

**Professional Engineers and Geoscientists
Newfoundland and Labrador**

**Board of Directors
Policies**

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**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name:	Mission
Policy Type:	Ends
Date Approved:	June 13, 2013
Date Amended:	August 24, 2013; October 18, 2013; August 22, 2014; June 15, 2017; June 13, 2018; August 23, 2019; June 11, 2020; December 11, 2020; March 26, 2021; December 2, 2021; December 8, 2022; May 3, 2024; January 30, 2026

1. Mission (Mega Ends) Statement

The purpose of Professional Engineers and Geoscientists Newfoundland and Labrador (PEGNL) is to advance the public interest with regard to the practices of engineering and geoscience (collectively the “professions”) in a manner worth the resources expended.

1.1 The highest priority among Ends policies is registered, competent, and ethical practitioners of engineering and geoscience.

1.1.1 Practice and use of protected titles only by registered individuals and organizations

1.1.2 Practicing professional members demonstrate continuing professional development.

1.1.3 Registered individuals and organizations are aware of the importance of equity, diversity, inclusion, and respect for differences.

1.1.4 Registered individuals and organizations are aware of the importance of environmentally responsible practice.

1.2 The public is aware that the professions are regulated.

1.2.1 The public is aware that there is a recourse mechanism related to allegations of conduct deserving of sanction.

1.3 Governments have information regarding the issues impacting the public interest as they relate to the professions.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name: General Executive Constraint
Policy Type: Executive Limitations
Number: 2
Date Approved: **October 1, 2010**
Date Amended: **June 26, 2014**

2. The CEO shall not cause or allow any practice, activity, decision or organizational circumstance which is either imprudent, in violation of commonly accepted business and professional ethics, or unlawful, including noncompliance with the Engineers and Geoscientists Act, 2008, associated Regulations and any further interpretation of the Act in Bylaws or Board policies.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name:	Treatment of Staff, Volunteers, and the Public
Policy Type:	Executive Limitations
Number:	2.1
Date Approved:	October 1, 2010
Date Amended:	June 26, 2014; October 17, 2014; June 8, 2023

2.1. The CEO shall not allow unethical behaviour in the workplace or allow working conditions for staff, volunteers, or the public that are unfair, disrespectful, or unsafe.

Further, without limiting the scope of the above statement by the following list, CEO shall not:

- 2.1.1. Allow staff to be without current, enforced, written human resource policies and procedures that clarify expectations and working conditions, provide for effective handling of grievances and protect against wrongful conditions consistent with commonly accepted human resource practices.
 - 2.1.1.1. Operate without an internal Code of Conduct, of which all employees and volunteers are made aware, that clearly outlines the rules of expected behaviour.
 - 2.1.1.2. Permit employees and volunteers to be without a mechanism for anonymous and confidential reporting of alleged or suspected improper activities or unethical behaviour, without fear of retaliation.
- 2.1.2. Permit staff, volunteers, and the public to be without adequate protection from harassment.
- 2.1.3. Permit staff to be uninformed of performance expectations and assessment methods.
- 2.1.4. Permit staff to be without reasonable opportunity for professional growth and development.
- 2.1.5. Permit staff, volunteers, and the public to be uninformed of their rights under this policy.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name: Compensation and Benefits
Policy Type: Executive Limitations
Number: 2.2
Date Approved: **October 1, 2010**
Date Amended: **December 6, 2013; August 24, 2013; June 26, 2014; April 3, 2020;
May 7, 2021; August 27, 2021; May 3, 2024**

2.2. With respect to employment, compensation and benefits to employees, the CEO shall not cause or allow jeopardy to fiscal integrity or public image.

Further, without limiting the scope of the above statement by the following list, CEO shall not:

- 2.2.1. Change their own compensation and benefits.
- 2.2.2. Promise or imply guaranteed employment.
- 2.2.3. Have or establish a pension plan.
- 2.2.4. Have or establish compensation and benefits which deviate materially from the geographic or professional market for the skills employed.
- 2.2.5. Have or establish compensation and benefits which create obligations over a longer term than revenues can be safely projected.
- 2.2.6. Have or establish compensation and benefits which are discriminatory.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name: Planning
Policy Type: Executive Limitations
Number: 2.3
Date Approved: October 18, 2013
Date Amended: April 7, 2017; December 2014; June 26, 2014; June 15, 2017; April 3, 2020; June 10, 2021

2.3. The CEO shall not permit planning that allocates resources in a way that deviates materially from Board-stated Ends priorities, that risks fiscal jeopardy, or that does not enable the longer-term ability of the organization to achieve Ends.

Further, without limiting the scope of the above statement by the following list, CEO shall not:

- 2.3.1. Operate without a written, multi-year strategy that can be expected to achieve a reasonable interpretation of the Ends.
 - 2.3.1.1. Permit planning that does not explain and justify assumptions and identify relevant environmental factors.
- 2.3.2. Permit budgeting for any fiscal period or the remaining part of any fiscal period that is not derived from the multi-year strategy and does not disclose the allocation of costs to Ends.
- 2.3.3. Permit financial planning that omits sufficient information to enable credible projection of revenues and expenses; separation of capital expenditures and operational expenses; provision for replacement, maintenance and repair of capital assets; cash flow analysis; and disclosure of planning assumptions.
- 2.3.4. Permit budgeting that does not provide the amount determined annually by the Board for the Board's direct use during the year, such as costs of fiscal audit, Board development, Board and committee meetings, Board legal fees, and ownership linkage.
- 2.3.5. Permit financial planning that endangers the fiscal soundness of future years or that would reduce the appropriated surplus to less than 1/3rd (.333) of yearly expenses.
- 2.3.6. Permit planning that ignores the building of organizational capability sufficient to achieve Ends in future years.
 - 2.3.6.1 Operate without succession planning processes in place to facilitate smooth operations during key personnel transitions and ensure competent operation of the organization in all areas over the long term.

2.3.6.2 Permit the organization to be without sufficient organizational capacity (not have fewer than two other senior staff sufficiently familiar with the Board and chief executive issues, processes and current information) to permit the competent operation of PEGNL's business in the event of sudden loss of CEO services, until the Board takes further action.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name: Financial Condition and Activities
Policy Type: Executive Limitations
Number: 2.4
Date Approved: **October 1, 2010**
Date Amended: **June 26, 2014; June 6, 2019; April 3, 2020; May 14, 2020;
August 28, 2020; October 23, 2020; May 7, 2021**

2.4. With respect to the actual, ongoing financial conditions and activities, the CEO shall not cause or allow the development of fiscal jeopardy or a material deviation that cannot be adequately defended of actual expenditures from Board priorities established in *Ends* policies.

Further, without limiting the scope of the above statement by the following list, CEO shall not:

- 2.4.1. Borrow to cover operating expenses.
- 2.4.2. Allow the untimely payment of payroll and debts.
- 2.4.3. Allow the collection of accounts receivable to be undertaken in an untimely manner.
- 2.4.4. Allow government ordered payments or filings to be overdue or inaccurately filed.
- 2.4.5. Permit tardy, inaccurate, or misleading financial reporting.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name: Asset Protection
Policy Type: Executive Limitations
Number: 2.5
Date Approved: **October 1, 2010**
Date Amended: **February 1, 2013; April 15, 2011; June 26, 2014; August 28, 2015;
February 5, 2016; June 15, 2017, August 26, 2017; June 6, 2019;
October 23, 2020; May 7, 2021; June 10, 2021; January 30, 2026**

2.5. The CEO shall not allow assets to be unprotected, inadequately maintained or unnecessarily at risk.

Further, without limiting the scope of the above statement by the following list, the CEO shall not:

2.5.1. Permit PEGNL to be without adequate insurance against theft, fire and casualty losses to a prudent replacement value with an appropriate deductible.

2.5.2. Permit Board Members, staff and individuals engaged in activities on behalf of PEGNL or PEGNL itself to be without liability insurance, including but not limited to:

- Commercial General Liability Insurance
- Cybersecurity Insurance
- Directors & Officers Insurance
- Errors & Omissions Insurance
- Business Travel Accident Insurance

except that additional liability insurance is not required for those actions taken in good faith that are covered in section 37 of the *Engineers and Geoscientists Act (2008)*.

2.5.3. Make purchases without due consideration to quality, after-purchase service, value for dollar, and opportunity for fair competition.

2.5.3.1 Allow conflict of interest in entering into contracts of any nature.

2.5.4. Allow intellectual property, information and files to be without reasonable protection from loss or significant damage, including risk of online data breach.

2.5.5. Permit investments to be managed in a way that is inconsistent with the primary objectives of capital preservation and proper liquidity with the secondary objective of reasonable growth or without the protection of an Investment Policy Statement (IPS).

2.5.6. Allow PEGNL to be without an Endowment Fund for the advancement of engineering and geoscience education by providing scholarships:

2.5.7. Compromise the independence of the Board's audit or other external monitoring for advice.

- 2.5.8. Acquire, encumber, or dispose of land or buildings
- 2.5.9. Receive, process, or disburse funds under controls insufficient to meet the Board-appointed auditor's standards.
- 2.5.10. Endanger PEGNL's public image, credibility, not-for-profit status, or its ability to accomplish Ends.
 - 2.5.10.1 Develop or continue collaborative relationships with organizations whose principles or practices are incompatible with achievement of the Board's Ends.
 - 2.5.10.2 Amend, change, or alter PEGNL's corporate communications and public relations marks, logos, or symbols, etc.
 - 2.5.10.3 Permit presentations to be made to the media, which portray as Board policy information that is contrary to Board positions set out in Board policy.
 - 2.5.10.4 Permit staff members other than themselves or designate to make presentations to the media regarding Board policy.
 - 2.5.10.5 Refuse access to the public or the media, to Board decisions or to PEGNL's position on issues affecting or of interest to PEGNL.
 - 2.5.10.5.1 Disclose to the public confidential information leading to Board decisions.
- 2.5.11 Change PEGNL's name or substantially alter its public identity.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name: Interactions with Members and the Public
Policy Type: Executive Limitations
Number: 2.6
Date Approved: **October 1, 2010**
Date Amended: **February 1, 2013; October 18, 2013; June 26, 2014; June 7, 2018
August 25, 2018; May 28, 2019, December 6, 2019; May 7, 2021; June 8,
2023**

2.6. With respect to interactions with members or public, the CEO shall not cause or allow conditions, procedures, or decisions which are unsafe, disrespectful, undignified, unnecessarily intrusive, or which fail to provide appropriate confidentiality and privacy, or that are inconsistent with enforcement of the Act governing the practice of Engineering and Geoscience, Regulations under the Act, and any further Board interpretation of the *Act* in its Bylaws or Policies.

