



# 2008-2009.....

## ANNUAL REPORT



THE ASSOCIATION OF PROFESSIONAL ENGINEERS AND GEOSCIENTISTS OF THE PROVINCE OF MANITOBA





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## APEGM COUNCIL

D.D.J. Himbeault, P.Eng.

*(President)*

M.T. Corkery, P.Geo.

*(Past President)*

A.M. Aftanas, P.Eng.

A.M. Chapman

S. Dresen

W.C. Girling, P.Eng.

R.M. Lemoine, P.Geo.

B.R. Malenko, P.Eng.

I.J. Montufar, P.Eng.

R.A.S. Reichelt, P.Geo.

C. Rodych, BID

E.M. Ryczkowski, P.Eng.

B.L. Shortt

D.N. Spangelo, P.Eng.

J.C. Woods, P.Eng.

*(President Elect)*

## APEGM STAFF

G. Koropatnick, P.Eng., *Executive Director & Registrar*

S.E. Sankar, P.Eng., P.E., *Director of Admissions*

M. Gregoire, P.Eng., *Professional Standards Officer*

W. Boyce, *Manager, Operations & Finance*

L. Dupas, *Admissions Coordinator*

A.L. Moore, *Events & Communications Coordinator*

C. Shymko, *Assessment Officer*

S. Bruce, *Accounting & Membership*

M. Polson, *Registration Coordinator*

C. Camara, *Operations Assistant*

A. Reddoch, *Programmer*

A. Hinchliffe, *Receptionist*

## CHAIRS - BOARDS & COMMITTEES

R.J.J. Herrmann, P.Eng., *Aboriginal Professional Initiative*

D.S. Jayas, P.Eng., *Academic Review*

A. Erhardt, EIT, *Communications*

R.A. Kane, P.Eng., *Discipline*

D. Grant, P.Eng., *Emerging Issues*

R. Sri Ranjan, P.Eng., *Environment & Sustainable Development*

E.G. Phillips, P.Eng., *Experience Review*

R.N. Matthews, P.Geo., *Geoscience*

D.G. Chapman, P.Eng., *Heritage*

A.E. Ball, P.Eng., *Investigation*

D.N. Spangelo, P.Eng., *Legislation*

P.J. Kochan, P.Eng., *MLEC (Sports)*

T. Corkery, P.Geo., *Nomination*

W.T. Jackson, P.Eng., *Professional Development*

J.A. Rooney, P.Eng., *Public Awareness*

T.W. Gouldsborough, P.Eng., *Registration*

F.A. Roberts, P.Eng., *Safety*

S. Quigley, P.Eng., *Salary Survey*

L.M.K. Melvin, P.Eng., *Women's Action*

D.A. Ennis, P.Eng., *Engineers Canada Director*

M.T. Corkery, P.Geo., *CCPG Director*

S.J. Peter, P.Eng., *Kelsey Chapter*

J. Hilchey, P.Eng., *Thompson Chapter*

D. Riddoch, EIT, *Westman Chapter*

# About APEGM



**T**he Association of Professional Engineers and Geoscientists of the Province of Manitoba (APEGM) is established under *The Engineering and Geoscientific Professions Act* of the Manitoba Legislature. Its purposes are to:

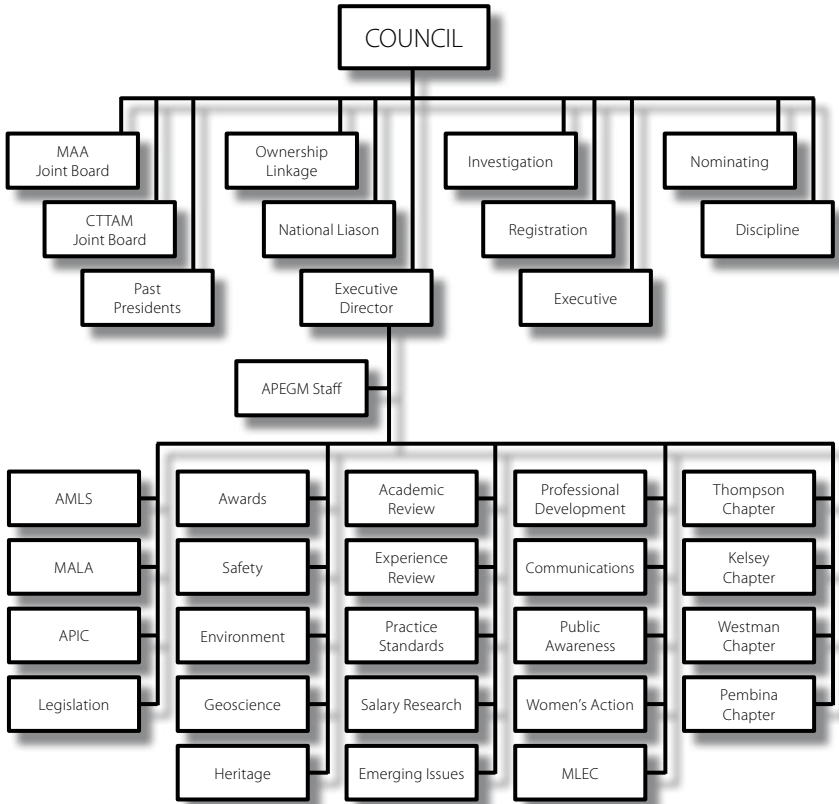
- (a) govern and regulate the practice of professional engineering and professional geoscience in Manitoba;
- (b) promote and increase, by all lawful means and in the public interest, the knowledge, skill and competency of its members and students in all things relating to the professions of engineering and geoscience; and
- (c) advocate where the public interest is at risk.

It is governed by a Council of ten elected professional engineers and professional geoscientists and three public representatives appointed by a committee comprised of the Minister of Labour and Immigration, the Provincial Ombudsman, the Dean of Engineering at the University of Manitoba and the Past President of the Association. The Council has the authority to exercise any and all powers conferred on APEGM by The Engineering and Geoscientific Professions Act or any other Act. The Association is a constituent member of both Engineers Canada and the Canadian Council of Professional Geoscientists.

The membership of APEGM comprises 5,670 persons of which 888 are members-in-training. Approximately 71.5% are residents of Manitoba and 81.9% of them reside within the Winnipeg Capital Region. Women make up 8.7% (491) of the total association membership.

APEGM has a controlled entity, APEGM Foundation Inc., which is a registered charitable organization operating out of the APEGM office. Its purpose is to advance and support the education of students of engineering and geosciences through financial assistance for capital acquisitions and improvements, development and support of library facilities, and facilitating the establishment of scholarships and bursaries.

# Organizational Chart





# Council Governance Policy

*The APEGM Council operates on the basis of Policy Governance®, also known as the Carver Model. In that context, its “Ends” policies are:*

**E - 1      APEGM exists so that the public interest is protected and promoted through the professional excellence of Engineers and Geoscientists who have the privilege to self-regulate.**

*More specifically and in order of priority, this is further defined as the following 2nd level Ends:*

- E - 2      Members Practice with Competence and Ethical Conduct**
- E - 3      Members Work Within and Value a Self-Regulating Profession**
- E - 4      Government and Regulators Understand and Support the Role of APEGM**
- E - 5      Under-Represented Groups that Reflect the Whole Diversity of the Public are Valued as Members**
- E - 6      Educational Institutions Engage in a Mutually Supportive Relationship with APEGM**
- E - 7      The Public Understands and Values the Contributions of the Professions**

## Mission Statement

To serve and protect the public interest by governing and advancing the practices of professional engineering and professional geoscience in accordance with The Engineering and Geoscientific Professions Act of Manitoba

## Vision Statement

APEGM is the leader and a facilitator of the process that ensures excellence in engineering, geoscience, and applied technology for the public of Manitoba.



# Report of the President

D. Himbeault, P.Eng.

Foremost, it is my pleasure to report to the membership the outstanding quality and dedication of the councilors that have worked on your behalf this past year. It has been a privilege to preside over such a group of individuals who have respectfully shared their viewpoints, experience and vision for the Association. Council meetings have always been alive with discussion, leading to what I believe were sound decisions that focused on the Association's goals. Equally dedicated are your Executive Director and his staff in delivering the mission of the association. For that, we owe all these people a huge debt of gratitude.

Despite the economic upset that has rippled across the country this past year, the anecdotal comments I have gleaned from the membership is that we are faring rather well in our province, which is probably a reflection of the no-boom/no-bust Manitoba paradigm. The same is true of APEGM, where our membership continues to increase and the Association's financial position is sound; both in controlling operational costs and revenues and in the security of its reserves which are strategically placed in low risk investments.

Below is a summary of some of the issues that were active through the year.

