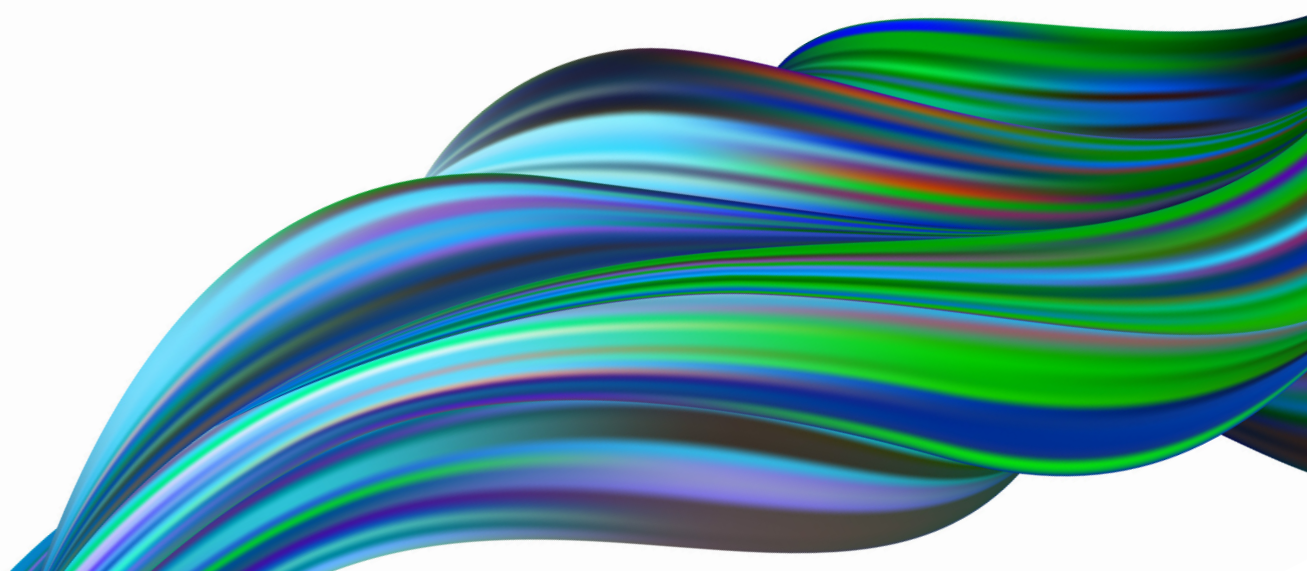


PROFESSIONAL ENGINEERS & GEOSCIENTISTS  
NEWFOUNDLAND & LABRADOR

Navigating Transition  
**Annual Report**  
**2023**

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L-R: Steve Emberley, Dr. Janna Rosales, Chad Wiseman, Tim Crosbie, Darlene Whalen, Liz Palmera-Nuñez, Barry Hillier, Dr. Jacques Guigné, Daniel Burke. *Missing: Gerard Antle, Nahome Asghedom, Michelle Lethbridge*

