the Canadian economy. By becoming an agency designated to offer ECAs, Engineers Canada can inform, advise and help international engineering graduates plan to succeed in Canada.

Personally, this concludes my tenure as the PEGNL representative on the Engineers Canada Board of Directors, and I thank PEGNL for this honour and privilege over the last three years. I have every confidence the new incoming Director, Bill Hunt, P. Eng., FEC, will be a strong advocate for PEGNL goals on the Board of Directors.



GEOSCIENTISTS CANADA DIRECTOR REPORT

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

Geoscientists Canada is a national council whose members are the self-governing professional associations or constituent associations (CAs), such as PEGNL, that regulate the profession of geoscience in each jurisdiction in Canada. Founded in 1996, Geoscientists Canada does not license geoscientists; individuals must become licensed with the CAs of the province in which they intend to practice.

An updated website was released in 2014 which has more information about Geoscientists Canada's programs, activities and what's new (www.geoscientistscanada.ca).

2014 was a critical year for Geoscientists Canada. In June, Geoscientists Canada released a document entitled *Geoscientists Canada Moving Forward*. It reviewed the need to adequately resource the immediate Geoscientists Canada work and how to resource for the long term. Also, it reviewed the roles and responsibilities of CAs and its representatives, Board members and staff. The review suggested drafting a strategic plan for the next few years which contains the activities that are endorsed by the CAs and reviewing the governance model including articles and bylaw changes. It

establishes immediately a robust two-way engagement protocol between Geoscientists Canada and the CAs. All of this work is expected to be tabled for approval at Geoscientists Canada's annual general meeting in June 2015.

Geoscientists Canada has been developing a Geoscience Admissions Support Tool (AST) project which is aimed to assist its CAs to evaluate the credentials of internationally trained geoscientists. The AST project has received \$782,000 of funding from the federal government's Foreign Credentials Recognition Program. The project has three main components 1) developing competency profiles, which have been accepted; 2) a diagnostic report, which has been completed and released in 2015; and 3) an academic gaps analysis including remedies, which is near completion this spring. Since national mobility ensures that a professional geoscientist licensed in good standing in one provincial jurisdiction is potentially accepted by other provincial jurisdictions, common tools for the assessment of competency are important for all CAs. This project is in its final stages and ready for release in 2015 to the CAs.

Other activities in 2014 included working with the federal, provincial

and territorial committee that supports the provincial Forum of Labor Market Ministers (FLMM). It is considering implementing a framework for the Assessment and Recognition of Foreign Qualifications in Canada through collaboration with stakeholders. This "framework" targets 21 occupations, and geoscientists are one of them. An action plan is currently being established for beyond 2015 with work ongoing in 2014 and early 2015. A draft Practice Definitions document is being developed for use by the CAs.

Based on data from each CA, the number of Professional Geoscientists in Canada increased by:

- 1.82 %, 10.57% for Limited licensees
- 7.92 % for geoscientists in Training

This represents only nine CAs due to the announcement of Ordre des Geologues du Quebec to resign its membership in Geoscientists Canada at the end of 2014.

I look forward to serving as the PEGNL appointed director of Geoscientists Canada in the coming year. It will be a pivotal year for Geoscientists Canada.



Dr. John Quaicoe,
P.Eng., FEC

AWARDS COMMITTEE REPORT

The committee made twelve recommendations this year for seven awards. As part of those recommendations, the Environment Committee solicited nominations and made a recommendation to the Awards Committee for the Environmental Award.

The Board of Directors considered the nominees and confirmed the following awards:

AWARD OF MERIT

Peter Dimmell, P. Geo., FGC
Gary Follett, P. Eng., FEC

HONORARY MEMBERSHIP

Leslie Grattan

AWARD FOR SERVICE

Darryl Benson, P. Eng., FEC

ENVIRONMENTAL AWARD

Central Regional
Service Board

EARLY ACCOMPLISHMENT AWARD

Lee Bennett, P. Eng.
Chad Fisher, P. Eng.
Jason Strickland, P. Eng.