## **FAIR REGISTRATION PRACTICES IN THE REGULATED PROFESSIONS ACT AND AGREEMENT ON INTERNAL TRADE**

The legislation for these items, which have been discussed numerous times

in previous reports, is now in force. In effect, we are no longer in full control of the powers granted to us by our Act, as these acts can take precedence over ours. The Executive Director and I participated in meetings with the government throughout the year as the legislation took form, reaffirming our support of the intent of the legislation so long as it does not impede with our obligation to protect the public. In the end, APEGM's practices are virtually all compliant with these legislations; however, some associations have had to revise some of their registration process, such as APEGS where they recently restructured the experience and review requirements for their license for permission to consult. Nonetheless, a lingering concern also felt by many other professional associations is what is seen as an intrusion by governments into the provincial self-regulatory system.

## **NATIONAL MODEL FOR LICENSURE**

Engineering is regulated at the provincial level, and each province has their own act and bylaws that have individually evolved over time such that now each association has slight differences in the way they register and regulate members. For example, some associations have a category that recognizes technologists and grants them a special member title. These differences become important when considering interprovincial mobility. To address these differences, a task force was formed under the auspices of Engineers Canada to look at creating a national model for the licensure of professionals. Each association can then use this model as required to align their



practices to be consistent with the other provinces. While the Presidents of our sister associations are supportive of the initiative, there exists the potential to stir up controversy on some issues, such as defining the scope of professional engineering and the possible inclusion of other engineering related professions in the licensure model. This is an ongoing initiative, which I predict may see a bit of bumpy road, but it is nonetheless is a good idea.

### NEW APEGM OFFICES

The APEGM office is home to approximately 12 staff, but just as important, it is the workplace of the hundreds of volunteers that serve on the over 20 committees at APEGM. As any not-for-profit organization will tell you, volunteer hours are becoming ever more precious, and these new facilities recognize that fact by valuing our members' time.

The new facilities, which officially opened this spring, will allow for more concurrent meetings thereby allowing more flexibility in scheduling, room arrangements that can better accommodate both large and small groups, and technology to make the meetings more efficient. There is even an office for the President, which you may find doubles as a temporary storage room for the boardroom chairs during specials events.

### CONTINUING PROFESSIONAL DEVELOPMENT

Continuing professional development (CPD) has consistently been one of council's agenda items throughout the year. All of the other Provincial associations either have some sort of CPD reporting system for their members, or are in the process of putting one in place. Not to be left behind, Council is looking to enhance our CPD program as well. Starting with a study of the best practices of other associations, the approach we intend to follow is to proceed in phases that will seek membership input and

feedback throughout. In the current year, Council has given direction to the Executive Director and a special task group to define a reporting program that can be rolled out on a voluntary basis to test its effectiveness and obtain membership feedback. I would encourage all members to share their opinions as these initiatives role out in the year(s) to come.

### PROMOTION OF THE PROFESSION

The first phase of the Engineers Canada media campaign is well underway, where the messages focused on encouraging youth towards careers in science and technology, and promoting to employers the benefits of engaging the services of a professional engineer. Council is also interested in undertaking additional activities to promote the image of the professions at a more local level. Several activities are already underway, such as our enhanced website, expanded National Engineering and Geoscience Week activities, and a facebook page. In addition, we have approached a professional agency to propose options to APEGM on possible media campaigns.

### CLOSING REMARKS

I would like to thank all of the councilors that I have served with. I would especially like to thank retiring councilors, Bob Malenko, and pending the outcome of the fall 2009 elections, Allan Aftanas, Bill Girling, and Ray Reichelt. The year has gone by quickly, and I wish to John Woods who will be stepping in after me, the same rich experiences as I have had.





# Report of the Executive Director and Registrar

G. Koropatnick, P.Eng.

This year has been an exceptional year in the history of the association. As we begin our 90th year, here are some snapshots of the progress we've made together:

## NEW OFFICE

Everyone is enjoying the new office since moving in December 1, 2008. Some of the obvious benefits are three spacious meetings rooms, high-tech audio and video equipment, stylish and functional furniture, and more staff offices with storage space for critical information and supplies. Also, the history of Manitoba engineering and geoscience is expertly presented in the heritage display panels located in the visitor waiting area. With twice as much area as the old office, the new location provides an excellent opportunity for growth. Hosting exams, applicant interviews, professional development seminars, and the expansion of support staff are now possible.

## MANUAL OF ADMISSIONS

The manual of admissions was revised by a sub-committee of Council over the past two years and approved by Council for publication May 14, 2009. A critical review of the document was requested by Council for the twofold purpose: (1) to ensure that the registration policies of the association were consistent with the legal authority granted by the Engineering and Geoscientific Professions Act of Manitoba and (2) to streamline the document by removing redundancies that had occurred over time. The final result is a manual of admissions that is leaner, easier

to understand, and meets the criteria of Manitoba's new Fair Registration Practices Act.

## FAIRNESS LEGISLATION

The Fair Registration Practices in the Regulated Professions Act was passed in the Manitoba legislature November 8, 2007, and the Fairness Commissioner was appointed October 15, 2008. The purpose of the new legislation is to help ensure that regulated professions and individuals applying for registration by regulated professions are governed by registration practices that are transparent, objective, impartial, and fair. This has direct impact on the core business of APEGM. Director of Admissions Sharon Sankar, P.Eng. and Assessment Officer Claudia Shymko have invested many hours this past year to ensure that APEGM policies and procedures for registering internationally-educated applicants meet or exceed the requirements of the fairness legislation. The two main APEGM committees dealing with international applicants and registration policies are the Academic Review Committee and Registration Committee respectively – both are ready for the next phase of regulations being proposed by the Fairness Commissioner.

## AGREEMENT ON INTERNAL TRADE

On July 18, 1994, provincial premiers signed the Agreement on Internal Trade (AIT) which came into effect on July 1, 1995. The Agreement aims to reduce barriers to the movement of persons, goods, services and investments within Canada. The Agreement provides for the streamlining and harmonization of regulations and

standards with respect to inter-provincial trade barriers. Chapter 7 of the AIT addresses "labour mobility" and is the part directly affecting APEGM and other professional regulators.

Since 1995, the engineering regulators across Canada have signed the Inter-Association Mobility Agreement (IAMA) formalizing a process whereby engineers can transfer from province-to-province and meet all the licensing requirements of the host province. Many APEGM members are registered in multiple provinces because of the IAMA.

Currently, the Manitoba government, along with other provincial governments, is seeking to expedite the implementation of the AIT by passing new legislation (The Labour Mobility Act, proclaimed June 11, 2009) which effectively cancels existing agreements like the IAMA. APEGM Council is monitoring this situation closely and in dialogue with the Manitoba Labour Mobility Coordinator to ensure that the provisions of the AIT and the new Act do not force unnecessary regulations upon the engineering and geoscience professions.

### CONTINUING PROFESSIONAL DEVELOPMENT

APEGM members sign a voluntary declaration each year saying that they have, on an ongoing basis, acquired the knowledge, skills, and level of awareness necessary to fulfill their professional responsibilities to the public. However, there has not been a requirement to report the continuing professional development (CPD) activities by each member similar to reporting done in other provinces. APEGM Council formed a task group this year to research the next steps toward implementing a CPD reporting policy similar to what is in place in other provinces (eg. APEGGA) and other professions. More information will be presented in 2010.

### MONTREAL SUMMIT

A delegation of Manitoba engineers attended the first national engineering

summit in Montreal, May 19-21, 2009. The summit called: Leading a Canadian Future – The New Engineer in Society was hosted by the Canadian Engineering Leadership Forum.

The event brought engineers and non-engineering delegates together with experts from a broad range of sectors and disciplines to consider key trends, critical issues and future projections related to health, the environment, safety and security, global competitiveness, and quality of life. To view the summit declaration, go online [http://www.engineeringsummit.ca/files/Summit\\_Declaration\\_EN.pdf](http://www.engineeringsummit.ca/files/Summit_Declaration_EN.pdf)

### MEMBERSHIP GROWTH

APEGM membership numbers are growing! This year engineering members increased by 5% and geoscience members increased by 9%. Growth is due to the registration of new members-in-training (up 11%) and mobility applicants who registered to work on the many large infrastructure projects in our province.

### STAFF GROUP

It is a privilege to work with a highly dedicated group of employees. The staff of the Association work hard every day to ensure excellent service to the members and public. Including myself, there are 11 staff members and it is anticipated that a 12th employee will join us to allow growth in the area of operations administration and event hosting.

Thank you to the hundreds of volunteers who gave their time and energy this past year. I look forward to working with you in 2010 – our 90th anniversary year! I am thankful to be a part of this historic, honorable profession and with your support pledge my sincere commitment to promote and defend it into the future.