## Executive

**Gerard Antle, P. Eng., FEC**  
Chair (Elected)

**Darlene Whalen, P. Eng., FEC**  
Chair-Elect (Elected)

**Dr. Jacques Guigné, P. Geo., FGC**  
Past Chair (Elected)

## Directors

**Nahome Asghedom, P. Eng.**  
Director (Elected)

**Daniel Burke, CPA, CA**  
Director (Ministerial Appointee)

**Tim Crosbie, ICD.D.**  
Director (Ministerial Appointee)

**Steve Emberley, P. Geo.**  
Director (Elected)

**Barry Hillier, P. Eng.**  
Director (Elected)

**Michelle Lethbridge, P. Geo.**  
Director (Elected)

**Liz Palmera-Nuñez, P. Eng.**  
Director (Elected)

**Dr. Janna Rosales**  
Director (Ministerial Appointee)

**Chad Wiseman, P. Eng.**  
Director (Elected)

# Staff



**Mark Fewer**  
B. Comm., GSP, FEC (Hon)  
CEO & Registrar



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



**Heather Appleby**  
P. Eng., FEC  
Director, Registration



**Jonathan Evans**  
FCA  
Director, Finance & Administration



**Jennifer Lahey**  
Registration  
Coordinator



**Lesley Oakley-Foster**  
International Registration  
Coordinator



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



**Davyani Vasta**  
E.I.T.  
Professional Standards Coordinator



**Kevina Willmott**  
FEC (Hon)  
Office Manager

# Navigating Transition

## Chair and CEO Report

As professional regulation evolves, change is not a temporary condition but a continual partner. Being stewards of public protection, PEGNL understands that navigating transition creates both challenges and opportunities. In 2023, PEGNL began a journey of significant transition, while maintaining its commitment to upholding regulatory excellence and ensuring public trust.



**Gerard Antle**  
P. Eng., FEC  
Chair



**Mark Fewer**  
B. Comm., GSP, FEC (Hon)  
CEO & Registrar

## Board Leadership

Transition begins with effective leadership. Welcoming newly elected and ministerial appointed Directors in the past year brought new perspectives and different expertise, advancing PEGNL's organizational governance. It was a busy year for the Board with the implementation of new organizational End goals, the appointment of a new CEO & Registrar, the approval of new guidelines, continued linkages with the public, and becoming more informed on current and future trends impacting the professions.

## Engagement with Ownership

The moral owners of PEGNL are the public for which it serves. In 2023, the Board engaged with several owner representatives including Municipalities Newfoundland & Labrador, Mining NL, Association for New Canadians, and the Provincial Government Department of Environment & Climate Change. Each of those engagements provided the opportunity to hear different perspectives and to discuss challenges, trends, needs and concerns. The information gathered from owners helps the Board shape the organization's goals.

## Vision for the Future

Transition is not just about adapting to the present but also envisioning the future. The Board's engagement in the emerging topics of Artificial Intelligence, Environmental Stewardship, and Public Safety reflects PEGNL's proactive approach to addressing evolving challenges. By evaluating the impact of these issues on the professions, as well as the influence the professions have on them, PEGNL is poised to chart a course towards enhanced accountability, sustainability, and resilience.

## Operational Leadership

Last year saw the retirement of PEGNL's former CEO & Registrar, Janet Bradshaw, P. Eng., ICD.D., FEC, following a period of many positive changes to the regulation of the professions and to the organization. While a change in leadership is a challenging transition, it's also an opportunity for renewed focus and continued growth. Following the Board's appointment of a new CEO & Registrar in 2023, PEGNL continued to build on its regulatory foundation. A new organizational structure was introduced; a new senior leadership team was assembled; a new strategic plan was developed; improvements were made to information systems; new policies, programs, and guidelines were implemented; and partnerships with our fellow Atlantic regulators were further advanced.

## Organizational Restructuring

Central to PEGNL's transition was the restructuring of its organizational framework. New departments were defined and pivotal leadership positions, including the Director of Registration and the Director of Finance & Administration, were established. Two new support positions, International Registration Coordinator and Professional Standards Coordinator, were also introduced. The restructuring not only helped streamline operations but also strengthened PEGNL's capacity to fulfill its mandate with greater efficiency.

## Strategic Realignment

2023 was the first year operating under the Board's newly defined End goals. To navigate this transition, strategic realignment became imperative. The culmination of a new three-year strategic plan underlined the organization's continued commitment to regulatory excellence, leadership in regulation, and operational proficiency. The strategies, designed to achieve the goals of the organization, reinforce PEGNL's dedication to ensuring the safety and well-being of the public and to support its members in their pursuit of professional excellence.

## Regulatory Change

In anticipation of the new Engineers and Geoscientists Regulations and the new Fair Registration Practices Act & Regulations, PEGNL proactively initiated transition measures. This included making enhancements to PEGNL's client management system, introducing new Registration policies and processes, implementing changes to its website, and the revision of forms and guidelines. In preparing for the implementation of this new legislation, PEGNL demonstrated its agility in adapting to evolving regulatory landscapes.