COMMUNITY SERVICE AWARD

Rod Churchill, P. Geo.
Colin Janes, P. Eng., FEC

TEACHING AWARD

Dr. Graham Layne, P. Geo.
Dr. Geoff Rideout, P. Eng.

Input from members for nominations is very important. The Awards Committee, therefore, strongly encourages members to submit PEGNL award nominations at any time. Please consider nominating someone for next year. Details are available on the PEGNL website www.pegnl.ca.

AWARDS COMMITTEE

Chair: Dr. John Quaicoe, P. Eng., FEC

Members: Joanna Barnard, P. Eng.; Frank Blackwood, P. Geo., FGC; Ken Dominie, P. Eng., FEC; Geoff Emberley, P. Eng., FEC; Dr. Rex Gibbons, P. Geo., FGC; Kim Keating, P. Eng.; Bill Legge, CET; Keith White, P. Eng., FEC

ENVIRONMENTAL COMMITTEE AWARD SUBCOMMITTEE

Members: Kevin Power, P. Eng., FEC; Bill Scott, P. Eng.; Chris Soper, P. Eng., FEC; Janet Bradshaw, P. Eng.



Don Finch, P. Eng., FEC

ENDOWMENT FUND REPORT

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

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

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

ASSETS

As per the Endowment Funds audited financial report, the assets of the fund as of December 31, 2014 were \$543,185, compared

with \$509,586 of December 31, 2013. Increases to the Endowment Fund assets come from PEGNL member donations (for 2014 this was \$7,050), returns from the asset's investments, and increases in the investments themselves. At annual fee renewal time, or at any other time, please consider making a donation to the Endowment fund (tax deductible receipts are available).

DISBURSEMENTS

In 2014, the Endowment Fund committee disbursed \$23,000 based both on the performance of the fund and contributions from members.

This year there were no scholarship disbursements as there were no scholarship applications received. We will increase promotion of the scholarships next year. As a consequence of no scholarship disbursements, all funds were allocated in the form of bursaries.

Disbursements to Memorial University Engineering and Earth

Science students were as follows:

Seven \$2,000 bursaries to engineering students

Three \$2,000 bursaries to earth science students

Three \$1,000 bursaries to earth science students

We have been informed by students that the bursaries are very important to their ability to attend university and to do well. To quote two 2014 recipients, one said "If I didn't get this bursary, I would not be able to attend university this semester." The other said, "Now I won't have to do as much part time work and I can spend more time at my books." Statements like these show what the Endowment Fund can mean to students who are struggling with financial matters.

Respectfully submitted,

Don Finch, P. Eng., FEC
Chair, Endowment Fund
Committee

ENDOWMENT FUND BOARD OF DIRECTORS

EXECUTIVE

Don Finch, P. Eng., FEC, Chair
Geoff Emberley, MBA, P. Eng., FEC,
Vice Chair

DIRECTORS

Steve McLean, P. Eng., FEC
Eric Jerrett, P. Eng., FEC

Frank Davis, P. Eng., FEC
Peter Dimmell, P. Geo., FGC

LIST OF VOLUNTEERS

Sudeshna Abbott, P. Eng.

Michael Abbott, P. Eng.

Ken Andrews, P. Geo., FGC

Gerry Antle, P. Eng.

Heather Appleby, P. Eng.

Krista Ash, P. Eng.

Ray Bailey, P. Eng.

Bill Baird, P. Eng.

Rob Baker, P. Eng.

Joanna Barnard, P. Eng.

Keith Bartlett, P. Eng.

Scott Bennett, P. Eng., FEC

Darryl Benson, P. Eng., FEC

Frank Blackwood, P. Geo., FGC

Andrew Blundon, P. Eng., FEC

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

Keith Bowden, P. Eng.

Blair Bridger, P. Eng.

Derek Brown, P. Eng.

Dr. Steve Bruneau, P. Eng.

Henry Bulla, P. Eng.

Mark Burt, P. Eng.