# Report of the Executive Director and Registrar

S. Sankar, P.Eng., P.E.

For those of you who are paying attention, you'll note that I've finally – after some gentle persuasion – gotten a new photograph. I figure that these photographs are like passports – good for five years – so I guess I'm due.

It's been an exciting time in Admissions, as always. Some of the things we've been up to include:

## INTERVIEWS FOR INTERNATIONALLY TRAINED APPLICANTS

We've now done about twenty of these and for the most part they've been quite successful. I was pleasantly surprised by the number of people who have come forward and identified themselves as potential interviewers. You're now 'on my list'.

One of the main stumbling blocks – if you can call it that – is making sure that we match the correct interviewers to the applicants. In some disciplines this can be challenging. Disciplines where we need more interviewers include: chemical engineering, biomedical, information technology/ software engineering, mining and mineral processing. So, if you're in any of these disciplines, and are currently registered as a Professional Engineer in Manitoba, please feel free to contact me at [ssankar@apegm.mb.ca](mailto:ssankar@apegm.mb.ca) with your name and a brief resume.

As I've mentioned earlier, interviews are 'one-shot' deals. There's some

'home-reading' to do prior to the interview, followed by the interview itself, then the recommendation and that's basically it. So, if you are interested in becoming involved with the association but not certain if you can commit to regular meetings – assisting in interviews would be a very real benefit to the association.

## NEW STATIC WEBSITE

Last June, we finally posted the new static APEGM website – the template has been ready for months – we were just trying to decide how to rework the content so that it was easier to follow. Those of you who are MITs or assessment applicants may have looked at the portion called: Becoming a Member – and noticed that we've tried to organize this section in a step-by-step fashion, including flowcharts with embedded links which link usually to subsequent flowcharts. We feel that this helps to give a more pictorial view of the process. We've also tried, where applicable, to include tips and suggestions for those who are either applying or re-applying – for example, at: <http://www.apegm.mb.ca/Reinstatement.html>

I've included some tips for those of you who may decide to go on deferred dues or to go into the retired status. Remember, you may still want to come back someday and it's important that you understand the requirements.

## NEW DATABASE APPLICATION/ MEMBER WEBSITE

For myself, this is probably the most exciting thing. While we've been working on this for two years, we've actually been thinking about this for over five years. By the time you read this, the application may have been opened up for viewing by the membership.

Go to: <http://www.apegm.mb.ca/MembersWebsite.html> for the latest update. Some of the things you'll be able to do include:

- Submit MIT progress reports online
- Submit MIT supervisor commentary online
- Submit MIT Professional Development and Volunteer Service hours online
- Find out the results of an Experience Review Committee meeting or a Registration Committee meeting
- View old progress reports and check on the status of progress reports
- View your tabulated experience and PD and VS totals
- Update and verify your address information
- Renew online
- Register for Events online

Once we've had a chance to work with the application for awhile, we also have a few other initiatives planned, one of the most important being an online PPT. We will not be using the existing university system, but plan to recreate a version that will interface directly with our database application. This will be a challenging project, but compared to the difficulties faced with database migration – probably a little more fun – because it's completely new.

For those of you who are concerned about protection of information, we have implemented tight and granular security. Firewall rules are as tight as they can be and still allow access,

and the application uses parameterized queries and stored procedures to avoid sql-injection /cross-site scripting attacks. Internet access is through 'https:' only. Password hashing and encryption is being used and sensitive information – such as credit card information – are NOT being stored at our site. If you have any concerns or comments, please feel free to send any enquiries either to myself at [ssankar@apegm.mb.ca](mailto:ssankar@apegm.mb.ca) or Andrew Reddoch at [areddoch@apegm.mb.ca](mailto:areddoch@apegm.mb.ca).

The steps for creating a username/ password are described at: <http://www.apegm.mb.ca/MembersWebsite.html>

I strongly encourage members and especially MITs to go to the above URL and create a log-in profile as soon as we give the 'ok'. We would like to encourage MITs to start using the online progress report submittal as soon as possible. Our target date is early September but I've been asked not to carve that in stone as there may be lots of bugs still to be worked out. This is not an easy project. It has involved lot of workflow and user interface planning on the part of the APEGM staff, and a lot of mental 'gymnastics' on the part of Andrew, our developer, as he tries to negotiate what can be a very tricky and detailed process, while at the same time capturing our legacy data from our old database in a meaningful way.

We'll have updates as we go forward.

Hope you all have had a relaxing summer and look forward to meeting with you at the Annual General Meeting in October.





# Report of the Professional Standards Officer

M. Gregoire, P.Eng.

The 2008-2009 Year is the first full fiscal year that the position of Professional Standards Officer has existed here at APEGM, which has meant a lot of education, both formally and informally. The role is evolving on a continual basis but most duties can be categorized into one of the following areas: Practice Guidelines, Enforcement, Compliance, Investigations and Liaison.

## PRACTICE GUIDELINES

Many enquiries from the general membership requesting guidance on decisions of an ethical nature get filtered through the Professional Standards Officer now. For answering most of these enquiries, there exists a practice guideline or a specific article or canon from the ABC's of being a Professional Engineer or Geoscientist: The Act, By-laws and Code of Ethics. For other enquiries, guidance from a higher level is required and can be sought from the Investigation Committee. I want to thank all of those members who have taken the time to apply their due diligence and consult with others when facing uncertainties.

One of the more regularly used practice guidelines is the Ethical Use of the Seal, which is currently being revamped. The review of this guideline is being done to ensure that it follows all of the requirements of the Act, particularly in the areas of multiple

seals on documents as well as electronic seals. Watch for the re-release of this timely classic in the near future.

## ENFORCEMENT

In addition to on-going monitoring of employment advertisements, which has continued over the past year, proactive means of enforcing the Act have been developed. Meetings with HR personnel for larger organizations have helped to ensure an understanding of requirements for registration while building a strong, positive relationship with industry.

## COMPLIANCE

At present, the only requirement for proof of compliance is the mandatory declaration that is made each year at renewal. In addition to this, I have been proactively encouraging compliance through presentations at seminars and publications.

## INVESTIGATIONS

The past year has been a busy one, with 13 new investigations being started. Compared to an average of seven or eight per year over the previous 5 years, the Investigation Committee and I have been hopping. This jump was not seen at the national level, which has remained fairly consistent with respect to previous reporting years. Of note is the fact that in the three largest



engineering provinces there is an average of one investigation for every 1,000 members while Manitoba is at one investigation for every 300 members.

Of the eleven decisions made by the Investigation Committee this past year, eight have been dismissals, one led to the proposal of a formal caution and two are being forwarded to the Discipline Committee. This ratio matches those of Alberta and Quebec well, while Ontario's numbers reflect a different approach to complaints.

In that jurisdiction, only about half of complaints received result in an investigation. This is due in large part to the effective use of their Alternative Dispute Resolution process. ADR is a fairly new option for APEGM and the Investigation Committee will be proposing it to parties in the near future. Of course, cases that involve a question of unskilled practice are not considered eligible for ADR.

### LIAISON

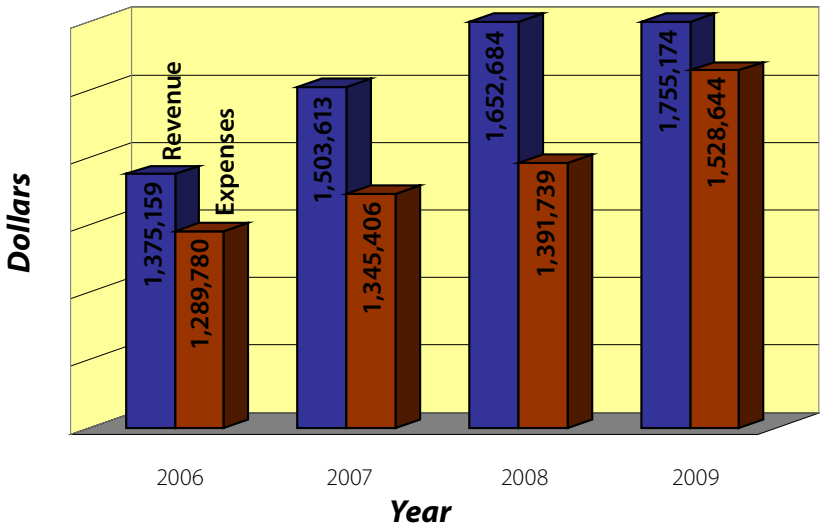
A national database for discipline and enforcement cases has been created and is being populated with decisions of unskilled practice and professional misconduct from all of the Canadian jurisdictions. With this database, any jurisdiction that is considering disciplinary action against a member can determine whether or not similar actions were previously considered sufficient to discipline an engineer

or geoscientist and what the disciplinary actions consisted of.