## Operational Enhancements

PEGNL also invested in its systems as part of its new strategic goal of operational excellence. Operational improvement projects were implemented, including: the transition to a new version of PEGNL's client management system; the development of a new member application module; and enhancements to data protection systems. These initiatives will not only bolster operational efficiency but also lead to improved service delivery to applicants and members.

## Public Awareness

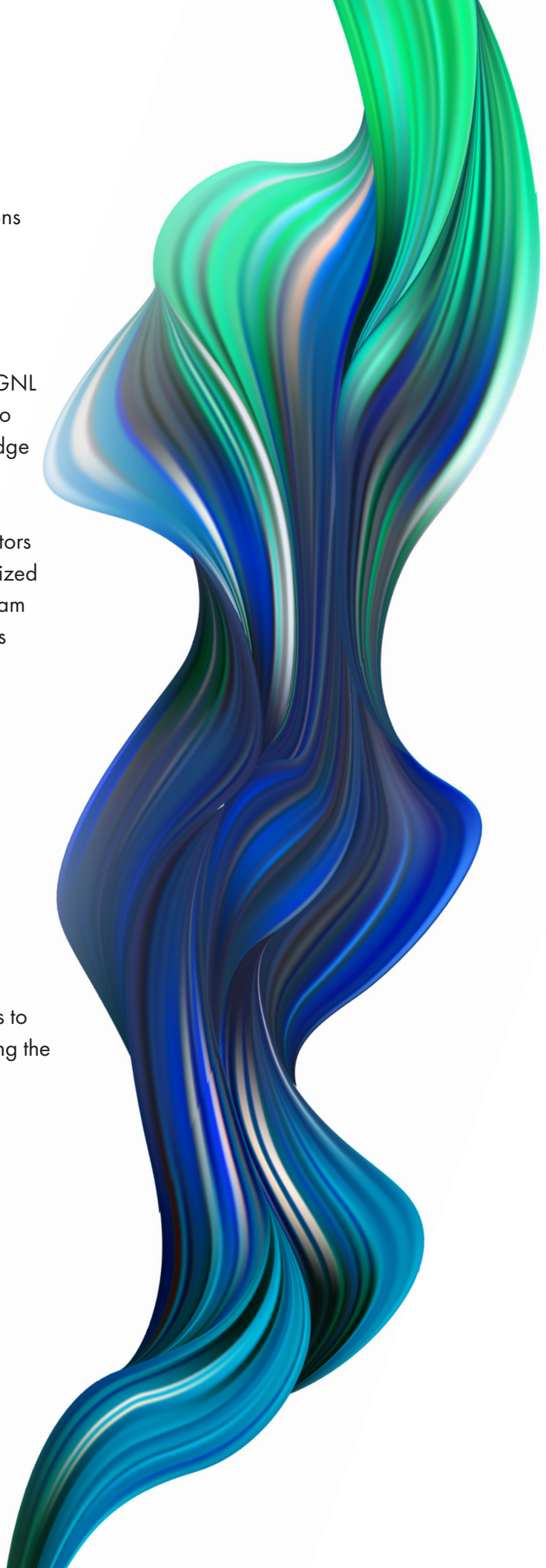
One of the End goals of the organization is to ensure the public is aware that the professions are regulated. To help raise this awareness, PEGNL embarked on a public relations campaign in 2023. The first phase of this campaign focused on educating the public about the professions and how the work of engineers and geoscientists relates to every day lives. PEGNL's work to ensure licensed, competent, and ethical practice is more effective and accessible if the public better understands the professions and the importance of licensure.

The campaign is entering its second phase in 2024, which will begin to transition the messaging to the regulation of the professions and PEGNL’s role in protecting the public, including public safety.

## Collaborative Endeavors

Recognizing the value of collaboration, PEGNL participated in regional initiatives in 2023 to harmonize requirements and foster knowledge exchange among the Atlantic Canadian regulators. Through leveraging collective expertise and resources, the Atlantic regulators are now positioned to administer a harmonized continuing professional development program and a shared online learning platform for its members, which will simplify the reporting process and increase access to educational opportunities.

As PEGNL continues to transition, the organization remains dedicated to its commitment of regulatory excellence. By navigating with foresight and resilience, PEGNL is not merely adapting to change but embracing the future of professional regulation. Transition can inspire growth, strengthened by the opportunities it presents to uphold our fundamental mission of protecting the public interest.