Andrew Butt, NAA

Ken Butt, P. Eng.

Roger Butt, P. Eng.

Sarah Butt, P. Eng.

Dr. Stephen Butt, P. Eng.

Jeff Card, P. Eng.

Steve Chaytor, P. Eng.

Rod Churchill, P. Geo.

Neil Cleary, P. Eng.

Timothy Collins, P. Eng.

Darrel J. Danyluk, P. Eng., FCAE,
FEC

Frank Davis, P. Eng., FEC

Elizabeth Dawe, EIT

Tony Dawe, P. Eng., FEC

Peter Dimmell, P. Geo., FGC

Gary Dinn, P. Eng.

Dr. Octavia Dobre, P. Eng.

Ken Dominie, P. Eng., FEC

Richard Donnan, P. Eng.

Gerard Dunphy, P. Eng.

Wilmore Eddy, P. Eng.

Dawn Evans-Lamswood, P. Geo.

John Evans, P. Eng., FEC

Everett Fancey, P. Eng., FEC

Don Finch, P. Eng., FEC

Andy Fisher, P. Eng., FEC

Chad Fisher, P. Eng.

Robert Forbes, P. Eng.

Sherry Freake, RN

Terry Gardiner, P. Eng.

Michael Gehue

Dr. Rex Gibbons, P. Geo., FGC

Dr. Eric Gill, P. Eng.

Randy Gillespie, P. Geo.

Nick Gillis, P. Eng.

Rick Goosney, P. Eng., FEC

Dr. Ray Gosine, P. Eng., FEC

Ed Grant

Dave Green, P. Eng.

Michael Greene, P. Eng.

Natalie Hallett, P. Eng.

Dorothea Hanchar, P. Geo.

Dr. John Hanchar, P. Geo.

Dr. Kelly Hawboldt, P. Eng.

Phil Helwig, P. Eng.

Jill Henderson, EIT

Susann Hickey, P. Eng., FEC

Denise Hodder, P. Geo., Ph.D.

Dr. Amy Hsiao, P. Eng.

Bill Hunt, P. Eng., FEC

Dr. Amghad Hussein, P. Eng.

Aisha Hyde, P. Geo.

Ivan Hynes, P. Eng.

Sheikh Islam, P. Eng.

Dr. Lelsey James, P. Eng.

Eric Jerrett, P. Eng., FEC

Baxter Kean, P. Geo.

Rob Kearley, P. Eng., FEC

Jim Keating, P. Eng.

Kim Keating, P. Eng.

Lionel Keeping, P. Eng.

Dr. Faisal Khan, P. Eng.

Kim Kieley, P. Eng., FEC

Jane Kieley, P. Eng.

Carl King, P. Eng.

Harold Klassen, P. Geo.

Dr. Nick Krouglicof, P. Eng.

Sean LaCour, P. Eng., FEC

Gregoire Laforce, P. Eng.

Rob Langridge, P. Geo.

Darin LeBlanc, P. Eng., FEC

Bill Legge (HM)
Shelly Leighton, P. Eng.
Peter Lester, P. Eng.
Li Li
Tom Loader, P. Eng.
Steve Locke, P. Eng.
Dr. Leonard Lye, P. Eng., FEC
Thomas MacDonald, P. Eng.
Stephen Mader
William Maybee, P. Eng.
Melissa McComiskey, P. Eng.
Paul McDonald, P. Eng., FEC
Bob McGuire, P. Eng.
Rob McKeown, P. Geo.
Steve McLean, P. Eng., FEC
Andrew Menchions, P. Eng.
Dave Mickelson, P. Eng.
Dr. Cecilia Moloney
Allison Moyle, P. Eng.
Russell Murphy, P. Eng.
Gary Murray, P. Eng.
Dr. Greg Naterer, P. Eng.
Warren Neville, P. Eng.
Bill Newton, P. Eng., FEC
Paul Nolan, P. Eng.
Andrea Van Nostrand
Mike O'Brien, P. Eng.
Jeff O'Keefe, P. Geo., P. Eng.
Bill O'Keefe, P. Eng.
Steven Osborne, P. Eng.
Ian N. Osmond, P. Eng., FEC