In addition to this, my counterparts from across the country have been sharing practice guidelines as well as policy procedures on a range of issues, including definitions of misconduct, orientation manuals, tracking procedures and enforcement guidelines. The regulation climate is changing towards homogenization at the national and international levels. All of the engineering regulators in Canada have recognized that in order to achieve the global goal of public safety, we must all be working on similar foundations.

Year Ending June 30th	2006	2007	2008	2009
Professional Engineers	3858	4018	4187	4379
Professional Geoscientists	234	234	239	253
Life Members	119	121	133	150
Engineers-in-Training	688	724	774	855
Geoscientists-in-Training	24	21	21	33
Certificates of Authorization	366	391	421	446

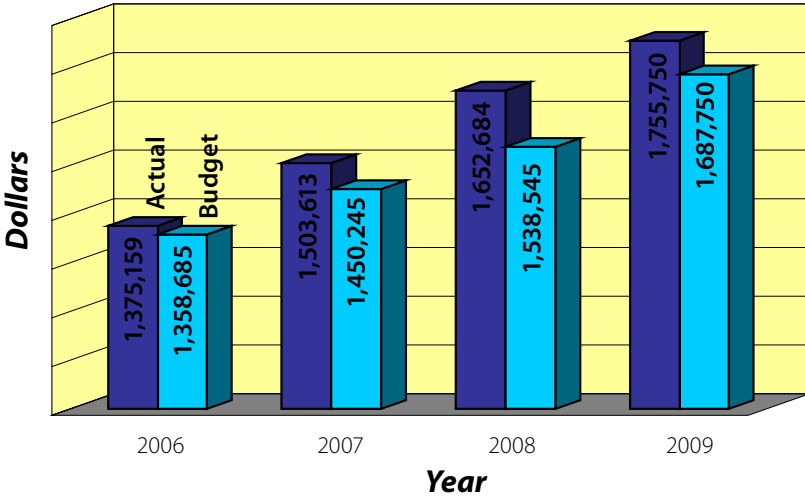
### APEGM Revenues vs. Expenses



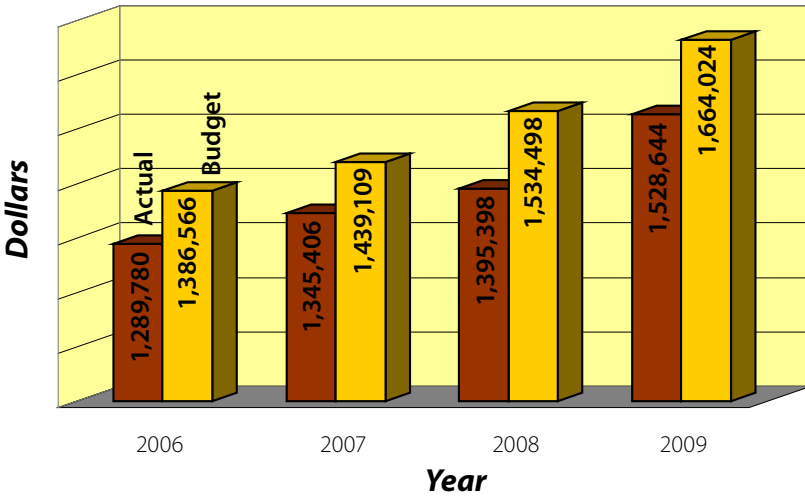




### APEGM Revenue - Actual vs. Budget



### APEGM Expense - Actual vs. Budget



## STATEMENT OF OPERATIONS

For the year ended June 30	2009		2008
	Budget (Unaudited)	Actual	Actual
<b>Revenue</b>			
Assessments	\$ 37,390	\$ 62,708	\$ 36,781
Deregistration/reinstatements	3,310	-	-
Engineers in training	125,790	150,584	126,431
Exam administration and exam fees	27,500	9,112	24,400
Investment income	57,245	54,484	71,482
Insurance program	12,530	21,655	24,330
Licences	4,855	4,460	3,096
Members' annual fees	1,187,970	1,186,967	1,134,562
Student memberships	3,425	3,257	3,773
Meeting and professional development recoveries	89,950	44,034	80,110
Other	31,720	75,074	62,866
Registration fees	76,200	62,091	53,865
Change in fair value of investments	-	13,887	-
Certificate of Authorization	119,865	140,361	127,388
	<b>1,777,750</b>	<b>1,828,674</b>	<b>1,749,084</b>
Deferred revenue, beginning of year	668,600	765,000	668,600
Deferred revenue, end of year	(758,600)	(838,500)	(765,000)
	<b>1,687,750</b>	<b>1,755,174</b>	<b>1,652,684</b>
<b>Expenditures</b>			
Administration	1,211,524	1,158,621	1,032,864
Amortization of capital assets	92,250	78,591	36,020
Appropriation to the APEGM Foundation Inc.	42,400	-	42,400
Awards program	7,350	979	288
C.C.P.E. and C.C.P.G.	60,224	62,939	57,595
Certificates and seals	15,295	16,237	12,696
Meeting expenses	106,325	119,358	130,511
Secondary professional liability insurance	45,570	35,391	33,485
Student support and scholarships	18,086	15,866	9,059
Travel	65,000	40,662	40,482
	<b>1,664,024</b>	<b>1,528,644</b>	<b>1,395,400</b>
<b>Excess (deficiency) of revenue over expenditures for the year</b>	<b>\$ 23,726</b>	<b>\$ 226,530</b>	<b>\$ 257,284</b>

All figures from audited financial statements.

## STATEMENT OF FINANCIAL POSITION

June 30	2009	2008
<b>Assets</b>		
<b>Current Assets</b>		
Cash	\$ 14,591	\$ 77,306
Accounts receivable	6,391	29,360
Prepaid expenses	53,005	34,982
	<b>73,987</b>	141,648
<b>Investments</b>	<b>1,551,394</b>	2,050,772
<b>Capital assets</b>	<b>930,737</b>	121,128
	<b>2,556,118</b>	2,313,548
<b>Designated Funds - Discipline By-law</b>		
Investments	100,000	100,000
	<b>\$ 2,656,118</b>	<b>\$ 2,413,548</b>
<b>Liabilities and Net Assets</b>		
<b>Current Liabilities</b>		
Accounts payable	\$ 53,480	\$ 35,803
Accrued vacation pay	73,241	56,863
	<b>126,721</b>	92,666
<b>Deferred revenue</b>	<b>838,500</b>	765,000
<b>Net assets</b>	<b>1,690,897</b>	1,555,882
	<b>\$ 2,656,118</b>	<b>\$ 2,413,548</b>

Approved on behalf of the Council:



President



Executive Director

## BUDGET FOR THE YEAR ENDING JUNE 30, 2010

### SCHEDULE OF FEES AND DUES

Type	Y/E 2009 Amount	Y/E 2010 Amount	Y/E 2010 Amount With 5% GST
Administration Fee	\$ 119.05	\$ 119.05	\$ 125.00
Annual Dues - Members	285.71	285.71	300.00
Annual Dues - Retired	104.57	104.57	110.00
Late Payment Fee	50.00	50.00	52.50
Deregistration Fee - Members	-	-	-
Deferred Dues Members	142.86	142.86	150.00
Temporary Licences	404.76	404.76	425.00
Annual Dues - EITs/GITs	133.33	133.33	140.00
Deregistration Fee - EITs/GITs	-	-	-
Deferred Dues - EITs/GITs	66.67	66.67	70.00
Student Membership	9.52	19.04	20.00
Assessment Fee (Academic Qualifications)	380.95	380.95	400.00
Exam Program Administration Fee	-	-	-
Exam Fee (Exam Program)	300.00	300.00	300.00
Discipline By-law Assessment	-	-	-

### INCOME SUMMARY

	Y/E 2009 Budgeted Income 12 months ending June 30, 2009	Y/E 2009 Actual Income 12 months ending June 30, 2009	Y/E 2010 Budgeted Income 12 months ending June 30, 2010
Assessments	\$ 37,390	\$ 62,708	\$ 51,430
Deregistrations/Reinstatements	3,310	-	-
Discipline By-law	-	-	-
EITs/GITs Annual Fees	125,790	150,584	151,950
Examination Fees	27,500	9,112	15,100
Investment Income	57,245	54,484	41,260
Change in fair value of investments	-	13,887	-
Insurance Program	12,530	21,655	12,530
Licenses	4,855	4,460	4,855
Members' Annual Fees	1,187,970	1,186,967	1,235,490
Miscellaneous Income	93,375	47,291	120,865
Registration Fees	31,720	75,074	60,715
Transfers	76,200	62,091	-
Certificate of Authorization Fees	119,865	140,361	130,160
Deferred Revenue	(90,000)	(73,500)	(18,000)
<b>Total</b>	<b>\$ 1,687,750</b>	<b>\$ 1,755,174</b>	<b>\$ 1,806,355</b>