# Independent Auditor's Report

## 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, 2023, and the statements of revenues and expenditures, 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, 2023, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

## 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 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 ASNPO, 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.

*Power & Associates*

CHARTERED PROFESSIONAL ACCOUNTANTS

St. John's, Newfoundland and Labrador  
March 22, 2024

## PROFESSIONAL ENGINEERS AND GEOSCIENTISTS NEWFOUNDLAND AND LABRADOR

## Statement of Financial Position

Year Ended December 31

|  | 2023        | 2022        |
|--|-------------|-------------|
| <b>ASSETS</b>                            |             |             |
| <b>CURRENT ASSETS</b>                    |             |             |
| Cash                                     | \$2,685,680 | \$2,025,840 |
| Marketable securities                    | 1,352,378   | 987,362     |
| Accounts receivable                      | 6,034       | 6,036       |
| Prepaid expenses                         | 42,783      | 32,550      |
| Interfund receivable                     | 18,160      | 13,862      |
| <b>TOTAL CURRENT ASSETS</b>              | 4,105,035   | 3,065,650   |
| CAPITAL ASSETS                           | 304,754     | 367,462     |
| LONG TERM INVESTMENTS                    | 911,632     | 1,248,398   |
| <b>TOTAL ASSETS</b>                      | 5,321,421   | 4,681,510   |
| <b>LIABILITIES AND NET ASSETS</b>        |             |             |
| <b>CURRENT LIABILITIES</b>               |             |             |
| Accounts payable and accrued liabilities | 328,731     | 264,385     |
| Deferred income                          | 1,729,513   | 1,552,437   |
| Interfund payable                        | 18,160      | 13,862      |
| <b>TOTAL CURRENT LIABILITIES</b>         | 2,076,404   | 1,830,684   |
| <b>NET ASSETS</b>                        |             |             |
| Unrestricted                             | 1,571,939   | 1,204,683   |
| Capital asset fund                       | 304,754     | 367,462     |
| Board restricted reserve fund            | 714,290     | 646,315     |
| Externally restricted                    | 654,034     | 632,366     |
| <b>TOTAL NET ASSETS</b>                  | 3,245,017   | 2,850,826   |
| <b>TOTAL LIABILITIES AND NET ASSETS</b>  | \$5,321,421 | \$4,681,510 |

PROFESSIONAL ENGINEERS AND GEOSCIENTISTS NEWFOUNDLAND AND LABRADOR  
**Statement of Revenues and Expenditures** **Year Ended December 31**

|   | 2023             | 2022             |
|---|------------------|------------------|
| <b>INCOME</b>   |                  |                  |
| Membership fees                                       | \$1,405,522      | \$1,252,164      |
| Permit fees   | 519,651          | 431,739          |
| Registration fees                                     | 171,675          | 154,124          |
| Interest and investment revenue                       | 128,523          | 63,435           |
| Unrealized gain (loss) on investments                 | 95,791           | (120,994)        |
| Other   | 88,730           | 127,123          |
| Seals & examinations                                  | 58,390           | 65,096           |
| Chapter revenue                                       | 53,994           | 44,830           |
| Donation revenue                                      | 16,418           | 17,087           |
| <b>TOTAL INCOME</b>                                   | <b>2,538,694</b> | <b>2,034,604</b> |
| <b>EXPENSES</b>                                       |                  |                  |
| Salaries and wages                                    | 955,468          | 940,547          |
| Administration  | 440,379          | 392,220          |
| Internal and external communications                  | 175,516          | 61,427           |
| Amortization  | 133,040          | 149,006          |
| Engineers / Geoscientists Canada                      | 92,014           | 71,541           |
| Professional fees                                     | 86,112           | 67,265           |
| Board governance                                      | 77,279           | 78,333           |
| Scholarships and student support                      | 54,885           | 38,237           |
| Chapter expense                                       | 48,449           | 44,439           |
| Seals and exams                                       | 35,583           | 52,370           |
| Member services                                       | 20,609           | 20,330           |
| Other   | 8,636            | 5,584            |
| Meetings expense                                      | 6,942            | 5,130            |
| Special projects                                      | 4,548            | 7,110            |
| Travel  | 3,413            | 5,407            |
| <b>TOTAL EXPENSES</b>                                 | <b>2,142,873</b> | <b>1,938,946</b> |
| <b>EXCESS OF INCOME OVER EXPENSES FROM OPERATIONS</b> | <b>395,821</b>   | <b>95,658</b>    |
| Loss on disposal of capital assets                    | (1,630)          | -                |
| <b>EXCESS OF INCOME OVER EXPENSES</b>                 | <b>\$394,191</b> | <b>\$95,658</b>  |