Further, without limiting the scope of the above statement by the following list, CEO shall not:

- 2.6.1. Permit violation of member or public confidentiality and privacy, except where specific disclosure is required by legislation
 - 2.6.1.1. Use forms or procedures that elicit information for which there is no clear necessity.
 - 2.6.1.2. Use methods of collecting, reviewing, transmitting or storing personal information that inadequately protect against improper access to, use of, or disposal of the information elicited.
 - 2.6.2. Provide a PEGNL environment that is inconsistent with supporting and promoting the health, physical comfort and personal dignity of those participating in PEGNL business.
 - 2.6.3. Permit members to be without easy access to information about the privileges and responsibilities of membership.
 - 2.6.4. Permit unfair, inconsistent, disrespectful or untimely response to member and public comments and complaints.
 - 2.6.5. Allow PEGNL to be without all Statutory Committees required in legislation, except those that fall under the responsibility of the Board, or permit those Committees to operate inconsistently with requirements of the legislation.
 - 2.6.5.1. Select appointees that do not have appropriate qualifications, or the diversity of experiences and skills required on their respective committees.
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- 2.6.5.2. Select members for Statutory Committees without an open and transparent process.
- 2.6.5.3. Apply the legislation in a manner inconsistent with due process and the duty of procedural fairness.
- 2.6.6. Allow members to be without information about initiatives that are taken at both the national and provincial level towards strengthening the engineering and geoscience professions, consistent with the public interest.
- 2.6.7. Operate without an environment of openness and transparency in relation to PEGNL's operations

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name: Communication and Support to the Board
Policy Type: Executive Limitations
Number: 2.7
Date Approved: **October 1, 2010**
Date Amended: **December 2014; June 26, 2014; February 2015; December 7, 2018;
June 11, 2020; February 5, 2021; March 21, 2025; September 26, 2025**

2.7. The CEO shall not permit the Board to be uninformed or unsupported in its work.

Further, without limiting the scope of the above statement by the following list, the CEO shall not:

- 2.7.1. Withhold, impede, or confound information relevant to the Board's informed accomplishment of its job.
 - 2.7.1.1. Allow the Board to be without adequate decision information to support informed Board decisions, including relevant environmental scanning data, a representative range of staff and external points of view, significant or extraordinary membership issues.
 - 2.7.1.2. Let the Board be without monitoring data as required by the schedule in the policy on Monitoring CEO Performance, including CEO interpretations that include rationale and evidence of compliance.
 - 2.7.1.3. Let the Board be unaware of any actual or anticipated non-compliance with any Ends or Executive Limitations policy, regardless of the Board's monitoring schedule.
 - 2.7.1.4. Let the Board be unaware of any incidental information it requires, including anticipated media coverage, threatened or pending lawsuits, and material or publicly visible internal changes or events, including changes in senior personnel.
 - 2.7.1.5. Implement new membership services prior to advising the Board.
 - 2.7.1.6. Allow the Board to be unaware that, in the CEO's opinion, the Board is not in compliance with its own policies on Governance Process and Board Management Delegation, particularly in the case of Board behaviour which is detrimental to the work relationship between the Board and the CEO.
 - 2.7.1.7. Allow the Board to be without an effective mechanism for official Board, officer or Board committee communications.
 - 2.7.1.8. Allow the Board to be without effective support for Board committee record management.
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- 2.7.2. Allow the Board to be without Board Secretary services that meet all legal requirements and ensure the integrity of the Board's documents.
 - 2.7.2.1. Allow board minutes to be produced without any declared conflicts of interest recorded.
- 2.7.3. Impede the Board's holism.
 - 2.7.3.1. Deal with the Board in a way that favours or privileges certain Board members over others, except when (a) fulfilling individual requests for information or (b) responding to officers or committees duly charged by the Board.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name: Public Communications
Policy Type: Executive Limitations
Number: 2.8
Date Approved: **October 1, 2010**
Date Amended: **October 18, 2013; June 26, 2014; August 25, 2018; April 5, 2019;
October 23, 2020; March 20, 2026**

2.8. The CEO shall not communicate publicly on significant external issues in a manner that cannot reasonably be expected to assist in achieving the Board's Ends. This policy does not apply to routine communication with the public or PEGNL registrants.

When communicating with the public the CEO shall not:

- 2.8.1. Publicly communicate on matters outside of PEGNL's mandate and in a manner that is inaccurate, misleading, unethical, or that omits appropriate credit where due to other organizations, individuals, and authorities
- 2.8.2. Communicate in a manner that can reasonably be expected to damage relationships with organizations, except where it would be in the best interest of the public to do so.
- 2.8.3. Express the position of PEGNL on large, public issues without prior Board approval.
- 2.8.4. Withhold information of tribunal decisions, as deemed appropriate, upon request for such information.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND &
LABRADOR BOARD POLICY**

Policy Name: Development of Standards Governing Practice
Policy Type: Executive Limitations
Number: 2.9
Date Approved: **October 20, 2016**
Date Amended: **August 25, 2018, May 3, 2019, May 14, 2020; March 26, 2021;
June 8, 2023; September 15, 2023**

2.9. The CEO shall not develop or change standards that materially impact the practice of engineering and geoscience that cannot be adequately defended or are inconsistent with the legislated mandate of the organization.

Further, without limiting the scope of the above statement by the following list, the CEO shall not:

- 2.9.1. Develop or change standards that would unnecessarily cause negative material impact on the professions.
- 2.9.2. Let the Board be unaware if there are contentious issues related to the proposed standard.
- 2.9.3. Release new or amended standards prior to the Board's formal approval on the Required Approvals Agenda.
- 2.9.4. Bring forward material new or changes to standards to the Required Approvals Agenda without a current monitoring report on policy 2.9 Development of Standards Governing Practice that shows an interpretation and evidence of compliance with each of the criteria in this policy
- 2.9.5. Allow standards to become outdated.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND &
LABRADOR BOARD POLICY**

Policy Name: Environmental Stewardship
Policy Type: Executive Limitations
Number: 2.10
Date Approved: December 2, 2021
Date Amended:

2.10. The CEO shall not allow practices which harm [jeopardize] the environment where reasonable alternatives exist which are not cost prohibitive.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name: Global Governance Commitment
Policy Type: Governance Process
Number: 3
Date Approved: **October 1, 2010**
Date Amended: **May 14, 2020**

3. The Purpose of the Board of Directors (“the Board”), on behalf of the public of Newfoundland and Labrador, is to see to it that the organization “Professional Engineers and Geoscientists of Newfoundland and Labrador” achieves relevant Ends and avoids unacceptable actions and situations.

For that purpose, the Board of Directors will establish relevant ENDS and ensure their achievement.

PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR BOARD POLICY

Policy Name:	Governing Style
Policy Type:	Governance Process
Number:	3.1
Date Approved:	October 1, 2010
Date Amended:	April 13, 2018; June 7, 2018; December 6, 2019; May 14, 2020; February 5, 2021; March 26, 2021

3.1. The Board will govern with an emphasis on outward vision rather than an internal preoccupation, a commitment to obtaining community input, encouragement of diversity in viewpoints, strategic leadership more than administrative detail, clear distinction of Board and staff roles, collective rather than individual decisions, future rather than past or present, and proactively rather than reactively.

More specifically, the Board will:

3.1.1. Govern with emphasis on its vision (“Competent and ethical engineers and geoscientists safeguarding a better future for the people, environment and economy of Newfoundland and Labrador.”)

3.1.2. Cultivate a sense of group responsibility. The Board, not the staff, will be responsible for excellence in governing. The Board will be an initiator of policy, not merely a reactor to staff initiatives. The Board will use the expertise of individual members to enhance the ability of the Board as a body to make policy.

3.1.3. Direct, control and inspire the organization through the careful establishment of broad written policies reflecting the Board’s values and perspectives. The Board’s major policy focus will be on the intended long term impacts outside the operating organization, not on the administrative or programmatic means of attaining those effects.

3.1.4. Enforce upon itself whatever discipline is needed to govern with excellence. Discipline will apply to matters such as attendance, preparation for meetings, policy making principles, respect of roles, and ensuring the continuity of governance capability. Continual Board development will include orientation of new members in the Board’s governance process and periodic Board discussion of process improvement.

3.1.5. Monitor and discuss the Board’s process and performance at each meeting by appointment of a meeting Monitor and presentation of a meeting Monitor’s report at the end of each meeting. The meeting monitor’s report will be used as evaluation of adherence to the policy. Self-monitoring will also include comparison of Board activity and discipline to policies in the Governance Process and Board-CEO Relationship categories whereby monitoring will be undertaken by way of Policy Monitoring Reports. Monitoring of the aforementioned will be assigned to Board members, but will exclude the Chair.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name: Board Job Contributions
Policy Type: Governance Process
Number: 3.2
Date Approved: **October 1, 2010**
Date Amended: **June 26, 2014; May 14, 2020; February 5, 2021**

3.2. The job results of the Board are those unique “values-added” that determine on behalf of the ownership, and in consideration and compliance with the PEGNL Act, 2008, & Regulations, what is considered appropriate organizational performance. To distinguish the Board’s own unique job from the jobs of its staff, the Board will concentrate its efforts on the following job “products” or outputs:

3.2.1 The link between PEGNL and its owners.

3.2.2 Written governing policies which, at the broadest levels, address:

3.2.2.1 *Ends*: Organizational products, impacts, benefits, outcomes, recipients, and their relative worth (what good, for which people, at what cost).

3.2.2.2 *Executive Limitations*: Constraints on executive authority which establish the boundaries of prudence and ethics within which all executive activity and decisions must take place.

3.2.2.3 *Governance Process*: Specification of how the Board conceives, carries out, and monitors its own task.

3.2.2.4 *Board-Management Delegation*: How power is delegated and its proper use monitored; the CEO role, authority, and accountability.

3.2.3 Assurance of CEO performance in achieving the results defined in the *Ends* policies, and not exceeding the constraints in *Executive Limitations* policies, through monitoring and evaluation of the Chief Executive Officer as outlined in *Board-Management Delegation* policies.