## BUDGET FOR THE YEAR ENDING JUNE 30, 2010

### EXPENSES SUMMARY

	Y/E 2009 Budgeted Expense 12 months ending June 30, 2009	Y/E 2009 Actual Expense 12 months ending June 30, 2009	Y/E 2010 Budgeted Expense 12 months ending June 30, 2010
Advertising	\$ 46,750	\$ 33,605	\$ 48,165
Bank Charges	31,800	36,414	24,420
Car Allowance	1,000	600	1,000
Computer Support Services	-	-	-
Courier Services	8,100	5,672	6,900
Dues and Subscriptions	2,050	799	1,600
Governance	7,000	-	4,250
Insurance	25,195	24,509	24,500
Professional Liability Insurance	45,570	35,391	36,565
Internet - Web Site	10,400	8,378	9,600
Leasehold Expenses	2,130	7,354	3,750
Mailing Services	18,500	11,001	24,550
Miscellaneous	500	258	500
Office Rent	119,642	126,115	189,400
Outside Services	30,300	17,438	36,750
Personnel Administration & Staff Training	5,175	3,661	5,175
Postage	68,350	46,409	62,850
Printing	57,760	69,130	61,750
Office Supplies	12,100	33,090	18,100
Equipment Rental	3,750	3,478	3,750
Office Equipment	35,800	35,144	32,900
Legal Fees	30,500	11,680	31,100
Auditors Fees	10,000	9,220	12,000
Salaries, Benefits & Costs	630,282	635,820	750,668
Sponsorships/Funding	96,911	36,286	116,849
Telephone	13,740	16,289	17,700
Depreciation	92,250	78,591	79,500
Honoria, Awards	7,350	979	7,350
CCPE/CCPG Assessment	60,224	62,939	61,991
Certificates & Seals	15,295	16,237	10,916
Contingencies	-	-	-
Meeting Expenses	106,325	119,358	122,575
Student Scholarships	4,275	2,137	4,275
Travel	65,000	40,662	59,350
<b>Total</b>	<b>\$ 1,664,024</b>	<b>\$ 1,528,644</b>	<b>\$ 1,870,749</b>

# Minutes of the 2008 Annual General Meeting

**M**inutes of the ANNUAL GENERAL MEETING of the Association of Professional Engineers and Geoscientists of the Province of Manitoba, held at The Fort Garry Hotel, Winnipeg, Manitoba on FRIDAY, OCTOBER 24, 2008 at 11:30 a.m.

## CALL TO ORDER AND OFFICIAL OPENING

President Tim Corkery called the meeting to order and welcomed everyone to the 89th Annual General Meeting of the Association of Professional Engineers and Geoscientists of the Province of Manitoba. He confirmed that a quorum (more than 50 members) was present.

Mr. Corkery advised that the meeting was being recorded.

## MOMENT OF SILENCE FOR DECEASED MEMBERS

Mr. Corkery read the names of the members, deceased during the year.

A moment of silence was observed in their memory.

## NOTICE OF MEETING

The Notice of Meeting, which had been included in the Summer 2008 edition of The Keystone Professional, was read by the Secretary, Mr. Grant Koropatnick.

## APPROVAL OF THE AGENDA

It was **MOVED** by Dr. James Blatz and **SECONDED** by Mr. Dave Ennis that the agenda be approved as presented.

CARRIED

## INTRODUCTION OF THE COUNCIL AND STAFF

The members of Council and the APEGM staff were introduced.

Mr. Corkery also introduced Mr. Dave Ennis, the APEGM Director on the Board of Engineers Canada; Mr. Gary Ostry, the APEGM Director on the Board of the Canadian Council of Professional Geoscientists; Mr. Jamie Horyski, the Association's legal counsel; and Michelle Kunzler, from the firm BDO Dunwoody – the Association's Auditors.

## INTRODUCTION OF COMMITTEE CHAIRS

Mr. Corkery introduced the Chairs of the Committees and Chapters who were in attendance.



## RECOGNITION OF GUESTS AND ASSOCIATION REPRESENTATIVES

Mr. Corkery recognized the invited guests from outside of Manitoba, most of whom were representing other engineering or geoscience organizations:

- Dennis Paddock – Executive Director – APEGS
- Bert Munro – President, APEGS
- Gary Reavie – Manager, Finance and Administration, APEGGA
- Gordon Williams – President, APEGGA
- David Adams – President, PEO
- Dan Motyka – President Elect – Engineers Canada
- Marc Bourgeois – Director of Communications and Public Affairs, Engineers Canada

Mr. Corkery informed the meeting that greetings from those representatives could be found in the folders provided for the meeting.

Mr. Corkery also introduced:

- Doug Ruth – Dean of Engineering at the University of Manitoba;
- Megan Lusty – Representative of UMES
- Riley Davidson – Representative of UMES

Mr. Corkery recognized the representatives of the other related Manitoba professions.

- Todd Smith, President, Consulting Engineers Manitoba
- Stan Rhoda, President, Manitoba Association of Architects
- Judy Pestrak, Executive Director, Manitoba Association of Architects

Mr. Corkery transferred the Chair to Dr. Digvir Jayas.

## REPORT OF THE PRESIDENT

Mr. Corkery drew the meetings attention to his report printed in the 2007-2008 Annual Report and brought the meeting up to date on some of the highlights which included:

- Revision of the Manual of Admissions by Past-President Allan Silk, Councilor Brian Shortt and President Corkery is almost complete.
- Revision to the Academic Review Committee Manual
- Engineers Canada's advertising campaign.
- Introduction of the Earth Ring to graduating geology classes.

Mr. Corkery concluded his report by welcoming Don Himbeault as the new President of APEGM.

Dr. Jayas called for questions. The President's report was received as read.

It was **Moved** by Dr. Doug Chapman and **Seconded** by Dr. Ganpat Lodha that the President's report be accepted as presented.

**CARRIED**

Mr. Corkery returned to the Chair.

## MINUTES OF THE ANNUAL GENERAL MEETING OF OCTOBER 26, 2007

It was **Moved** by Mr. Allan Silk and **Seconded** by Mr. Bill Girling that

the minutes of the Annual General Meeting of October 26, 2007 be accepted as read and adopted.

CARRIED

### **REPORT OF THE SCRUTINEERS - COUNCILLORS ELECTED FOR 2008-2009**

Mr. Corkery read the report of the Scrutineers.

He announced that, in accordance with section 8(1) of The Engineering and Geoscience Professions Act, the following were elected to Council for a two year term:

Engineers:

- Jeannette Montufar
- Ed Ryczkowski
- Don Spangelo
- John Woods

Geoscientist:

- Rick Lemoine

Mr. Corkery also reported that the Councillors appointed under section 8(2) of the Act for the 2008-2010 term are:

- Dr. Sheila Dresen
- Ms Cindy Rodych

It was MOVED by Mr. Charlie Bouskill and SECONDED by Ms Robyn Taylor that the report of the scrutineers on the result of the voting for the 2008 election to the Council be received.

CARRIED

Mr. Corkery congratulated those who had been elected and expressed sincere appreciation to those members who had let their names

stand in nomination but who were not elected.

Mr. Corkery announced that, in accordance with By-law No.4.2.1.1 of the

Association, Don Himbeault, P.Eng. would become the President of the Association at the close of the meeting and that his term of office would continue until the end of the 2009 Annual General Meeting.

### **AUDITORS' REPORT AND THE JUNE 30, 2008 FINANCIAL STATEMENT**

Mr. Corkery referred the meeting to the Auditor's Report.

He noted that Council had approved the report as part of its governance policies and process. He added that the statement makes provision for the appropriation to the APEGM Foundation Inc. and that the money is in an internally restricted fund for that purpose.

It was MOVED by Dr. Hilmi Turanli and SECONDED by Mr. Dave Ennis that the Auditors' Report for the year ending June 30, 2008 be received.

CARRIED

### **APPOINTMENT OF AUDITORS**

It was MOVED by Dr. Ron Britton and SECONDED by Mr. Don Spangelo that BDO Dunwoody LLP be appointed as the Association's auditors for the 2008 -2009 fiscal year.

CARRIED





**2008/2009 BUDGET AND SCHEDULE OF DUES AND FEES**

Mr. Corkery referred the meeting to the 2008/2009 Budget and the 2009 Schedule of Dues and Fees.