## PROFESSIONAL ENGINEERS AND GEOSCIENTISTS NEWFOUNDLAND AND LABRADOR

## Statement of Cash Flows

Year Ended December 31

|   | 2023               | 2022               |
|---|--------------------|--------------------|
| <b>OPERATING ACTIVITIES</b>                   |                    |                    |
| Cash receipts from members                    | \$2,491,457        | \$2,200,921        |
| Cash paid to suppliers and employees          | (1,955,720)        | (1,744,086)        |
| Interest and dividends received               | 128,523            | 63,439             |
| <b>CASH FLOW FROM OPERATING ACTIVITIES</b>    | <b>664,260</b>     | <b>520,274</b>     |
| <b>INVESTING ACTIVITIES</b>                   |                    |                    |
| Purchase of capital assets                    | (71,965)           | (74,330)           |
| Proceeds on disposal of investments           | 278,735            | 217,328            |
| Purchase of investments                       | (211,190)          | (236,639)          |
| <b>CASH FLOW USED BY INVESTING ACTIVITIES</b> | <b>(4,420)</b>     | <b>(93,641)</b>    |
| <b>INCREASE IN CASH FLOW</b>                  | <b>659,840</b>     | <b>426,633</b>     |
| <b>CASH - BEGINNING OF YEAR</b>               | <b>2,025,840</b>   | <b>1,599,207</b>   |
| <b>CASH - END OF YEAR</b>                     | <b>\$2,685,680</b> | <b>\$2,025,840</b> |



**Gerard Antle**  
P. Eng., FEC  
Chair



**Mark Fewer**  
B. Comm., FEC (Hon), GSP  
CEO & Registrar

# Professional Standards Report



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

## Allegations and Disciplinary Activities

At the start of 2023, there were three active discipline files before the Complaints Authorization Committee (CAC). During the year, two new allegations were received by the Registrar and all were referred to the CAC. All five cases remained under active investigation by the CAC at the end of 2023.

## Compliance Activities

Compliance and enforcement activities are mainly proactive and are focused on ensuring that 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. In 2023, PEGNL formed a Compliance Committee to assist in our compliance efforts and we would like to thank the committee for their excellent work to date. Most compliance issues are resolved on initial contact but in some cases, follow-up is required, and, in those cases, a compliance file is opened. In 2023, 50 compliance files were opened and 39 were successfully resolved by year end.

## National Discipline and Enforcement Activities

The Discipline and Enforcement (D&E) staff at Engineers Canada and the D&E representatives from the provincial and territorial regulators met virtually in March, August and November of 2023 and face-to-face in June of that year. These meetings

and the relationships built, enable a high level of co-operation 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 developed and issued two new guidelines in 2023, the **Practice Guideline for Areas of Practice Spanning Engineering and Geoscience** and the **Practice Guideline on the PEGNL Code of Ethics (By-Law #3)**.

## Ethics and Professional Development

PEGNL continues to offer on-line Ethics learning modules through the PEGNL learning platform and each of the modules can be utilized to fulfill the minimum mandatory requirement in the Ethical Practice category of the professional development program. In 2023, a new mandatory Regulatory Learning category was added to the program and learning modules are also available on the platform to fulfill this requirement.

We continue to deliver *Professionalism and Ethics in the Workplace* lectures in the winter and fall semesters to engineering students about to embark on their first work term and an in-person ethics seminar to the graduating Earth Sciences students. We also delivered a presentation and Q&A session on Professionalism, Ethics, and the Requirements for Licensure to the graduating engineering class.