3.2.4 Decisions related to regulation that legislation requires the Board to make directly.

3.2.5 Operational decisions that the Board has prohibited the CEO from making by its *Executive Limitations* policies.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name:	Chairperson's Role
Policy Type:	Governance Process
Number:	3.3
Date Approved:	October 1, 2010
Date Amended:	June 16, 2016; September 15, 2023; June 12, 2025; March 20, 2026

3.3 The Chairperson of the Board (Chair) ensures the integrity of the Board's process and represents the Board to external parties. The Chair is the only Board member permitted to speak on behalf of the Board, except in specifically authorized situations

3.3.1 The authority of the Chair consists in making decisions that fall within the topics covered by Board policies on Governance Process and Board Management Delegation, except where the Board specifically delegates portions of this authority to others. The Chair is authorized to use any reasonable interpretation of the provisions in these policies.

3.3.2 The Chair has no authority to make decisions about policies created by the Board within Ends and Executive Limitations policy areas. Therefore, the Chair has no authority to supervise or direct the CEO.

3.3.3 The job result of the Chair is that the Board behaves consistently with its own rules and those legitimately imposed upon it from outside the organization.

3.3.4 The Chair, or elected member designated by the Chair, shall chair the meetings of the Board.

3.3.5 Board meeting discussions shall be confined to matters that, as per Board policy, fall within the jurisdiction of the Board rather than the CEO for decision-making.

3.3.6 Board meetings will be conducted in accordance with the Board's policies on Governance Processes and accepted parliamentary procedure. Robert's Rules of Order will be the authority in case of procedural dispute.

3.3.7 The Chair is authorized to communicate Board-stated positions and to articulate decisions and interpretations within the Chair's delegated area to external parties.

3.3.8 The Chair may delegate this authority but remains accountable for its use.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name:	Code of Conduct
Policy Type:	Governance Process
Number:	3.4
Date Approved:	October 1, 2010
Date Amended:	August 22, 2014; February 1, 2013; August 5, 2011; August 28, 2015; April 8, 2016; February 3, 2017; June 15, 2017, May 29, 2019, Dec 6, 2019, February 7, 2020; August 28, 2020; October 16, 2021; February 3, 2023; March 22, 2024; March 21, 2025; September 26, 2025; December 5, 2025; March 20, 2026

3.4 All Board Members are expected to behave in an ethical and lawful manner. This includes proper use of authority and appropriate decorum when acting as Board members. PEGNL expects its Board Members to treat one another, staff members, the membership, and the public with respect. Board members are required to co-operate with each other and PEGNL staff, and to deal openly on all matters.

Board Members shall be bound by the following Code of Conduct.

3.4.1. Members must represent un-conflicted loyalty to the interests of the ownership. This accountability supersedes any conflicting loyalty such as that to advocacy or interest groups and membership on other Councils or staffs. It also supersedes the personal interest of any Board Member acting as an individual or organizational consumer of PEGNL's services. Board Members are accountable to exercise the powers and discharge the duties of their office honestly and in good faith. Board Members shall exercise the degree of care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances. Board Members shall seek diverse input when reaching out to Owners and shall consider this input in decision making.

3.4.2. All Board Members shall take the following Oath of Office which may be repeated at any given Board meeting at the discretion of the Chair:

I (INSERT NAME OF BOARD MEMBER), in consideration of the honour paid to me in my (INSERT ELECTION / APPOINTMENT to the Board of Directors of PEGNL as (INSERT CHAIR / CHAIR-ELECT / BOARD MEMBER), declare and affirm that I will comply with the provisions of the Professional Engineers & Geoscientists Act, 2008, the Regulations, By-laws and Board Policies, and will exercise the powers and discharge the duties of my office to the best of my ability, honestly and in good faith, and in furtherance, of the objectives of PEGNL in order that the public interest may be served and protected.

3.4.3. Board Members shall avoid a conflict of interest.

3.4.3.1. No Board Member, or their spouse, spousal equivalent, or dependent child, shall enter into any business arrangement, including employment, with the PEGNL in which they are interested directly or indirectly except:

- i. on a written and competitive sealed quotation basis; and/or
- ii. having declared any interest therein, and the applicable Board Member having refrained from voting thereon.

3.4.3.2. Should a Board Member apply for employment, they must take a leave of absence from the Board. If hired, they must first resign from the Board.

3.4.3.3. Any Board Member having an occasional conflict of interest shall declare the details of that conflict before discussion of the question and absent themselves from the portion of the meeting during which discussion or voting affected by that conflict takes place. Such conflicts of interest include, but are not limited to:

- i. any question affecting a private corporation of which the Board Member or their immediate family (spouse, spousal equivalent or dependent child), is a shareholder or a public corporation in which they or immediate family holds more than five percent of the number of voting securities issued (excluding mutual funds);
- ii. any question affecting an organization of which they are a Board Member.
- iii. any question in which the Board Member or a member of their immediate family (defined as spouse, spousal equivalent, or dependent child) has a direct or indirect financial interest.
- iv. any other matter in which the Board Member's ability to act in the best interest of the organization may be or appear to be compromised by an outside interest.

3.4.4. Board Members will maintain confidentiality regarding all Board information unless explicitly authorized for disclosure.

3.4.4.1 Board Members are responsible for the secure storage, handling, and disposal of Board information in both physical and electronic forms. Board Members will take reasonable steps to protect Board documents from unauthorized access and will dispose of such materials in a secure manner when they are no longer required for Board duties, or when Members leave the Board.

3.4.5. Board Members may not attempt to exercise individual authority over the organization except as explicitly set forth in Board policies.

3.4.5.1. Board Members' interaction with the CEO or with staff must recognize that any individual Board Member or group of Board Members does not have authority other than that explicitly stated in Board policy.

3.4.5.2. Board Members' interaction with the public must recognize the same limitation and the similar inability of any Member(s) to speak for the Board except to repeat explicitly stated Board decisions.

- 3.4.5.3. Board Members will make no judgments of the CEO or staff performance except as that performance is assessed against explicit Board policies by the official process.
- 3.4.5.4. Board Members shall not encourage direct communication with employees who attempt to bypass administration but shall encourage employees to utilize reporting lines within the administration to bring their concerns to the Board.
- 3.4.5.5. Board members will support the legitimacy and authority of board decisions, regardless of the member's personal position on the issue.
- 3.4.6. Board Members should regularly take part in educational activities which will assist them in carrying out their responsibilities. Those educational activities that require funding must be approved by the Board.
- 3.4.7. Board Members shall attend Board meetings regularly and punctually and actively participate in discussions and decision-making.
 - 3.4.7.1. Attendance may be in person or virtual. Virtual attendees should be visible and audible where possible; good faith effort to maintain connection counts as attendance.
 - 3.4.7.2. A record of attendance will be distributed with meeting minutes. Reasons for excused absences will not be disclosed.
 - 3.4.7.3. Board Members are encouraged to exercise fiscal responsibility when choosing between in-person and virtual attendance for committee meetings.
 - 3.4.7.4. Ministerial Appointees: Attendance expectations apply equally; however, any vacancy or removal for ministerial appointees shall follow the processes set out in applicable legislation/regulation.
 - 3.4.7.5. For significant decisions such as supporting proposed amendments to the Act or approving new or amended regulations or bylaws, Board Members are encouraged to make every reasonable effort to attend. The Chair may highlight the importance of such items in advance to help maximize participation.
 - 3.4.7.6.1 While quorum is sufficient to proceed, if the matter is not urgent and broader participation is considered beneficial, any Board Member may move to defer the vote to a future meeting, or to have the meeting adjourned. A majority vote in favour will postpone the decision. This provision shall not be interpreted as creating an attendance requirement beyond the statutory quorum.
- 3.4.8. Board Members shall ensure that unethical activities not covered or specifically prohibited by the foregoing or any other legislation are neither encouraged nor condoned.

A Board Member who is alleged to have violated the Code of Conduct shall be informed in writing and shall be allowed to present their views of such alleged breach at the next Board meeting. The complaining party must be identified. If the complaining party is a Board Member, they and the respondent Board Member shall absent themselves from any vote upon

resolution of censure or other action that may be brought by Board Members. Board Members who are found to have violated the Code of Conduct may be subject to censure.

3.4.9. Board Members shall complete all assigned Board Work in accordance with the agreed schedule established when the task was assigned.

3.4.9.1. Board Work shall include all tasks formally assigned by the Board to individual Members, Board committees, or task forces. It does not include informal or internal assignments made between individual members of those bodies.

3.4.9.2. If a Board Member, after accepting a task and prior to the agreed schedule, determines that outside considerations prohibit their ability to complete the task, the Board Member should advise the Chair (Board or Committee) and request assistance or to have the task re-assigned to others. It shall be noted in the Board meeting minutes whether or not the Chair received and consented to the request for the deferral or re-assignment of the Board member's task.

3.4.9.3. An elected Board Member is deemed to have resigned from the Board if they demonstrate a lack of interest in completing assigned Board work. Board Members demonstrate a lack of interest if without having communicated with the Chair:

- a) a task deliverable is more than two meetings late, and/or
- b) the Board Member has demonstrated a history of late submissions.

3.4.9.4. Reinstatement, upon request, may be granted by the Board, but not more than one reinstatement shall be granted in the Board Member's term of office. When the Board is discussing a request for reinstatement from a Member who has been deemed to have resigned under this Clause, the Member who has made the request for reinstatement shall absent themselves from all discussion and any vote by the remaining Board Member on the subject so as to avoid any conflict of interest.

PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR BOARD POLICY

Policy Name:	Cost of Governance
Policy Type:	Governance Process
Number:	3.5
Date Approved:	October 1, 2010
Date Amended:	August 28, 2015; May 29, 2019; May 14, 2020; May 3, 2024

3.5. Because poor governance costs more than learning to govern well, the Board will invest in its governance capacity.

3.5.1 The Board recognizes that continual updating of skills and awareness of new governance issues are vital to a member's contribution to the Board. Therefore, it is expected that:

- i. All new Board Members shall participate in, an orientation session to allow said new Board Members to become familiar with The Engineers and Geoscientists Act, 2008, Regulations, and Bylaws; policies of PEGNL; the rules of procedure for proper conduct of a meeting; PEGNL's structure and issues; and the Board's process of governance, so that all decisions of the Board may be made in an efficient, knowledgeable and expeditious fashion.
- ii. Board Members shall have ongoing opportunity for continued training and education to enhance their governance capabilities.