Mr. Corkery announced that both the Budget and Fee Schedule had been previously approved by Council in accordance with the By-laws and were on the agenda to provide an opportunity for questions and comments to the Council.

There being no comments or questions, Mr. Corkery requested the Secretary to record that the 2008-2009 Budget and the 2009 Schedule of Dues and Fees were considered and received as information.

**NOMINATING COMMITTEE APPOINTMENTS**

Mr. Corkery informed the meeting that this item was on the agenda to select five members to serve on the Nominating Committee.

He advised that the Nominating Committee had important responsibilities and a significant workload. He noted that not only does the Committee nominate members for election to Council; it is also responsible for recommending persons to serve on external Boards and Committees.

Mr. Corkery reviewed the composition of the Committee, as set out in its Terms of Reference, and invited nominations for the five positions to be filled at the Annual Meeting.

Doug Chapman nominated Allan Silk. Mr. Silk accepted the nomination.

Bob McKibbin nominated Bob Foster. Mr. Foster accepted the nomination.

Grant Koropatnick nominated Lindsay Melvin. Ms Melvin accepted the nomination.

Allan Silk nominated Doug Chapman. Dr. Chapman accepted the nomination.

Grant Koropatnick nominated Bill Brant. Mr. Brant accepted the nomination.

As there were no more nominations forthcoming it was MOVED by Dr. Ron Britton and SECONDED by Mr. Dan Wiwchar that nominations close.

CARRIED

**BY-LAW CHANGE PROPOSAL**

Mr. Corkery advised the meeting that the Council proposes to amend three By-law changes in addition to three new by-laws.

He noted that these By-law changes were received and approved by Council at the meeting of September 11, 2008. The Legislation Committee reviewed and drafted the final wording.

Proposed By-law Changes:

**Part VII Title wording change**

Current wording "Membership Categories"

Proposed Wording "Membership"

It was MOVED by Mr. Charlie Bouskill

and SECONDED by Mr. Ted Speers to approve the proposed by-law Part VII as presented.

CARRIED

### 5.1.3 Agenda

The order of business of agenda items for the annual general meeting must include:

- Approval of the Agenda
- Report of the President
- Accepting or Correcting Minutes
- Business Arising out of the Minutes
- Declaration of the Result of the Ballot
- Consideration of the Auditors Report
- Appointment of an Auditor
- By-Law Changes
- Reports of Boards and Committees
- Resolutions
- Other Business.

This order may be changed by the president, if necessary, to suit the business in hand.

Reports of boards and committees removed as required agenda items to allow inclusion with the Annual Report instead of required reporting at the Annual General Meeting.

It was MOVED by Mr. Bob Malenko and SECONDED by Mr. Ed Ryczkowski to approve the proposed by-law 5.1.3 as presented.

CARRIED

### 7.3 Notice of Delivery Address

7.3.1 Each professional member shall advise the registrar of the address to which the Association is to direct all correspondence to the member.

7.3.2 Each professional member shall advise the registrar of any change in the address to which the Association is to direct all correspondence to the member, within 15 calendar days of the effective date of the change of address.

Each professional member shall provide the registrar with the name and address of any person designated to receive correspondence from the association on the member's behalf, with respect to:

- complaints, charges and disciplinary matters involving the member;
- professional liability insurance reports, claims or processes involving the member; and
- the member's failure to pay monies owing to the association.

A new by-law to require professional member to notify the Association when their address information changes.

Mr. Koropatnick stated that the new by-law was based on advice from the Investigation Committee's legal counsel who advised that the Association had no legal way to require members to update contact information.

It was MOVED by Mr. Robert Booth and SECONDED by Mr. Charlie Bouskill to approve the proposed by-law 7.3 as presented.

It was MOVED by Ms Alana Gauthier and SECONDED by Dr. Ganpat Lodha to amend the proposed by-law 7.3.2 to



“within 30 calendar days”.

The main motion, as amended, was

CARRIED.  
(3 opposed)

7.4 Requirement to Respond

Where the Association makes a written request to a member for a response within a specified period, the member shall provide a written response within the specified time period and shall provide the information, explanation or records in the possession of or under the control of the member. A written request sent to the mailing address of the member, or the member’s designate, appearing in the records of the association shall be deemed to have been delivered three working days following the date of being sent by registered mail, and shall be deemed to have been received by the member.

Failure of the member to submit a written response as required under sub-section 7.4.1 may constitute professional misconduct.

Where a member fails to respond to a written request as required under sub-section 7.4.1, the person, investigation committee or sub-committee conducting an investigation may proceed with the investigation without the member’s response.

Mr. Koropatnick stated that the new by-law was based on advice from the Investigation Committee’s legal counsel who advised that the Association had no legal way to require members to respond to requests made by the Association.

It was MOVED by Dr. James Blatz and SECONDED by Mr. Bill Girling to approve the proposed by-law 7.4 as presented.

CARRIED

15.3. Investigation Committee Procedures

When proceeding under clause 35(1) (f) of the Act, the investigation committee may, in addition to other action provided for in the Act or these by-laws

- formulate a charge;
- formulate a penalty to be imposed upon a conviction on the charge subject to review and approval or amendment by a delegate appointed by the chair of the discipline committee; and
- formulate the text of any public statement to be made upon a conviction on the charge and establish where those statements will be published.

It was MOVED by Mr. Alan Pollard and SECONDED by Mr. Michael Gregoire to approve the proposed by-law 15.3 as presented.

Mr. Dave Ennis spoke in opposition to the motion. He advised that the by-law change would eliminate a step that serves as a “check and balance” in Investigation Committee procedures.

15 voted in favour of the Motion  
21 voted in opposition of the Motion  
MOTION DEFEATED

### 15.6 Hearing Procedures

The discipline committee may accept written certification by the registrar regarding the Act, the By-laws and the Code of Ethics applicable to the charge(s) being heard.

The discipline committee may accept written certification by the registrar, or by a person authorized by the registrar to issue such documents, regarding documents served on the investigated person during the course of the investigation which gave rise to the charge(s) being heard.

It was MOVED by Mr. Ed Ryczkowski and SECONDED by Mr. Charlie Bouskill to approve the proposed by-law 15.6 as presented.

CARRIED

### REPORTS OF THE COMMITTEES AND STAFF

Mr. Corkery referred the meeting to the 2007-2008 Annual Report.

Mr. Corkery noted that the report also contains the Council Governance Policy, the Minutes of the last AGM, the Auditor's Report and Financial Statement, and the Budget and Schedule of Fees and Dues for the year ending June 30, 2009.

It was MOVED by Mr. Ed Ryczkowski and SECONDED by Mr. Dave Cross that the Committee and Staff reports, as published in the 2007-2008 Annual Report, be accepted.

CARRIED

### RESOLUTIONS

Mr. Corkery announced that By-law 5.1.4 provided for resolutions to be put forward and voted upon at the Annual General Meeting.

Mr. Koropatnick advised that no resolutions had been received.

### RECOGNITION OF RETIRING COUNCILLORS

Mr. Corkery recognized the contributions of the following retiring Councillors:

- James Blatz for four years on Council;
- Brenda Bilton for one year on Council
- Jim Miller for four years on Council
- Robyn Taylor for two years on Council

### GAVEL CEREMONY

The Scott gavel was passed from Mr. Tim Corkery to Dr. Don Himbeault in accordance with the official ceremony for turning over the gavel to the incoming president. Dr. Himbeault signed the scroll, which was then returned to its place in the gavel.

### INCOMING PRESIDENT'S ADDRESS

Dr. Himbeault expressed his thanks to Council for electing him as Vice-President. He gave a brief account of his academic, work and family background.



## **CLOSING ANNOUNCEMENTS AND ADJOURNMENT**

Mr. Corkery announced that:

Provincial Engineering and Geoscience Week will be the first week in March 2009, and that there would be a number of activities sponsored by APEGM;

Nominations for Awards are accepted through the APEGM office at any time.

The Sixth Annual "Making Links Engineering Classic" Golf Tournament would be held on June 18, 2009. This year we raised \$13,500 for the University of Manitoba.

At 12:58 p.m. it was MOVED by Mr. Allan Silk and SECONDED by Mr. Gary Ostry that the meeting be adjourned.

G. Koropatnick, P.Eng.  
Executive Director & Registrar

M.T. Corkery, P.Geo.  
President



# Report of the Engineers Canada Director

D.A. Ennis, P.Eng.