# Registration Report



**Heather Appleby**  
P. Eng., FEC  
Director, Registration

The Registration Committee determines the eligibility of new applicants for the right to practice engineering and geoscience in the province. It assesses applications for registration under the following categories: Professional Engineer, Professional Geoscientist, Engineer-In-Training, Geoscientist-In-Training, Professional Member - Limited Scope, and Permit to Practice.

PEGNL experienced a net increase in registration of 3.9%. This is the largest net increase since 2015. The largest net increases were in the Engineer-In-Training and Geoscientist-In-Training categories, which were 29.7% and 21.2% respectively. The number of permits to practice also saw a significant increase of 9.2%.

The Registration Committee evaluated a total of 657 applications in 2023, with 182 of those for professional licensure, 317 for Member-in-Training registration, and 158 for new permits or revisions to existing permits. The Registration Committee endorsed 295 mobility applications for professional licensure as required under the Canadian Free Trade Agreement. Mobility applicants are those that reside and hold a professional license in good standing in another province or territory.

PEGNL restructured its organization in 2023, including the establishment of a new registration department. Three new positions were created, including the Director of Registration, the Registration Coordinator, and the International Registration Coordinator. This increased the dedicated registration staff from one full-time and one part-time staff position to three full-time positions. This expansion of registration staff resources has allowed for further improvements in registration processes and will help ensure compliance with the provincial government's Fair Registration Practices Act and its associated Regulations. PEGNL also increased its outreach efforts in 2023, meeting with several stakeholder groups and prospective applicants to share information about the requirements and processes of registration.

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 as well as members of the Registration Committee, the Examination Waiver Committee, and the Limited License Assessment Committee for their time, dedication, and expertise.

## Registration Statistics 2014-2023

Year Ended December 31

| MEMBERSHIP CATEGORY                                    | 2014        | 2015        | 2016        | 2017        | 2018        | 2019        | 2020        | 2021        | 2022        | 2023        |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Non-Practicing Members (Life, Retired, Non-Practicing) | 271         | 298         | 330         | 356         | 371         | 519         | 427         | 402         | 414         | 388         |
| Professional Engineers                                 | 3614        | 3808        | 3795        | 3956        | 3962        | 3727        | 3743        | 3752        | 3723        | 3750        |
| Professional Geoscientists                             | 306         | 325         | 320         | 332         | 341         | 307         | 323         | 336         | 343         | 356         |
| Dual P. Eng. / P. Geo.                                 | 15          | 12          | 12          | 13          | 14          | 13          | 15          | 16          | 15          | 15          |
| Engineers-in-Training                                  | 523         | 523         | 532         | 529         | 523         | 515         | 517         | 520         | 552         | 716         |
| Geoscientists-in-Training                              | 55          | 58          | 74          | 62          | 77          | 85          | 82          | 71          | 85          | 103         |
| Limited Licensee - Eng. L.                             | 8           | 11          | 13          | 13          | 15          | 16          | 15          | 16          | 21          | 27          |
| Limited Licensee - Geo. L.                             | 0           | 0           | 0           | 1           | 1           | 1           | 1           | 1           | 1           | 1           |
| <b>TOTAL MEMBERSHIP</b>                                | <b>4792</b> | <b>5035</b> | <b>5076</b> | <b>5262</b> | <b>5304</b> | <b>5183</b> | <b>5123</b> | <b>5114</b> | <b>5154</b> | <b>5356</b> |
| Annual Growth  | 7.5%        | 5.1%        | 0.8%        | 3.7%        | 0.8%        | -2.3%       | -1.2%       | -0.2%       | 0.8%        | 3.9%        |