3.5.2 Outside monitoring assistance will be arranged so that the Board can exercise sufficient control over organizational performance. This includes, but is not limited to fiscal audit, and audit of the governance process.

3.5.3 The Board will establish Governance Policies and Monitor its adherence to these policies.

3.5.3.1 The Board will monitor its adherence to its Governance Process policies on a regular basis. The Board may choose to monitor any policy at any time but as a minimum, the Board will review policies and its adherence to them in accordance with the appropriate clauses of GP 3.6 "Board Planning Cycle and Agenda Control".

3.5.4 Costs will be prudently incurred, though not at the expense of endangering the development and maintenance of superior governance capability.

3.5.4.1 Annually, prior to the CEO's budget cycle, the Board will establish and be accountable for an annual budget for its own governance functions, which shall include but not be limited to funds for meeting costs, Board member attendance at conferences and conventions, improvement of its governance function, costs of fiscal audit and any other outside monitoring assistance required, and costs of methods such as focus groups, surveys and opinion analyses to ensure the Board's ability to listen to owner viewpoints and values.

PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR

BOARD POLICY

Policy Name:	Board Planning Cycle and Agenda Control
Policy Type:	Governance Process
Number:	3.6
Date Approved:	October 1, 2010
Date Amended:	February 3, 2012; July 4, 2013; June 26, 2014; June 16, 2016; August 24, 2018; August 23, 2019; May 14, 2020; March 26, 2021; May 7, 2021; December 8, 2022; September 15, 2023; February 2, 2024; May 3, 2024

- 3.6. To accomplish its job products with a governance style consistent with Board policies, the Board will develop and follow a multi-year cycle that includes all elements of the Board's work.
- 3.6.1. The Board shall maintain control of its own agenda by developing each year, no later than the first Board meeting of the year, an annual schedule which includes, but is not limited to:
- i. Considered review of the Ends, at least once every three years. Where possible, the timing of this review should align with the budget cycle and the CEO's strategic plan.
 - ii. Methods of gaining ownership input, prior to the above review.
 - iii. Scheduled time for education related to ends determination (for example, presentations relating to the external environment, demographic information, exploration of future perspectives which may have implications, presentations by advocacy groups, and staff).
 - iv. Scheduled time for monitoring of the Board's own compliance with its Governance Process and Board-CEO policies, and for review of the policies themselves as presented in the GP and BMD POLICIES MONITORING AND POLICY REVIEW SCHEDULE below. Monitoring Reports will be provided and read in advance of the Board meeting. Discussion will be focused on areas in which the Board can continue to improve its performance, and commitments in that regard will be documented on the Board's Governance Action Plan. In most cases, the monitoring report will serve as a resource for the review of the policy content, in conjunction with the monitoring function.
 - v. Scheduled time for monitoring compliance by the CEO with Executive Limitations policies and ENDS Policies, and for review of the policies themselves as presented in the ENDS & EL POLICIES MONITORING AND POLICY REVIEW SCHEDULE below. Monitoring reports will be provided and read in advance of the Board meeting, and discussion will occur only if reports show policy violations, if reports do not provide sufficient information for the Board to make a determination regarding compliance, or if policy criteria are to be debated. In most cases, Policy Review will occur upon acceptance of a Monitoring Report and may use a policy's corresponding Monitoring Report as a resource for the review process.
 - vi. Scheduled time for governance education.

vii. Monitoring and review of Board Policies may be undertaken with consideration given to the Board's MONITORING REPORT GUIDELINES FOR POLICY GOVERNANCE.

viii. Scheduled time for discussions and activities related to Envisioning and 'Big Picture Thinking.'

3.6.2. Based on the outline of the annual schedule, the Board delegates to the Chair the authority to fill in the details of the meeting content. Potential agenda items shall be carefully screened to ensure that they relate to the Board's job description, rather than simply reviewing staff activities. Screening questions shall include:

- i. Clarification as to whether the issue clearly belongs to the Board or the CEO.
- ii. Identification of what category an issue relates to - Ends, Executive Limitations, Governance Process, Board Management Delegation.
- iii. Review of what the Board has already said on this topic, and how the current issue is related.

3.6.3. Throughout the year, the Board will attend to required approvals agenda items as expeditiously as possible.

PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR BOARD POLICY

Policy Name: Board and Committee Travel Expenses

Policy Type: Governance Process

Number: 3.7

Date Approved: October 1, 2010

Date Amended: February 3, 2012; February 3, 2017; May 14, 2020; June 11, 2020; May 5, 2023; June 12, 2025

3.7. Board members, Committee members, and Board-approved guests will be reimbursed for all reasonable travel costs when requested to attend meetings, events and conferences on behalf of PEGNL. Costs shall be considered reasonable when they avoid extravagant or otherwise unnecessary expenses. Minimizing total costs shall be a key consideration after practicability.

3.7.1 PEGNL holds a business travel accident insurance policy, which provides coverage for volunteers. Details of the policy can be provided upon request.

3.7.2 All expense claims shall be submitted within 60 days of costs incurred or before year end (whichever is sooner).

3.7.3 Reimbursement shall be paid based on the following:

3.7.3.1 Airfare

3.7.3.1.1 Advance airfare purchases are encouraged to minimize costs.

3.7.3.1.2 Lowest refundable economy class airfare should be used where practical.

3.7.3.1.3 Fees for checked and carry-on baggage fees and trip-cancellation insurance are eligible for reimbursement.

3.7.3.2 Train fares (Standard class) are eligible for reimbursement.

3.7.3.3 Taxi or ride-share fares are eligible for reimbursement. Limo travel will only be reimbursed where taxi or ride-share service is not available.

3.7.3.4 Expenses for the use of personal vehicles, including parking, are eligible for reimbursement on a mileage basis, in accordance with the Canadian Government (National Joint Council) guidelines, in effect at the time of travel.

3.7.3.5 Expenses for a rental vehicle, including expenses for collision insurance and fuel, are eligible for reimbursement when it is more cost-effective or efficient than air, train, taxi or ride-share service, or personal vehicle.

3.7.3.6 Expenses for traffic violations are not eligible for reimbursement.

3.7.3.7 Expenses for hotel, motel, Airbnb or other similar commercial accommodations,

including internet fees, are eligible for reimbursement. Travelers will be advised when group rates are secured for meetings. Otherwise, every effort shall be made to obtain the best rates possible.

3.7.3.8 Expenses for meals and incidentals are eligible for reimbursement, except when meals are included in meetings, events and conferences attended, in which case claims should be reduced accordingly.

3.7.3.9 Expenses for additional medical coverage for international travel are eligible for reimbursement.

3.7.4 The Chair or the Chair's delegate may travel to attend functions on behalf of the Board as set out below:

- i) one Annual General Meeting (AGM) of an Atlantic regulator, plus one other regulator AGM per board year.
- ii) Geoscientists Canada Board Meeting and AGM
- iii) Engineers Canada Fall Meeting
- iv) Engineers Canada Late Fall Meeting
- v) Engineers Canada Spring Meeting
- vi) Engineers Canada Annual Meeting of Members
- vii) Other events when approved by the Board.

3.7.5 The Chair or delegate's guest may travel to accompany the Chair or delegate at the Engineers Canada Annual Meeting of Members and the Geoscientists Canada Board Meeting and AGM. When the Chair is invited to attend functions representing PEGNL, the guest of the Chair or delegate is authorized to accompany them. Expenses for guest travel will be reimbursed in accordance with this policy.

3.7.6 Reimbursement shall be made for private accommodations, meals, and incidentals in accordance with the Canadian Government (National Joint Council) guidelines, in effect at the time of travel, with no receipts required. Receipts are required for reimbursement for commercial accommodations, transportation expenses and other expenses as provided for in this policy.

3.7.7 Reimbursement for expenses above those set out in this policy or for other necessary extraordinary expenses not considered in this policy are at the discretion of the Chair.

3.7.8 The final authority for approval of expense claims submitted in accordance with this policy is the Board Chair, except for expense claims submitted by the Chair, which will be approved by the Chair-Elect.

PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR BOARD POLICY

Policy Name: Board Committee Principles
Policy Type: Governance Process
Number: 3.8
Date Approved: **October 1, 2010**
Date Amended: **August 24, 2012; May 14, 2020; October 23, 2020; February 5, 2021;
December 2, 2021**

3.8. Board committees, when used, will be assigned so as to reinforce the Board’s job. Committees shall not interfere with the delegation from the Board to the CEO.

3.8.1. Board committees are to help or advise the Board, not the staff. Committees will ordinarily assist the Board by preparing policy alternatives and implications for Board deliberation. Board committees will not normally have direct dealings with staff operations.

3.8.2. Board committees will not speak or act for the Board except when formally given such authority for specific or time-limited purposes. Expectations and authority will be carefully stated in the committees’ Terms of Reference and will not conflict with authority delegated to the CEO.

3.8.3. Board Committee Chairs shall have the authority and accountability for interpreting their respective Committee Terms of Reference.

3.8.4. Board committees have no authority over staff. With concurrence of the CEO, Board committees may avail of staff resources

3.8.5. The CEO does not work for and is not required to seek approval of a Board Committee before taking an executive action on an issue, except where the committee has been delegated specific authority on that issue to act on behalf of the Board.

3.8.6. Board Committees will keep records of all meetings and activities. All records shall be kept electronically in a central location accessible to all Board members, with the exception of the records of the Complaints Authorization Committee.

3.8.7. This policy applies only to committees which are formed by the Board regardless of whether the committees include non-Board members. It does not apply to committees formed under the authority of the CEO, herein referred to as “staff” committees.

3.8.8. Board Committees have no authority to commit the funds or resources of Professional Engineers & Geoscientists Newfoundland & Labrador, except that which is given in their Terms of Reference but can request funds for specific initiatives.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name: Board Committee Structure
Policy Type: Governance Process
Number: 3.9
Date Approved: December 9, 2022
Date Amended:

3.9 A committee is a board committee only if its existence and charge come from the board, regardless of whether board members sit on the committee. The only board committees are those which are set forth in lower-level sections of this policy.

PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR BOARD POLICY

Policy Name:	Complaints Authorization Committee – Terms of Reference
Policy Type:	Governance Process
Number:	3.9.1
Date Approved:	October 1, 2010
Date Amended:	January 8, 2016; February 2, 2018; April 13, 2018, April 5, 2019; May 3, 2019; June 11, 2020; September 15, 2023; September 12, 2024; September 26, 2025

Purpose/Product

3.9.1. The purpose of the Complaints Authorization Committee (CAC) is to review and act upon “allegations” of “conduct deserving of sanction” referred to it by the Registrar. An “allegation” means a written document alleging that a PEGNL member has engaged in conduct deserving of sanction. “Conduct deserving of sanction” includes professional misconduct, professional incompetence, conduct unbecoming a professional member or permit holder, incapacity or unfitness to practice engineering or geosciences, and acting in breach of the Engineers and Geoscientists Act, 2008, the PEGNL regulations or its code of ethics. The CAC shall complete its review and any required actions according to requirements set out for the CAC in the Engineers and Geoscientists Act, 2008 and PEGNL’s Discipline Handbook.

Authority

3.9.1.1. The Authority of the CAC shall be those designated in the appropriate sections and requirements of the Engineers and Geoscientists Act, 2008 and/or Regulations.

Composition

3.9.1.2. The CAC composition shall be as designated in the appropriate sections and requirements of the Engineers and Geoscientists Act, 2008 and/or Regulations.

3.9.1.2.1. The Board shall appoint the members of the CAC from the existing members of the PEGNL Board.

3.9.1.2.2. To provide continuity in work of the Committee, the Past Chair of the Board shall normally be appointed Chair of the CAC, and the Chair of the Board shall normally be appointed Vice Chair of the CAC. When the existing Chair of the Board becomes Past Chair of the Board, that person will automatically become the new Chair of the CAC, and the new Chair of the Board will automatically become Vice Chair of the CAC. If the Past Chair and Chair of the Board cannot fill these positions, the Board shall appoint from the existing Board membership.

3.9.1.2.3. The Chair Elect shall normally be appointed to the CAC. The PEGNL Board will normally appoint two further non-executive elected directors to the CAC. The PEGNL Board will normally ensure that at least one of the members of the CAC is an elected P. Geo. and at least one is an elected P. Eng. member of the PEGNL Board.

3.9.1.2.4. While the Act requires at least one member of the CAC is a ministerial appointed member, the PEGNL Board shall normally appoint two ministerial appointee members to the CAC.

Terms of Office

3.9.1.3. The Board shall set the term of the membership annually.

Reporting

3.9.1.4. The Chair of the CAC shall provide a written status report at each PEGNL Board meeting stating the following:

- i. Number of open cases that have been referred to the CAC under subsection 23(2) of the Act;
- ii. For each case identified in i., state the current number of days since the allegation was referred to the CAC;
- iii. For each open case identified in i., state which power the CAC has exercised as per 4.2 of the Discipline Handbook;
- iv. If during the period since the last Board meeting the CAC has reached a decision in a case, state which of the three choices for their decision have been made as per 7.1 of the Discipline Handbook;
- v. If a case has not reached the stages identified in iii. or iv. above, state the next steps, with corresponding timelines for the Board to review;
- vi. If a case has violated any timeline stated in the Discipline Handbook, an explanation must be given for each violation for the Board to review.

3.9.1.5. The Chair of the CAC shall provide a written status report annually at the June Board meeting summarizing the activity of the committee since June of the previous year. This report shall include the total number of cases referred to the CAC and milestones complete with timelines.

PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR BOARD POLICY

Policy Name:	Nominating and Board Composition Committee Terms of Reference
Policy Type:	Governance Process
Number:	3.9.2
Date Approved:	October 1, 2010
Date Amended:	January 8, 2016; June 16, 2016; February 2, 2018, April 5, 2019; May 3, 2019, May 29, 2019; May 14, 2020; June 11, 2020; February 11, 2022; March 31, 2023

Purpose/Product

3.9.2. The purpose of the Nomination and Board Composition Committee is to ensure that:

- a) the board composition is in conformance with the Engineers and Geoscientist Act, 2008 and/or Regulations;
- b) elections are conducted fairly in accordance with the bylaws, and;
- c) that candidates and the electorate have sufficient information needed to make reasoned decisions.

3.9.2.1. The Nominating and Board Composition Committee shall establish a slate of candidates that will ensure the future Board composition complies with the residency and professional representation requirements as described in By-Law No. 4 and in conformance with the Engineers and Geoscientists Act, 2008 and/or Regulations.

3.9.2.2. The Nominating and Board Composition Committee shall provide candidates for Board membership candidates with information that clearly outlines the role of the Board, the necessary qualifications, and the expectations of Board members. In keeping with the Board's commitment to excellence in governance, the Nominating and Board Composition Committee shall provide membership candidates for positions on the Board with a list of desired characteristics which will enable them to govern, not to manage, PEGNL. These characteristics include:

- i. Commitment to linking with the membership and the public. Understanding that they stand in for an ownership of diverse people; willing to actively seek to access and understand that diversity.
- ii. Ability to think in terms of systems and context — to see the big picture.
- iii. Interest in and capability to discuss the values underlying the actions taken in the organization, and to govern through the broader formulations of these values.
- iv. Ability and willingness to deal with vision and the long term, rather than day-to-day details.

- v. Ability and willingness to participate assertively in deliberation, while respecting the opinions of others.
 - vi. Commitment not to make judgements in the absence of previously stated criteria.
- 3.9.2.3. The Nominating and Board Composition Committee shall prepare a ballot for the election in accordance with By-Law No. 4 and the Engineers and Geoscientists Act, 2008 and/or Regulations.
- 3.9.2.4. The Nominating and Board Composition Committee determines an elections information package that enables PEGNL members to recognize how the candidates align with the characteristics the Board seeks.
- 3.9.2.5. The Nominating and Board Composition Committee shall develop and provide to Candidates for Board membership information that clearly outlines the role of the Board, the necessary qualifications and the expectations of Board members.

Composition

- 3.9.2.6. The Nominating and Board Composition Committee shall be appointed by the Board and shall be composed of at least three members. Those who are running in the upcoming election or having any conflicts of interest shall be ineligible to participate in the Committee. Committee composition should include, in the following order of preference: outgoing members of the current Board, a non-Board PEGNL member or other Board members
- 3.9.2.7. The Board shall appoint the Chairperson of the Nominating and Board Composition Committee. If they are available, the Board should give consideration to choosing the Past Chair of the Board as its choice for the Chair position of this Committee.

Term of Office

- 3.9.2.8. The term of office shall be for a minimum of one year, with longer terms determined at the discretion of the Board.

Reporting

- 3.9.2.9. Timely reporting to the Board shall be accomplished by verbal and/or written reports by the Chair of the Nominating and Board Composition Committee on an as required basis. At least one (1) written report shall be submitted to the Board annually. This report shall include an update on the term expiry dates of ministerial appointees and professional representatives.

PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR COUNCIL POLICY

Policy Name: Linkages Committee Terms of Reference
Policy Type: Governance Process
Number: 3.9.3
Date Approved: October 1, 2010
Date Amended: January 8, 2016; December 1, 2017; February 2, 2018; April 5, 2019; May 3, 2019; May 14, 2020; February 11, 2022; September 15, 2023; September 26, 2025; March 20, 2026

Purpose/Product

3.9.3. The purpose of the Linkages Committee is to create a linkage plan with the owners of PEGNL.

3.9.3.1. In accordance with Policy 3.11, the linkage plan shall enable the Board to better understand the values of the ownership when making or revising policies, particularly ends policies. This shall include the groups of owners with which the Board intends to connect, the questions to be asked of each group and the method(s) to engage each group. The linkage plan will be generated from the Big Picture Thinking discussions which occur every three years and will lay out the ideas to be investigated over the subsequent three year period.

3.9.3.2 The Linkages Committee shall revise the linkage plan annually and present a draft plan to the Board for approval.

Composition

3.9.3.3. The Linkages Committee must include a minimum of a Geoscience representative, an Engineering representative, and one ministerial appointed Board director.

3.9.3.4. Normally the Committee Chair shall be a member of the previous year's Committee.

3.9.3.5. The Chair Elect, Chair, and Past Chair of the Board of Directors shall normally become members of the Linkages Committee.

Term of Office

3.9.3.6. The Term of Office for Linkages Committee members will be a minimum of one year, with longer terms determined at the discretion of the Board

Reporting

3.9.3.7. Timely reporting to the Board on the approved Linkages plan shall be accomplished by written reports by the Linkages Committee Chairperson for every Board meeting. An annual report shall be submitted to the Board for the AGM, summarizing the Linkages Committee's accomplishments over the year and the plans for the upcoming year.

PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR BOARD POLICY

Policy Name:	CEO Performance Committee
Policy Type:	Governance Process
Number:	3.9.4
Date Approved:	October 18, 2013
Date Amended:	February 2, 2018, April 5, 2019; May 3, 2019; May 14, 2020; October 23, 2020; December 8, 2022; March 31, 2023; November 30, 2023

Purpose/Product

3.9.4. The purpose of the CEO Performance Committee is to facilitate the assessment of the performance of the CEO in meeting the Ends of PEGNL.

3.9.4.1. The CEO Performance Committee shall provide to the Board annually, typically during the last meeting in the Board Year:

- i. A recommendation of the CEO's performance rating with one of the following ratings: "Meets Expectations" or "Fails to Meet Expectations";
- ii. A summary of recorded Board assessments of CEO monitoring reports from the current Board year with trends in performance in comparison to previous years;
- iii. Identification of any policies which may merit supplemental reporting by external report or by direct Board inspection with rationale regarding the value of conducting such additional monitoring.

3.9.4.2. After a decision has been made by the Board regarding the CEO's performance rating, the CEO Performance Committee shall:

- i. Calculate the salary adjustment as per the guidelines in Board Policy 4.5 CEO Compensation
- ii. Communicate the CEO's performance rating, the salary adjustment, as well as any feedback, as directed by the Board, to the CEO.

Composition

3.9.4.3. The committee shall include the Chair, the Chair-Elect and the Past Chair.

Term of Office

3.9.4.4. The Term of Office for Committee members will be a minimum of one year, with longer terms determined at the discretion of the Board

Reporting

3.9.4.5. The committee shall typically report to the Board at the meeting that precedes the Annual General Meeting.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND &
LABRADOR
BOARD POLICY**

Policy Name: Envisioning Committee – Terms of Reference
Policy Type: Governance Process
Number: 3.9.5
Date Approved: February 6, 2015
Date Amended: February 5, 2016; April 8, 2016; February 2, 2018; April 5, 2019; May 3, 2019;
May 14, 2020; February 3, 2023; June 8, 2023; November 30, 2023; June 13, 2024

Purpose

3.9.5.