Vision for Engineers Canada -

*Engineers Canada is the national body of professional engineers who enable the evolution of Canada's future.*

Mission Statement for Engineers Canada -

*On behalf of our constituent members, Engineers Canada shall provide a national perspective and methodology to:*

- *Achieve consistent high standards for engineering education*
- *Achieve uniformity of policies, procedures, and processes for admission to the profession, the practice of engineering, mobility of Canadian engineers*
- *Achieve recognition and acceptance of the profession with government, engineering graduates, engineers, universities, students, the public, and industry*
- *Deliver national member service programs, as requested*

Established in 1936, Engineers Canada is the national organization of Canada's 12 provincial and territorial engineering regulatory associations. As a non-share capital corporation it serves those associations (its only members) by delivering national programs that assist them in ensuring high standards of engineering education, professional qualifications and professional practice. In addition to being the voice of its constituent members in national and international affairs, Engineers Canada coordinates the development of national policies, positions and guidelines on behalf of the engineering profession. It also promotes greater understanding of the nature, role and contribution of professional engineers and engineering to society, and undertakes federal government relations and national media relations on behalf of the associations.

The scope of Engineers Canada's objectives and activities is best

obtained through a perusal of its website at [www.engineerscanada.ca](http://www.engineerscanada.ca) and I encourage APEGM's members in all categories, and other interested parties, to spend a few minutes exploring that resource.

A major, and less routine, involvement of Engineers Canada over the 2008-2009 period was its leadership in organizing a Summit for the engineering profession titled "Leading a Canadian Future: The New Engineer in Society". The Summit was organized by the six leading engineering organizations in Canada: Engineers Canada, Engineering Institute of Canada, Association of Canadian Engineering Companies, Canadian Academy of Engineering, National Council of Deans of Engineering and Applied Science, Canadian Federation of Engineering Students. It examined areas such as health, the environment, safety and security, global competitiveness and quality of life and led to a declaration known as "The Montreal Declaration". The Declaration sets out commitments to help ensure Canada

and its citizens thrive and prosper—today and into the future by providing direction and fostering collaboration in, among other areas:

- Pursuing greater collaboration across disciplines and professions;
- Increasing engineers' influence in policymaking;
- Re-examining our accreditation process;
- Transforming engineering education and practice;
- Encouraging the greater participation of underrepresented groups such as Indigenous Peoples; and
- Attracting and retaining women in much greater numbers.

The other initiative, one that I mentioned in my 2007-2008 report, was a national media campaign to raise the profile of the profession with parents—to promote engineering as a career option for their children—and with employers; so that they may recognize the added value of hiring professional engineers. It is expected to cost more than a million dollars per year and to carry through the year 2012. The campaign uses print and electronic media to attract parents and others to the campaign websites. As of end of May 2009 there had been 8,500 hits on the parents page and 6,000 on the employers page.

Engineers Canada has also begun a process to revitalize its strategic plan. The outcomes of the Summit will help in that process. As part of the general horizon watching, the Board of Directors has also noted that globalization is creating a very liquid market for engineering services, and the environment of our profession will continue to be characterized by trends toward open systems, mobility of skills, services and human resources; competition for services on a global scale; public pre-occupation with security and safety – especially in

regard to aging infrastructure and its replacement. At the same time self-regulation is under siege. Governments are introducing legislation to override the professional acts. In the public, there are questions confidence regarding public interest versus self-regulation of professions; a rapidly changing education cohort and its expectations for education delivery; and greater domestic harmonization of standards, policies and practices for regulation. A Manitoba issue that is before the APEGM Council and that touches on all these issues is the absence of a mandatory continuing professional development program for members.

Another cloud on the horizon that is somewhat linked to the cost of the media campaign is the reality that Engineers Canada is facing the risk of becoming under-funded if it is to continue to carry out its mandate and the many expectations of the associations. Presently the amount that APEGM and the other associations contribute annually to Engineers Canada on a per-capita basis is \$10.21. That represents 28% of the Engineers Canada current budget and yields benefits directly linked with the regulatory activities of the associations on more than a 2:1 basis. Given the nature of the Canadian system, any increase in the per-capita assessment must be negotiated with the associations and the old 'federal or provincial responsibility' arguments come into play. Don't be surprised if your Council is soon dealing with that issue.

APEGM members and others wishing to comment on Engineers Canada or obtain additional information can contact me through the APEGM office. You will get an answer.





# Report of the CCPG Director

M.T. Corkery, P.Geo..

**T**he Canadian Council of professional Geoscientists (CCPG) is an autonomous federation of provincial and territorial professional associations whose purpose is to provide services to its member associations.

The CCPG plays an important role in: 1) coordinating admission and education standards, mobility, and other activities affecting Canadian professional geoscientists, 2) acting as a forum within which common issues are addressed, 3) enhancing the image and practice of geoscience, and 4) representing Canadian professional geoscientists nationally and internationally.

The following issues have been discussed by the CCPG board of directors and APEGM throughout the year. The most recent meeting of CCPG was held in Fredericton NB June 5 and 6, 2009.

## **INTER – ASSOCIATION MOBILITY AGREEMENT (IAMA) - UPDATE**

The Inter –Association Mobility Agreement (IAMA) Task Force will continue to review the IAMA following the extension of the IAMA for an additional 1 year. In 2006 the Task Force was struck with the mandate to review the existing agreement and make recommendations for amendment when the agreement expired in 2008. At the June 2008

meeting final changes to the Agreement on Mobility of Professional Geoscientist within Canada were recommended by the IAMA Task Force to ensure consistency with the Agreement on Internal Trade. The Agreement on Internal Trade was signed by First Ministers in 1994 and seeks to reduce barriers to the movement of persons, goods, services and investments within Canada. The most notable recommendation was the replacing of the overarching ‘notwithstanding’ clause that gave each CA a veto power, with a conditional clause that will only allow each CA to conduct due diligence on an applicant if a series of six listed conditions are not met. The IAMA was extended for 2 years in 2006 the Task Force was struck with the mandate to review the current agreement and make recommendations for amendment when the agreement expires in 2008

Alberta will not sign the Agreement on Mobility of Professional Geoscientist within Canada without the ‘notwithstanding’ clause

BC will not sign the Agreement on Mobility of Professional Geoscientist within Canada due to conflicts between the agreement and provincial laws; the nature of the conflict(s) was not discussed

In light of the unwillingness of the BC and AB CAs’ to sign the amended Agreement on Mobility of Professional Geoscientist within Canada the CCPG Board passed a motion to extend the



current agreement until June 2009 to give the IAMA Task Force more time to try and resolve the AB and BC issues. By September 2008 all CAs had submitted executed copies of the Agreement that contained the extension provision.

### FLAGSTAFF DECLARATION

In September 2008 CCPG, along with the American Institute of Professional Geologists (AIPG), the European Federation of Geologists (EFG), the Institute of Geologists of Ireland (IGI), the Geological Society of London (GS) and the Ilustre Colegio Oficial de Geólogos (ICOG), became signatories to the Flagstaff Declaration at the 3rd International Professional Geology Conference held in Flagstaff, Arizona. The signatories agreed to nominate representatives to establish a global framework to improve international cooperation on a wide range of issues, from professionalism, ethics and enforcement, and CPD, to raising awareness of the importance of geoscience in society. It is anticipated other associations from other countries will soon become part of this network.

CCPG Geoscience Knowledge and Experience Requirements for Professional Registration in Canada published in booklet format.

In April CCPG released a published version of the approved revisions to the "Geoscience Knowledge and Experience Requirements for Professional Registration in Canada".

The published version is in the form of a colour booklet entitled "Geoscience Knowledge and Experience Requirements for Professional Registration in Canada". The booklet is available in both English and French; in both hard and soft copy.

As previously announced, work on these revisions has been the focus of intense activity over the past 3

years at the Canadian Geoscience Standards Board (CGSB), a standing committee of CCPG which is made up of representatives from each of the 10 constituent associations of CCPG that regulate the practice of professional geoscience in each of the 11 provinces and territories in Canada where licensure applies. The new revisions replace the previous CCPG document set out for that purpose entitled "Recommended Minimum Requirements of Geoscience Knowledge and Work Experience for Professional Practice", which had been in use since 2000.

Both the revision project itself and the publication of this associated booklet have benefited from funding received from Human Resources and Skills Development Canada ("HRSDC") as part of a funding agreement with CCPG under HRSDC's Labour Mobility Division.

Speaking about the publication, CCPG President Dr Bruce Broster, P.Geo. said "We are truly delighted at CCPG to be able to bring out this booklet. It provides, for the first time, an attractive handy reference to what represents a consensus of the commonly expected body of knowledge in geoscience, and breadth and depth of geoscience experience, that a candidate should demonstrate when they apply for professional licensure anywhere in the Canada. Specific licensure requirements in each of the provinces and territories are still set by law in those jurisdictions. This booklet illustrates what the profession, as a whole, expects by way of geoscience competencies, for safe and effective practice, and protection of the public."