| PERMITS TO PRACTICE              | 2014       | 2015       | 2016       | 2017       | 2018       | 2019       | 2020       | 2021       | 2022       | 2023       |
|----------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Engineering                      | 510        | 534        | 544        | 578        | 595        | 559        | 562        | 579        | 574        | 626        |
| Geoscience                       | 28         | 31         | 28         | 25         | 27         | 24         | 25         | 29         | 31         | 31         |
| Engineering & Geoscience         | 14         | 15         | 16         | 18         | 19         | 18         | 18         | 23         | 24         | 30         |
| <b>TOTAL PERMITS TO PRACTICE</b> | <b>552</b> | <b>580</b> | <b>588</b> | <b>621</b> | <b>641</b> | <b>601</b> | <b>605</b> | <b>631</b> | <b>629</b> | <b>687</b> |
| Annual Growth                    | 5.3%       | 5.1%       | 1.4%       | 5.6%       | 3.2%       | -6.2%      | 0.7%       | 4.3%       | -0.3%      | 9.2%       |



# Volunteer Committees 2023

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

Approximately 160 volunteer engineers, geoscientists, and others contribute many hours annually, conducting PEGNL's regulatory, educational, outreach and professional affairs. In addition, 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 report.

## Awards and Endowment

Annually, PEGNL sponsors bursaries and scholarships for post-secondary students attending Memorial University's engineering and earth sciences programs. In 2023, PEGNL awarded two academic scholarships and three work-term excellence awards totalling \$8,000. In addition, the Awards Committee awarded \$1,500 bursaries to 16 students totalling \$24,000 from our Endowment Fund.

## Professional Development

The Professional Development (PD) Committee provides oversight for PEGNL's PD program. This includes conducting audits of member PD

reports in addition to reviewing and updating PD program requirements as necessary.

In 2023, the PD Committee oversaw the audit of 150 member PD reports, containing almost 1,500 individual activities. The overall results of the audit were positive, with only 2.1% of the reported activities not meeting the program requirements.

The committee also held meetings to consider potential improvements to the PD program culminating in PEGNL's new PD program, which was implemented in 2023.

## Guidelines

The Guidelines Committee is responsible for reviewing and updating PEGNL's existing professional and practice guidelines, as well as developing new guidelines. The committee updated and issued 2 guidelines in 2023, as noted in the Professional Standards report. Several other guidelines will be considered and consulted on in 2024.

## Connections

The regional Connections groups provide PD and networking opportunities for its subscribing members. In 2023, Connections groups hosted several virtual PD sessions with guest speakers presenting on a wide range of topics. There were also several social and networking events held such as golf tournaments, curling tournaments, cooking lessons, dinner theaters, and other family-related events.

## Registration Committee

The Registration Committee evaluates applications for right to practice in the province. The committee held 8 regular business meetings in 2023 and also held two policy meetings to discuss improvements to registration policies and practices.

The Registration Committee is supported by two subcommittees, the Examination Waiver Committee (EWC) and the Limited License Assessment Committee (LLAC). The EWC evaluates the experience of seasoned applicants

who have been assigned confirmatory examinations, to determine if those exams may be reduced or waived based on the demonstration of their knowledge through the experience they have. In 2023, the EWC reviewed 12 applications. The LLAC reviews applications for professional member - limited scope, including the applicant's education, experience, and their proposed scope of practice. In 2023, the LLAC reviewed 8 applications.

The Registration Committee's work is also further supported by the many academic reviewers and Competency Based Assessment experience assessors, who assist with the evaluation of applicants for registration.

## Compliance Committee

The Compliance Committee provides information and recommendations to the CEO related to legislative compliance with the practices of engineering and geoscience in the province. The Committee provides recommendations on the elements included in the practice of engineering and geoscience, the degree to which they are compliant with the legislation, as well as recommendations and strategies to bring individuals and firms into compliance with the legislation.