Denisse Justiniano Pardo, P. Eng.
Terry Parsons
Andrea Parsons, P. Eng.
Andrew Peach, P. Geo.
Kirk Peddle, P. Eng., FEC
Dr. Dennis Peters, P. Eng., FEC
Dr. Ross Peters, P. Eng., FEC
Dr. Stephen Piercey, P. Geo.
Gerard Piercy, P. Eng.
Chris Pope, EIT
Fay Pittman, P. Eng.
Steve Power, P. Eng.
Kevin Power, P. Eng., FEC
Titia Praamsma, P. Geo.
Dr. John Quaicoe, P. Eng., FEC
Dr. Wei Qiu, P. Eng.
John Quist, P. Eng.
Kent Randell, P. Eng., FEC
Melvin Reid
Peter Robbins, P. Eng.
Kevin Roche, P. Eng.
Max Ruelokke, P. Eng., FEC
Derek Sawler, P. Eng.
Shawn Searle, P. Eng.
Bill Scott, P. Eng.
Ashley Allan Skinner, EIT
Natasha Smith, EIT
Andrew Smith, P. Eng.
Frank Smith, P. Eng.
Murray Smith, P. Eng.
Todd Smith, P. Eng.

Ken Snelgrove, P. Eng.
Greg Snow, NAA
Chris Soper, P. Eng., FEC
Carissa Sparkes, P. Eng.
Noorullah Speen Jan, EIT
Rick Spurrell, P. Eng.
Halcum Stanley (HM)
Clark Stokes, P. Eng.
Jennifer Strong, P. Eng.
Jason Strickland, P. Eng.
Craig Taite, P. Eng.
Anne Tavenor, P. Eng.
Rick Tiller, P. Eng.
Karen Thomas, P. Eng., FEC
Karen Traverse, P. Eng.
Lynn Tremblay
George Twiss
Spencer Vatcher, P. Geo.
Graham Wakeham, P. Eng.
Wendy Warford, P. Eng.
Bob Walsh, P. Eng.
Andrew Wells, P. Eng.
Jody Wentzell, P. Eng.
Darlene Whalen, P. Eng., FEC
Keith White, P. Eng., FEC
Marina Whitten, Q.C.
Cory Williams, P. Eng.
Jennifer Williams, P. Eng.
Dr. Derek Wilton, P. Geo., FGC
Dr. Chris Woodworth-Lynas, P. Geo.
Sachin Yadav, P. Eng.

whatif you didn't show up for work tomorrow?

```

graph TD
    Q1{Did you die?} -- Yes --> Q2{Did you have Term Life Insurance from the Engineers Canada-sponsored program?}
    Q1 -- No --> Q3{Win the lottery?}
    Q2 -- Yes --> A1[Good thinking. Term Life typically offers the most coverage for the least cost.]
    Q2 -- No --> Q4{Did you have any group benefits from your employer?}
    Q3 -- Yes --> A2[Let's talk retirement planning.]
    Q3 -- No --> Q5{Just not feeling it?}
    Q4 -- Yes, I think so --> Q6{Will that pay for your family's needs: debts, mortgage, children's education, etc. etc.?}
    Q4 -- Not that I'm aware of --> Q7{Did you at least have mortgage insurance?}
    Q5 --> A3[Weekends aren't long enough.]
    A3 --> A4[Okay, but don't burn your bridges.]
    Q6 -- Uhhh... let me check my pocket calculator --> A5[We have a handy one online so you can see just how valuable you are to your family.]
    Q6 -- I never actually read that document. --> A6[Usually, they only cover 1-2 times your annual income. We offer coverage up to $15 million.]
    Q7 -- Yes, I think so --> A7[Well, that's a relief but in your next life, you may want to consider that Term Life is a more efficient way of covering a mortgage.]
    Q7 -- Never got around to it --> A8[Don't panic. This was all just a bad dream. Just visit our website to learn more about the exclusive Term Life plan.]
  