### **THE 2008 CANADIAN PROFESSIONAL GEOSCIENTIST AWARD**

CCPG announced Dr. Hugh Miller, P.Geo., of Paradise, Newfoundland was the recipient of the 2008 Canadian Professional Geoscientist Award. The Canadian Professional Geoscientists Award is given to recognize the achievements of an individual in his or her capacity as a registered Professional Geoscientist, who has made an outstanding contribution to the development and practice of professional geoscience and who has advanced public recognition of the profession in Canada

A 2009 Award has not been announced at this time (to my knowledge).

### **LICENSURE TASK FORCE**

At the 2007 Annual Meeting of Council a Licensure Task Force was formed and given the mandate to bring forward a national strategy to encourage geoscience licensure for the non-registered. The Task Force recommended that a national marketing campaign be undertaken to promote licensure and raise the profile of geosciences in Canada and the formation of a Licensure Compliance Committee (LCC) to implement this strategy over the next three years. This was passed by Council and the LCC has been meeting on a regular basis.

At the June AGM the advertising the advertising firm of PR Associates presented a proposal to develop a communications and marketing strategy to raise awareness of the need and requirement that geoscientists be professionally licensed in order to practice geosciences in Canada, and secure licensure among as many non-compliant geoscientists.

PR Associates worked with the CCPG Licensure Compliance Committee to develop a strategy. They have produced a Logo based on the idea of "Pride Protection Professionalism". The program if it goes forward will cost \$83K of which 53K is agency fees. The estimated cost for constituent organizations is from \$10 to 15K per org/yr.

The output is to provide materials that would form a tool kit for each Jurisdiction. A local champion would be trained to make the most of the campaign.

The motion passed with the proviso "provided the Executive Committee can make funding arrangements with the CA's.

### **CCPG EXECUTIVE FOR 2008/2009**

Bruce Bolster of New Brunswick stepped down as President and Gary Vivian of the NWT assumed the Presidents chair for 2009 – 2010. James Moors is the President-Elect.

The new executive of the CCPG for 2007/2008 is as follows:

- President: Gary Vivian (NAPEGG)
- Past President: Bruce Bolster (APEGNB)
- President Elect: James Moors (APEGBC)
- Secretary Treasurer: Jim Wright (APEGNL)
- Ex-Officio Oliver Bonham (CCPG)

The upcoming CCPG Board of Directors Meeting is scheduled for Toronto November 7 to 9 2009 and the next CCPG Annual General Meeting is scheduled for June 4 & 5 2010 in Yellowknife, NWT.

# Continuing Professional Development

Continuing competency is a set of actions taken by a professional to assure that they are maintaining currency in their field of practice.

Maintaining currency is accomplished by acquiring knowledge of, and experience with, new techniques and developments as well as participating in the exchange of information and experience with others in the profession. Determining appropriate methods of acquiring that knowledge is dependant, to some extent, on the profession and the field of practice.

Continuing competency assurance is a program implemented and overseen by a regulating body that can take many forms, including periodic re-examination, formal continuing professional development, and peer review. One of the main functions of a professional regulatory body is to protect the public and an assurance program is a means by which this can be achieved.

Continuing competency assurance programs are standard practice for regulatory bodies. Out of the ten engineering regulators in Canadian provinces, one has a peer review program, five have formal reporting programs and two others are in the process of implementing formal reporting. Outside of the engineering and geoscience professions, continuing competency assurance programs are prevalent, often times they are more rigorous, and in some cases have been mandated by the provincial government.

APEGGA's formal continuing professional development program has been in place for more than ten years and many of

APEGM's members participate in that program as they are also registered professionals in Alberta. That program states that the minimum acceptable number of professional development hours is 240 over a three year period, or an average of 80 PD hours per year.

Every PD hour is placed into one of the following six categories: practice, formal activity, informal activity, participation, presentations and contributions to knowledge. As a minimum, activities must cover three of these categories. Participants in that program simply fill out a one page form every year.

A typical member can easily achieve these minimum requirements. Professional practice alone can be used to claim up to 50 hours per year in the practice category. Up to 30 hours per year can be claimed in the informal activity category through self-directed study (e.g. reading journals). This leaves only one hour required in a third category, and can include attendance at a formal course, mentoring a member-in-training, serving on a committee, delivering a presentation, or publishing an article. Even if a member is unable to attain these minimums in one year, they have two more years to make up the difference.

The CPD Task Group from the APEGM Council is looking at presenting a good continuing competency program to members in the next year. Your input on this topic is welcomed. They can be contacted through Mike Gregoire, Professional Standards Officer.



# Membership Profile and Vital Statistics

Membership Status	June 2008		June 2009	
	Engineers	Geoscientists	Engineers	Geoscientists
<i>Registered Members</i>				
Practicing	3808	226	4001	234
Retired	341	9	321	12
Life Member	131	4	148	2
Deferred Dues	47	4	57	7
<i>Total Registered</i>	<i>4570</i>		<i>4782</i>	
Members-In-Training	774	21	855	33

The APEGM membership has continued to grow over the last year.

APEGM has experienced a 4.6% growth in registered professional engineers and a 3.5% increase in registered professional geoscientists. There has also been an 11.7% increase in the number of Members-In-Training over this period, including a 57.1% increase in the number of Geoscientists-In-Training.

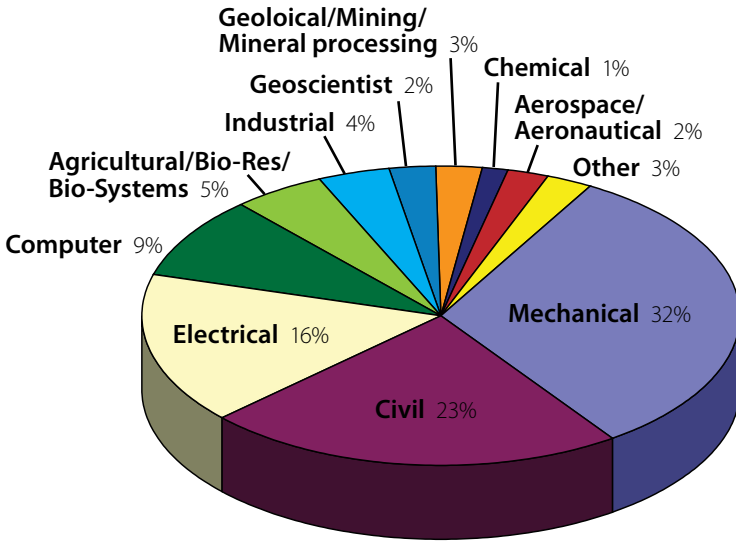
A significant portion of the APEGM membership (28.5%) resides outside of Manitoba. Of the current membership, 88.6% indicate that they are currently Practicing; 7.0% are Retired; 3.1% are Life Members and 1.3% are on Deferred Dues.

Below are charts showing the breakdown of the membership and members-in-training by discipline.



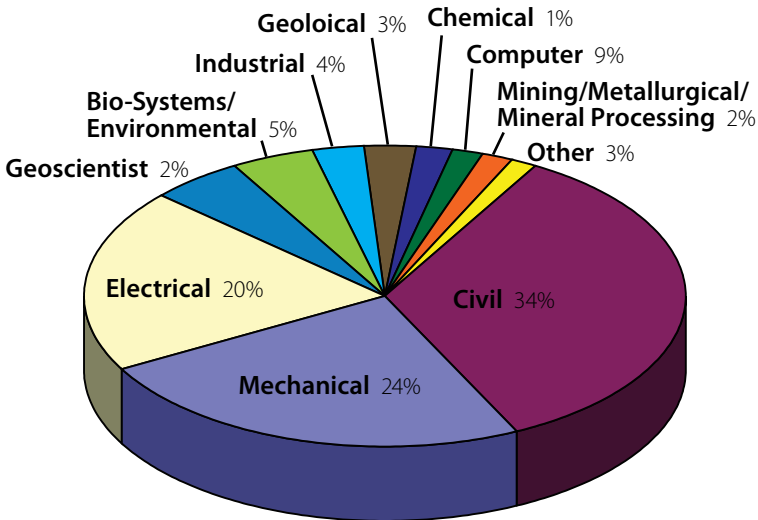
### Members-in-Training by Discipline

as of June 30, 2009



### Members by Discipline

as of June 30, 2009







## APEGM's Mission

To serve and protect the public interest by governing and advancing the practices of professional engineering and professional geoscience in accordance with The Engineering and Geoscientific Professions Act of Manitoba

## APEGM's Vision

APEGM is the leader and a facilitator of the process that ensures excellence in engineering, geoscience, and applied technology for the public of Manitoba.