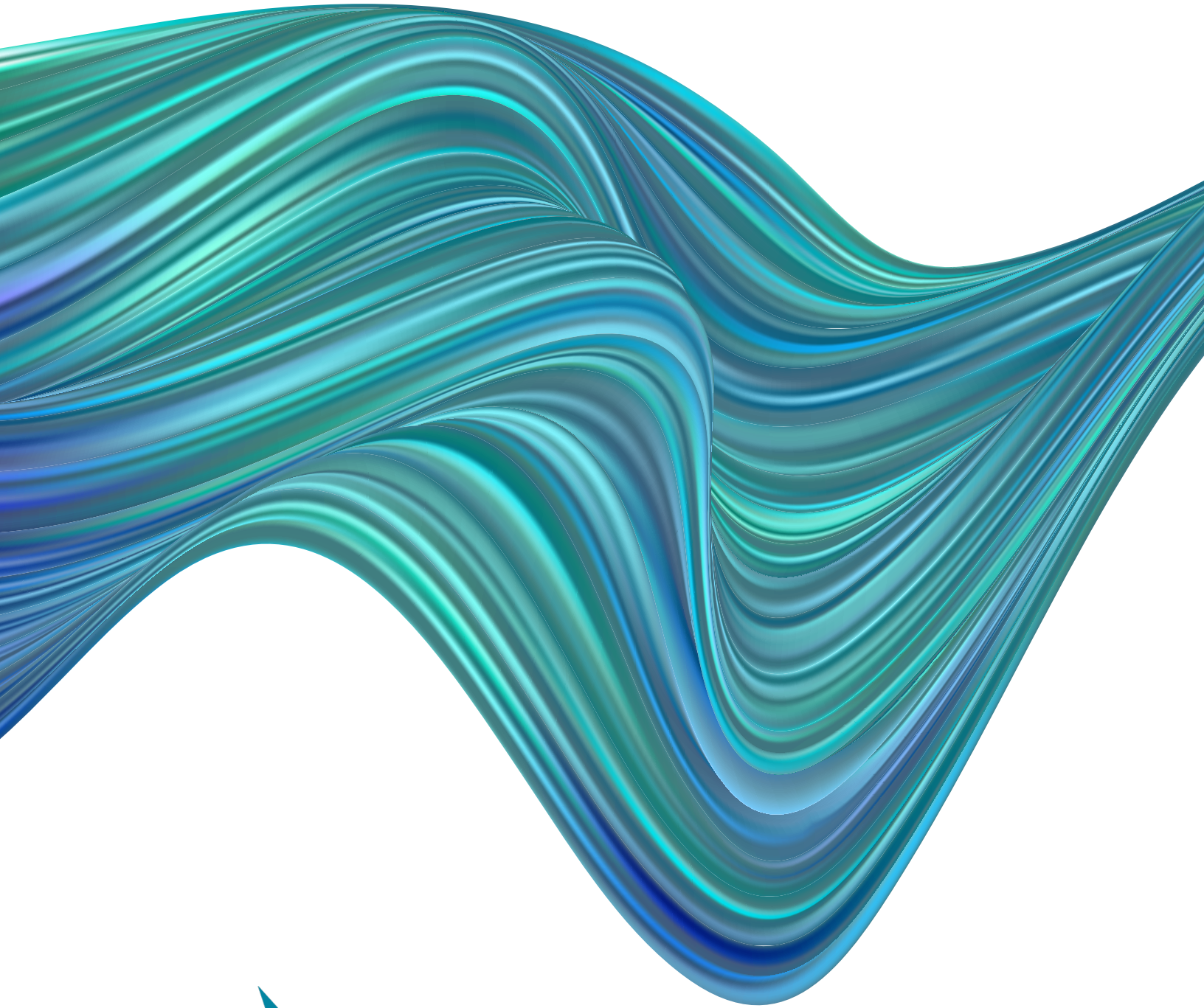
# 2023 PEGNL Volunteers

Sudeshna Abbott, P. Eng., FEC  
Eric Albrechtsons, P. Geo.  
Carolyn Anstey-Moore, P. Geo.  
Gerry Antle, P. Eng., FEC  
Matthew Appleby, P. Eng.  
Richard Appleby, P. Eng.  
Azher Babar, P. Eng.  
Michelle Baikie  
Sheldon Baikie, P. Eng.  
Kristine Baillieul, P. Eng.  
Joanna Barnard, P. Eng. (Retired), FEC  
Eric Barrett, P. Eng.  
Byron Bennett, P. Eng.  
Gilbert Bennett, P. Eng.  
Darryl Benson, P. Eng., FEC  
Chad Benteau, P. Eng.  
Andrew Blundon, P. Eng., FEC  
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