```

See why over 80,000 of your peers have chosen the Engineers Canada-sponsored Term Life Insurance Plan.

1-877-598-2273 | manulife.com/pegnl

Underwritten by The Manufacturers Life Insurance Company. Manulife and the Block Design are trademarks of The Manufacturers Life Insurance Company and are used by it, and by its affiliates under license.

The Manufacturers Life Insurance Company

TD Insurance
Meloche Monnex

Get more out of your PEGNL membership.

Get **preferred insurance rates** today!

Because you've earned it.

At TD Insurance we believe your efforts should be recognized. That's why, as a member of **Professional Engineers and Geoscientists Newfoundland and Labrador**, you have access to the TD Insurance Meloche Monnex program, which offers you preferred insurance rates and highly personalized service, along with additional discounts. Request a quote and find out how much you could save!

Our extended business hours make it easy.
Monday to Friday: 8 a.m. to 8 p.m.
Saturday: 9 a.m. to 4 p.m.

On average, professionals who have home and auto insurance with us save \$400.*

HOME | AUTO

Ask for your quote today at 1-866-269-1371 or visit melochemonnex.com/pegnl

The TD Insurance Meloche Monnex program is underwritten by SECURITY NATIONAL INSURANCE COMPANY. It is distributed by Meloche Monnex Insurance and Financial Services Inc. in Quebec, by Meloche Monnex Financial Services Inc. in Ontario, and by TD Insurance Direct Agency Inc. in the rest of Canada. Our address: 50 Place Crémazie, Montreal (Quebec) H2P 1B6.

Due to provincial legislation, our auto and recreational vehicle insurance program is not offered in British Columbia, Manitoba or Saskatchewan.

*Average based on the home and auto premiums for active policies on July 31, 2014 of all of our clients who belong to a professional or alumni group that has an agreement with us when compared to the premiums they would have paid with the same insurer without the preferred insurance rate for groups and the multiproduct discount. Savings are not guaranteed and may vary based on the client's profile.

© The TD logo and other TD trademarks are the property of The Toronto-Dominion Bank.

Want E&O coverage that includes

- Industry-leading risk management education
- Up to a 10% premium credit for taking free risk management courses*
- 24/7 access to the XL Group Contract eGuide with copy/paste contract language
- Expert claims handling
- Claims-free credit*
- Specialty underwriting
- Specialized independent brokers

XL Group
Insurance



Design Professional

We got it.



393 Brunswick Street
Fredericton, NB E3B 1H2

Tel: 506-444-0444
Fax: 506-459-8940

Learn more.
xlgroup.com/dp-ca

* up to a maximum of \$10,000 on the first \$5 million of coverage.

XL Group is the global brand used by XL Group plc's insurance subsidiaries. In Canada, coverages are underwritten by XL Insurance Company SE, an XL Group plc insurance company. Coverage not available in all jurisdictions.

PEG
Newfoundland
and Labrador
PROFESSIONAL ENGINEERS AND GEOSCIENTISTS

Endowment Fund

How to contribute:

1. Photocopy and fill in the form below. Then forward with your cheque, made payable to **Professional Engineers and Geoscientists Endowment Fund**
2. As part of your **annual fee payment**

Please send to:

Endowment Fund
Professional Engineers and Geoscientists NL
P.O. Box 21207, Baine Johnston Centre, 2nd Floor
10 Fort William Place, St. John's, NL A1A 5B2

Questions may be directed to:

Telephone: (709) 753-7714
Facsimile: (709) 753-6131
email: main@pegnl.ca

Thank you

NAME: _____

ADDRESS: _____

AMOUNT: \$ _____

All contributors will receive an Income Tax receipt. Registration #: 1017854-21. Donations may be used to fund long-term investments from which returns will be used to financially support students.

Help to increase the number of
annual scholarships or bursaries
by donating to the Fund.