The purpose of the Envisioning Committee is to lead and facilitate Board activities and deliberations related to the Envisioning Governance Policy as outlined in 3.13 “Envisioning”. ‘Envisioning’ is the process of identifying and assessing the desired future for the regulation of the professions, to use as a reference for the Board when Ends and Executive Limitations are to be reviewed and revised. Envisioning work should be informed by linkages with Owners, research, Big Picture Thinking discussions, and Board deliberations on the policy implications of future-focused discussions.

Product

Every three years, for the Board’s consideration prior to its End review, the Committee shall develop documentation of an ‘Envisioned Future.’

3.9.5.1. The Envisioning Committee shall coordinate with the Board to develop and maintain an envisioning plan to guide the priorities and activities of the Board in this area. Envisioning should be a standing item on Board meeting agendas.

3.9.5.2. The Envisioning Committee shall support the development and maintenance of the Vision Statement for PEGNL which will be reviewed and approved by the Board.

3.9.5.3. The Envisioning Committee shall facilitate Big Picture Thinking discussions with the Board every three years, identifying topics, providing questions and context to frame the discussions, and documenting the insights gained through the deliberations.

Composition

3.9.5.4. The Board shall appoint the members of the Envisioning Committee. The Chair shall be a current member of the Board, with other members identified by the Board.

3.9.5.5. The Committee should include a minimum of three members including at least one Engineer and one Geoscientist.

Terms of Office

3.9.5.6. The Term of Office for Committee members will be a minimum of one year, with longer terms determined at the discretion of the Board.

Reporting

Timely reporting to the Board shall be accomplished by verbal and/or written reports by the Envisioning Committee Chairperson on an as-required basis. At least one (1) written report shall be submitted to the Board annually.

PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR BOARD POLICY

Policy Name:	Audit Committee
Policy Type:	Governance Process
Number:	3.9.6
Date Approved:	October 10, 2019
Date Amended:	May 7, 2021; December 2, 2021; March 22, 2024, September 26, 2025; March 20, 2026

Purpose/Product

3.9.6. The purpose of the Audit Committee is to enhance the Board's effectiveness and efficiency in fulfilling its fiscal monitoring responsibilities through the audit process.

- 3.9.6.1. The Audit Committee products are to support the Board's job in the following outcomes:
- a. A recommended auditor selection criteria;
 - b. A tender call, based on the Board approved selection criteria, to engage an external auditor (Auditor). A competitive tender call must take place after a maximum of six consecutive years to demonstrate good fiscal management
 - c. A recommendation to the Board of the selection of the auditor following a tender process;
 - d. Liaison and oversight of the work of the Auditor;
 - e. A consideration of such matters arising out of the audit as may appear to the Audit Committee to require investigation;
 - f. A consideration of other matters that may be determined by the Board to be a duty of the Audit Committee;
 - g. A recommendation to the Board to accept the report from the Auditor, including financial statements, and the external monitoring of policies;
 - h. Timely receipt of the Audited Financial Statements to ensure they are ready for presentation at the Annual General Meeting;
 - i. A review of the conduct and adequacy of the audit and auditor performance;
 - j. Draft the Board's governance budget for the forthcoming calendar year for presentation to the Board at the first meeting of each Board year; and
 - k. Prepare a report for each board meeting noting the year-to-date governance spend and the projected spend for the remainder of the fiscal year (ending December 31).

Authority

3.9.6.2. The Audit Committee may create subcommittees to help fulfil its purpose. Both the Audit Committee and any subcommittees shall comply with the principles stated in GP 3.8 and subsequent policies. The Audit Committee Chair shall have the authority and accountability for interpreting and applying those policies as they relate to this committee and any subcommittees.

Composition

3.9.6.3 The Audit Committee shall consist of the Chair, Chair-Elect, and at least one other board member and shall appoint a Committee Chair from amongst its members.

Term of Office

3.9.6.4 Members shall be appointed annually.

Reporting

3.9.6.5. Timely reporting to the Board shall be accomplished by verbal and/or written reports by the Chair of the Audit Committee on an as required basis.

PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR BOARD POLICY

Policy Name: Board Representatives
Policy Type: Governance Process
Number: 3.10
Date Approved: April 5, 2019; May 3, 2019
Date Amended: Dec 6, 2019; May 14, 2020; May 7, 2021; June 10, 2021; June 8, 2023

3.10. A Board Representative is a representative appointed or nominated by the Board to assist in doing its work. The Board Representatives are those which are set forth in this policy and those that may be added by Boards in future. There shall be written Terms of Reference for all Board Representatives. Timely reporting to the Board shall be accomplished by verbal and/or written report by the Representative on an as required basis.

The following is a list of Board Representatives:

National Body Directors

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND &
LABRADOR**

BOARD POLICY

Policy Name: National Body Directors Terms of Reference
Policy Type: Governance Process
Policy Number: 3.10.1
Date Approved: April 5, 2019; May 3, 2019
Date Amended: Dec 6, 2019; May 14, 2020; March 26, 2021; June 10, 2021; Feb 3, 2023;
Feb. 2, 2024; September 12, 2024; January 31, 2025

Objective:

3.10.1. It is the desire of the Board to nominate Directors who, in its judgment, are leaders willing to commit themselves to the vision of the national bodies for which they serve and to foster effective communication between their respective national body and PEGNL.

The PEGNL Board of Directors nominates the National Body Directors for appointment to the relevant National Body Board.

The National Body Directors are:
Engineers Canada Director
Geoscientists Canada Director

Purpose/Product:

3.10.1.1. The National Body Directors are expected to:

- 3.10.1.1. bring the views, concerns, and decisions of the national body Board to PEGNL;
- 3.10.1.2. inform PEGNL of issues affecting, or likely to affect, the national body and/or the regulators;
- 3.10.1.3. seek PEGNL's input on issues to be discussed by the national body board, so that they may communicate PEGNL's position to the national body board;
- 3.10.1.4. advise PEGNL of issues to be presented for decision by the Members (the provincial and territorial engineering and geoscience regulators);
- 3.10.1.5. provide regular updates to the PEGNL Board in the form of a written report to be submitted 1 week in advance of each regular business Board meeting.

3.10.1.2. The suggested format for the written report includes:

- 3.10.1.1. Executive Summary
- 3.10.1.2. Topic(s) Overview
- 3.10.1.3. Potential Impact to PEGNL
- 3.10.1.4. Issues Requiring PEGNL Decision
- 3.10.1.5. Other Matter(s)

3.10.1.3. Specific time will be allocated at regular meetings of the PEGNL Board for the National Body Director updates.. National Body Directors will be invited to attend every second regular PEGNL Board meeting to speak to their written report in-person.

3.10.1.4. The Board will inform National Body Directors of PEGNL perspectives that may pertain to the work of their respective national bodies.

Nomination:

3.10.1.5. The National Body Directors shall be nominated by the PEGNL Board. Nominees shall be a member of PEGNL and should have relevant experience and qualifications, such as familiarity with PEGNL or the National Body, prior leadership positions held with PEGNL, prior volunteer experience with the National Body, and/or knowledge of local and national issues impacting the professions. The selection process will prioritize candidates who can demonstrate a strong understanding of the relevant issues and a proven ability to contribute effectively to the role. The Engineers Canada Director shall be an engineer, and the Geoscientists Canada Director shall be a geoscientist.

3.10.1.6. A nominating committee will seek a minimum of two and a maximum of four candidates, together with biographical summary for the Board's consideration for each position. Candidates should have been contacted in advance and agreed to let their name stand for the position.

3.10.1.7. The Board will vote to select its preferred candidate from those put forward by the Committee.

Term of Office:

1. National Body Directors are normally appointed for a term of three (3) years. The term of office will expire immediately following a National Body AGM.
2. A National Body Director may serve a second three (3) year term with the approval of the PEGNL Board. They may also request an extension to their first or second term if they are seeking or serving in an executive position with the National Body Board. Any extensions or re-appointments are subject to the Director's satisfactory compliance with the expectations of this policy.
3. No National Body Director may be appointed for more than two (2) terms, or a lifetime maximum of six (6) years. The exception would be in the case of a National Body Director whose second term is extended by the PEGNL Board to enable them to serve in an executive position prior to the expiration of their second term.
4. Should the PEGNL Board decide to re-appoint or extend the term of a National Body Director, the Nominating Committee shall not be required to seek any additional candidates for the position. However, an exception shall apply in cases where a Director is seeking an extension to stand for election to an executive position at the end of their second term. In such instances, the Nominating Committee shall seek additional candidates for the position. This exception ensures that if the extended Director is not appointed to an executive position, the Board will have an alternative candidate available for the Director role, in alignment with the provision outlined in clause 3 above, which stipulates that a Director cannot serve more than two terms unless elected to an executive position.

BOARD POLICY

Policy Name:	Board Linkages with Owners
Policy Type:	Governance Process
Number:	3.11
Date Approved:	October 1, 2010
Date Amended:	October 17, 2014; February 6, 2015; February 3, 2017; August 23, 2019; February 11, 2022

- 3.11. The privilege of self-governance has been granted to PEGNL by provincial legislation. This legislation requires PEGNL to carry out its activities and govern its regulated members in a manner that protects and serves the public interest. Thus, PEGNL considers that while it has legal accountability to the government, it has moral accountability to the people of Newfoundland and Labrador – its moral owners. The Board shall be accountable to and act in the best interests of its “owners” as a whole rather than being advocates for specific geographic areas or interest groups.
- 3.11.1. When making governance decisions, Board Members shall maintain a distinction between their personal interests as “customers” of PEGNL services, and their obligation to speak for others as a representative of the “owners.”. As representatives of the “owners,” Board Members are obligated to identify and know the “owners” values and expectations.
- 3.11.2. The Board shall gather data in a way that reflects the diversity of the “ownership.” It shall meet with, gather input from, and otherwise interact with the “owners,” and acknowledge that diversity exists. It shall recognize that diversity assures a broad base of wisdom, and shall seek to make decisions considering that input.
- 3.11.3. The Board shall seek ownership input on issues related to policy development or revisions, particularly regarding the Ends. The Board shall gather information helpful in understanding the various ownership groups’ perspectives on long term requirements for self-regulation of the professions.
- 3.11.4. The Board shall determine who among the owners to connect with, what questions to ask, and the most appropriate method to engage with owners and gather information.
- 3.11.5. Communication with the “ownership” may be accomplished through a variety of methods, including, but not limited to, public meetings, focus groups, surveys, and advisory committees.
- 3.11.6. The Board shall represent the interests of the membership when it is not inconsistent with the public interest or when doing so does not conflict with the law.
- 3.11.7. The Board shall seek the input of the membership as required. Collection of input from the membership may be accomplished through a variety of methods, including, but not limited to, engineering and geoscience representatives elected from the membership on the Board and Committees, focus groups, open Board and Annual General Meetings, forums, and surveys.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name:	Board Linkages with Other Organizations
Policy Type:	Governance Process
Number:	3.12
Date Approved:	October 1, 2010
Date Amended:	August 28, 2015, Dec 6, 2019; May 14, 2020; June 10, 2021; June 13, 2024

3.12. The Board shall identify other organizations with which it requires good working relationships in order to share and enhance its role as “owner representative” in determining the most appropriate Ends.

Government

3.12.1. The Board shall ensure that it understands the perspectives of governments and government agencies regarding the Board’s policies.

Memorial University of Newfoundland

3.12.2. The Board shall ensure a mutual understanding of the intended organizational results with Memorial University especially the Faculty of Engineering and Applied Science, and the Department of Earth Sciences.

PEGNL Membership in Other Organizations

3.12.3. The Board shall consider the merits of membership in other organizations annually. This consideration shall include, but not be limited to:

- 3.12.3.1 The degree to which participation in the organization will complement the Ends of PEGNL.
- 3.12.3.2 The benefits to PEGNL of membership compared to the cost of membership.
- 3.12.3.3 The ability of PEGNL to influence the direction of the organization in a measure commensurate with PEGNL’s contribution.

Appointments to External Policy or Advisory Committees

3.12.4. Upon request for PEGNL appointments to external committees, the Board will assess whether such representation is appropriate within the Board’s stated policies and current priorities. If this assessment is positive, the Board will appoint appropriate representatives. Issues of confidentiality, information sharing and administrative support shall be discussed and agreed upon by the committee’s chair, the Board’s appointee, and the CEO.

- 3.12.4.1. The Board’s appointee shall provide information reports as appropriate, to be determined by the Board at the time of appointment.
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3.12.4.2. Since the Board's appointee is representing the Board, the appointee shall be kept informed of current Board policies that might affect deliberations of the Committee in question. Any representations made on behalf of the Board shall adhere to the stated policies of the Board. Any issues requiring the statement of a new policy position on the part of the Board shall be brought to the Board for decision.

Relationships with Other Organizations

3.12.5. The Board shall establish mechanisms for maintaining open communication with other organizations.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND &
LABRADOR
BOARD POLICY**

Policy Name: Envisioning
Policy Type: Governance Process
Number: 3.13
Date Approved: February 6, 2015
Date Amended: February 5, 2016; May 7, 2021; February 3, 2023; June 8, 2023; June 13, 2024

Purpose

3.13. The purpose of Envisioning is to ensure the Board takes a strategic long-term view of what the Ends of PEGNL should be and actively engages in that discussion to define the desired future for the regulation of the professions. Envisioning will be used by the Board as a reference when Ends and Executive Limitations policies are to be reviewed and revised.

3.13.1. The Board will use envisioning processes to stay focussed on strategic and forward-looking policy changes and improvements in order to support effective governance of PEGNL.

Product

3.13.2. The Board shall create and maintain a Vision Statement. The Board will also develop and document a broader and deeper understanding of potential futures impacting the regulation of the profession. Envisioning documents will be used as references for Board deliberations when the Board engages in future-focused Ends and Executive Limitations policy discussions.

Process

3.13.3. The Envisioning process ensures the Board is proactive in scanning the horizon and anticipating future trends, challenges and required changes to the Ends.

3.13.3.1. Every three years, the Board shall engage in Big Picture Thinking sessions that require the Board to openly discuss and debate topics relevant to defining the desired future for regulation of the professions and the Ends of PEGNL. The Board shall maintain a list of Big Picture Thinking discussion topics.

3.13.3.2. Following each Big Picture Thinking discussion, the Board shall capture the deliberations and key insights gained and the implication for Ends. The Board shall also decide if there is any additional information the Board needs to continue discussion on the topic, what that information would be and how the Board will gather that information.

3.13.3.3. The Board shall refer to the Vision Statement and information provided by the Envisioning committee whenever Ends and Executive Limitations policies are being reviewed. The Board shall decide the appropriate incremental changes and revisions to be made to policies based on the potential futures.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name: Handling of Operational Complaints
Policy Type: Governance Process
Number: 3.14
Date Approved: **October 1, 2010**
Date Amended: **August 24, 2013; February 3, 2017**

3.14. To ensure that the Board fulfils its accountability to the ownership, but does not interfere in matters it has delegated to the CEO, the following process shall be followed when a Board member receives a complaint regarding an operational matter (operational matters shall be defined as matters the Board has delegated to the CEO):

3.14.1. The Board member shall inquire if the proper internal communication protocol for registering concerns has been followed. If not, the individual shall be directed to the appropriate person, and the Board member shall take no further action.

3.14.2. The Board member shall not offer any evaluative comments or solutions.

3.14.3. If the internal protocol has been followed and the concern has not been resolved through that action, the Board member shall explain to the individual that the Board has delegated certain responsibilities to the CEO, and that the Board holds the CEO accountable. Indicate that the CEO will be asked to ensure that the matter is looked into and respond directly.

3.14.4. The Board member shall ask the individual to contact them again if the matter has not been addressed within a reasonable time period.

3.14.5. The Board member shall inform the CEO or individual designated by the CEO of the complaint, and request that it be handled.

PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR BOARD POLICY

Policy Name:	Appeal to the Board of Directors of a Decision of the Registration Committee
Policy Type:	Governance Process
Number:	3.16
Date Approved:	August 26-27, 2016
Date Amended:	February 3, 2017; October 20, 2017, September 26, 2025

3.16. Section 15 of the Engineers and Geoscientists Regulations (2024) made under The Engineers and Geoscientists Act (2008) enables and governs the handling of appeals of Registration Committee decisions to the Board.

The appeal process will be fair and equitable, respect the interests of the Applicant, and ensure that only persons who are duly qualified are registered by PEGNL.

- 3.16.1. The Board, upon receipt of the written request made by the Applicant for review of the decision of the Registration Committee in accordance with subsection 15(4) of the Regulations, shall decide whether the Board as a whole will hear the review or whether the review will be heard by a committee of the Board (“the Committee”). The Committee must consist of at least three (3) and no more than five (5) Board members.
- 3.16.2. Subsection 15(8) of the Regulations establishes that, for the purpose of these appeals, “a quorum of the Board or committee shall be three members”. Once a quorum of the Board as a whole or the Committee has started to hear the matter, no other members of the Board shall participate in the review hearing or decision. The group that hears the matter shall hereinafter be referred to as “the Committee”. A decision of the majority of the Committee shall govern.
- 3.16.3. A Board member who was a member of the Registration Committee when it considered the application of the Applicant, or a previous application of the Applicant, cannot participate in the review process under Subsection 15(6) of the Regulations.
- 3.16.4. The Committee, in hearing the review, shall make reference to and consider the relevant provisions of the Act, the Regulations, and of the Registration Committee Policy approved by the Board. The Committee may seek the advice of legal counsel.
- 3.16.5. PEGNL staff shall provide the Committee with the Registration Committee’s file containing all of the information considered by the Registration Committee in respect of the Applicant. The Applicant shall also be provided with a copy of the Registration Committee’s file, with the redaction therefrom, as the Committee may decide. This may include confidential letters of reference, if the Registration Committee receives them as part of the application process, and any legal opinion the Registration Committee may have received regarding the matter.

- 3.16.6. The Committee may prior to, during, or following the formal review hearing:
- a. Require the Applicant to provide further particulars or information regarding the Applicant's objections to the decision of the Registration Committee.
 - b. Require the Registration Committee to provide further particulars or information regarding the Registration Committee's reasons for its decision, including, without limiting the foregoing, whether there are any precedents for the Registration Committee's decision.
- 3.16.7. In accordance with subsection 15(7) of the Regulations, the Applicant shall be notified of the formal review hearing and that they have the opportunity to appear before the Committee with or without counsel, to make representations about why the Registration Committee's decision should be altered. The Applicant shall be given at least 14 calendar days written notice (excluding the date of the deemed notice and the date scheduled for the hearing) of the formal hearing, by delivery of the notice by ordinary mail to the last address of the Applicant known to PEGNL or by email to which the Applicant has acknowledged receipt. If sent by ordinary mail, the notice shall be deemed to have been delivered on the third business day following the posting of the notice by ordinary mail, non-inclusive of the posting date.
- 3.16.8. The Committee may establish procedures for the review hearing consistent with this Policy, but does not have the power to subpoena witnesses. Testimony of witnesses other than the Applicant may be called at the discretion of the Committee. The Committee may be assisted by legal counsel at the hearing, and may, by their members or by legal counsel, ask questions of the Applicant and of any other witnesses that may be called.
- 3.16.9. Subsequent to the hearing and its deliberations, the Committee shall make a decision regarding the review, which decision may be one of the following:
- a. uphold the Registration Committee's decision;
 - b. alter the Registration Committee's decision, by deferring approval of the application with conditions in accordance with paragraph 3.3(c) of PEGNL By-Law No. 5 – PEGNL Registration Committee By-Law; or
 - c. alter or reject the Registration Committee's decision, by approving the application.
- 3.16.10. The Committee will notify the Applicant and the Registration Committee of its written decision and the reasons for its decision within 50 business days for internationally educated applicants, and 40 business days for all other applicants, of receiving all testimony and information deemed necessary by the Committee in relation to the appeal.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name: Special Rules of Order
Policy Type: Governance Process
Number: 3.17
Date Approved: **February 11, 2022**
Date Amended: February 2, 2024, June 12, 2025, September 26, 2025

3.17 Board meetings will be conducted in an orderly, effective process, led and defined by the Chair.

3.17.1. All by-law obligations respecting Board meetings must be satisfied.

3.17.2. Board meetings shall be called to order at the time specified in the meeting notice and upon satisfaction of quorum.

3.17.3. Board members must maintain order and decorum, treating each other with dignity, respect, and fairness during all discussions and debates.

3.17.4. Board members must keep their comments relevant to the issue under consideration.

3.17.5. Proposals that the Board take action or decide on a particular matter shall, unless otherwise agreed to by unanimous consent, be made by a main motion of a Board member, seconded by another Board member, discussed, and voted on.

3.17.6. The Chair may, to the same extent as any Board member, make motions, engage in debate, or vote on any matter to be decided.

3.17.7. Board members may speak to a pending motion on as many occasions, and at such length, as the Chair may reasonably allow.

3.17.8. By majority vote, usually as part of its agenda adoption, the Board may choose to meet in-camera as part of a special or regular Board meeting.

3.17.8.1. Matters to be dealt with in-camera are those that require confidentiality, such as i) meeting with the auditors to ensure candid

explanation of financial condition; ii) decisions regarding CEO compensation; iii) legal advice regarding litigation matters; iv) disciplinary matters; v) sensitive relationships with other entities; vi) privacy matters in accordance with requirements of relevant legislation or regulations; and vii) other matters deemed by the Board to require confidential discussion and/or decision-making.

3.17.8.2. If a Board member or the CEO wishes to request an in-camera session such request should, whenever possible, be made to the Chair in advance of the meeting to allow for consideration of the request and for preparation for facilitation of the in-camera session.

3.17.8.3. All Board members, except those recused for conflicts of interest, may attend in-camera sessions. The Board may invite non-members, including the CEO, to attend. If the CEO is invited, they may request other staff to be present as needed.

3.17.8.4. Confidentiality must be maintained for all in-camera discussions, except when disclosure is necessary. The Chair will inform any non- members who need to know about in-camera decisions.

3.17.8.5. The Chair, or the presiding member in the Chair's absence, is responsible for documenting decisions arising from in-camera sessions, ensuring the confidential storage of these records, and providing access to these records to Board members.

3.17.9. A request by a Board member to have their vote recorded shall be accepted by the Chair.

3.17.10. A motion to adjourn a Board meeting may be offered by any Board member or, on the conclusion of all business, adjournment of the meeting may be declared by the Chair.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name: Global Board-Management Delegation
Policy Type: Board-Management Delegation
Number: 4
Date Approved: **October 18, 2013**

4 The Board's sole official connection to the operational organization, its achievements and conduct will be through a Chief Executive Officer, titled CEO and Registrar.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name: Unity of Control
Policy Type: Board-Management Delegation
Number: 4.1
Date Approved: **October 18, 2013**

4.1. Only officially passed motions of the Board are binding on the CEO.

4.1.1. Decisions or instructions of individual Board members, officers, or committees are not binding on the CEO except in rare instances when the Board has specifically authorized such exercise of authority.

4.1.2. In the case of Board members or committees requesting information or assistance without Board authorization, the CEO can refuse such requests that require, in the CEO's opinion, a material amount of staff time or funds or are disruptive.

4.1.3. Only the Board acting as a body can employ, terminate, discipline, or change the conditions of employment of the CEO.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name: Accountability of the CEO
Policy Type: Board-Management Delegation
Number: 4.2
Date Approved: **October 18, 2013**

4.2. The CEO is the Board's only link to operational achievement and conduct, so that all authority and accountability of staff, as far as the Board is concerned, is considered the authority and accountability of the CEO.

4.2.1. The Board will never give instructions to persons who report directly or indirectly to the CEO.

4.2.2. The Board will refrain from evaluating, either formally or informally, any staff other than the CEO.

4.2.3. The Board will view CEO performance as identical to organizational performance, so that organizational accomplishment of Board stated Ends and compliance with Executive Limitations will be viewed as successful CEO performance. Therefore, the CEO's job contributions shall be accomplishment of the Ends while maintaining compliance with the Executive Limitations.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name: Delegation to the CEO
Policy Type: Board-Management Delegation
Number: 4.3
Date Approved: **October 18, 2013**

- 4.3. The Board will instruct the CEO through written policies which prescribe the organizational Ends to be achieved, and describe organizational situations and actions to be avoided, allowing the CEO to use any reasonable interpretation of these policies.
- 4.3.1. The Board will develop policies instructing the CEO to achieve specified results, for specified recipients at a specified cost. These will be called Ends policies. All issues that are not Ends issues as defined above are Means issues.
- 4.3.2. The Board will develop policies which limit the latitude the CEO may exercise in choosing the organizational means. These limiting policies will describe those practices, activities, decisions and circumstances that the Board would find unethical or imprudent, and therefore unacceptable, even if they were to be effective. These will be called Executive Limitations policies. The Board will never prescribe organizational means delegated to the CEO.
- 4.3.3. All policies will be developed systematically from the broadest, most general level to more defined levels.
- 4.3.4. Below the global level, a single limitation at any given level does not limit the scope of the foregoing level.
- 4.3.5. Below the global level, the aggregate of limitations on any given level may embrace the scope of the foregoing level, but only if justified by the CEO to the Board's satisfaction.
- 4.3.6. As long as the CEO uses any reasonable interpretation of the Board's Ends and Executive Limitations policies, the CEO is authorized to establish all further policies, make all decisions, take all actions, establish all practices and develop all activities. Such decisions of the CEO shall have full force and authority as if decided by the Board.

4.3.7 The Board may change its Ends and Executive Limitations policies, thereby shifting the boundary between Board and CEO domains. By doing so, the Board changes the latitude of choice given to the CEO. But as long as any particular delegation is in place, the Board will respect and support the CEO's choices. This does not prevent the Board from obtaining information from the CEO about the delegated areas, except for data protected by privacy legislation.

PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR BOARD POLICY

Policy Name: Monitoring CEO Performance
Policy Type: Board-Management Delegation
Number: 4.4
Date Approved: October 18, 2013
Date Amended: December 1, 2017; May 14, 2020; May 7, 2021

4.4. Systematic and rigorous monitoring of CEO job performance will be solely against the two expected CEO job outputs: organizational accomplishment of Ends and organizational operation within the boundaries established in Executive Limitations.

4.4.1. The purpose of monitoring is simply to determine the degree to which Board policies are being fulfilled. Only information which does this will be considered to be monitoring.

4.4.2. A given policy may be monitored in one or more of three ways:

4.4.2.1. Internal report: Disclosure of compliance information by the CEO, along with their explicit interpretation of Board policy, and justification for the reasonableness of interpretation.

4.4.2.2. External report: Discovery of compliance information by an impartial, external auditor, inspector or judge who is selected by and reports directly to the Board. The external party will first be provided with the CEO's explicit interpretation of the policy and justification for the reasonableness of interpretation. The report must assess the reasonableness of the interpretation of Board policy, and compliance with it. The basis for assessment is not the standards of the external party, unless the Board has previously indicated that party's opinion to be the standard.

4.4.2.3. Direct Board Inspection: Discovery of compliance information by a designated Board member, a committee or the Board as a whole. This is a Board inspection of documents, activities or circumstances directed by the Board that assesses compliance with policy, with access to the CEO's justification for the reasonableness of their interpretation. Such an inspection is only undertaken at the instruction of the Board.

4.4.3. In every case, the standard for compliance shall be any reasonable CEO interpretation of the Board policy being monitored. The Board is the final arbiter of reasonableness, but will always judge with a "reasonable person" test rather than interpretations favoured by Board members or even the Board as a whole.

4.4.4. Upon the choice of the Board, any policy can be monitored by any of the above methods at any time. For regular monitoring, however, each Ends and Executive Limitations policy will be classified by the Board according to frequency and method.

4.4.4.1 The Board should consider requesting a monitoring report if there is any reasonable appearance of a policy violation.

4.4.5 A formal evaluation of the CEO by the Board will occur annually, based on the achievement of the Board's Ends Policies and non-violation of its Executive Limitations policies. This formal evaluation will be conducted by cumulating the regular monitoring data provided during the year and the Board's recorded acceptance or non-acceptance of the reports, and identifying performance trends evidenced by that data. The CEO Performance Committee will assist the Board in its evaluation of performance. The Chair shall convey the Board's evaluation decision to the CEO.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name:	CEO Compensation
Policy Type:	Board-Management Delegation
Number:	4.5
Date Approved:	October 18, 2013
Date Amended:	December 5, 2014, February 7, 2020, December 2, 2021; December 8, 2022, March 31, 2023

4.5.CEO compensation will be decided by the Board as a body and based on corporate performance and executive market conditions.

- 4.5.1 Corporate performance will be only that performance revealed by the monitoring system to be directly related to criteria given by the Board in policy.
- 4.5.2 Compensation will cover the entire range of salary, benefits, and all other forms of compensation.
- 4.5.3 The salary range and starting salary for a new CEO shall be determined by a Board-appointed CEO Search Committee based on the knowledge, skills and current capability of the person being hired and on data available from external surveys of similar positions.
- 4.5.4 The CEO's salary, and its respective range, shall be reviewed at minimum every three years by a Board appointed CEO Compensation Committee based on the same data as in 4.5.3 above, to ensure that it remains consistent with prevailing market conditions for similar positions.
- 4.5.5 Typically on an annual basis, just prior to the AGM, the CEO salary will be adjusted as follows:
 - 4.5.5.1 If the Board-approved rating for the CEO based upon compliance or non-compliance with Ends and EL Policies is "Meets Expectations":
 - 4.5.5.1.1 A 2% inflationary increase shall be added to the CEO's current salary.
 - 4.5.5.1.2 A 3% merit increase shall be added to the CEO's current salary.
 - 4.5.5.2 If the Board-approved rating for the CEO based upon compliance or non-compliance with Ends and EL Policies is "Fails to Meet Expectations", no inflationary increase or merit increase shall apply.
- 4.5.6 A committee process may be used to gather information and to provide options and their implications to the full Board for its decision.

**PROFESSIONAL ENGINEERS & GEOSCIENTISTS NEWFOUNDLAND & LABRADOR
BOARD POLICY**

Policy Name: CEO Termination
Policy Type: Board-Management Delegation
Number: 4.6
Date Approved: **October 18, 2013**

4.6. CEO termination is an authority retained by the Board, not delegated to any officer or committee.

4.6.1 The decision process will be informed by performance data drawn from the monitoring system, which is itself directly related to CEO performance on criteria the Board has stated in policy.

4.6.2 The Board may choose to terminate for other reasons but must then negotiate the terms of that termination or follow whatever provisions have been made by contract.

4.6.3 The CEO Performance Committee may be used to gather information and to provide options and their implications to the full Board.