



STRENGTH IN DIVERSITY

Annual Report 2003
SUMMARY II



PRESIDENT'S REPORT



Mike Smyth, P.Eng., APEGGA President

As years always do, another one has passed by quickly, yet so much has happened. I believe our professions and our Association in Alberta have never been stronger than they are now. In this past year we have had the strength to face several very tough issues, and deal with them head on. Our Council has engaged the issues, and there have been numerous opportunities for dialogue with

other organizations as well.

APEGGA spent many hours with our associates at the Alberta Society of Engineering Technologists discussing our commonalities and our common future. After months of discussions, APEGGA offered to amalgamate with ASET in a way that would have made technologists equal partners in a new organization. The leaders of ASET declined this offer, but good progress was made in understanding the issues and concerns.

We maintained and even strengthened our relationship with the Alberta Government at many levels and in many departments. We are fortunate indeed to have an executive director who understands the need and reasons for this strong bond, and has fostered a culture of reaching out to many outside organizations, not just our government.

Last summer APEGGA struck a task force to review the insurance situation in Alberta, relative to insurance for professional liability, errors and omissions. While good progress is being made, the problems are very complex and we are not ready to recommend action at this time. We have engaged with the insurance industry to understand their problems and to try to facilitate improvements to an insurance product that is vital for many of our members.

The future of the province of Alberta is tied to the oil and gas industry,

and although not all of our members work directly in this industry, indirectly we are all impacted by it. Over the past year we have worked to raise the awareness of the importance of the future investment in the Alberta oilsands. Investment of more than \$50 billion is planned over the next 10 years to double the production from this world class resource in the northern part of our province. APEGGA has had discussions with many people and organizations on this subject, and our members are an integral part of turning these mega-dreams into reality.

With over 40,000 members and the Association still growing at a record pace, our real strength is our membership. This year has provided me a wonderful, once-in-a-lifetime opportunity to engage with our members all across the province. We have had the opportunity to discuss all of the issues mentioned, as well as a concept we have called Inclusivity.

Council has worked diligently and magnificently over the past year to initiate and evolve the details of this major initiative. This is an idea that has engaged our membership to a degree not seen in my 15 years of volunteer service to APEGGA, a very healthy thing. One of the best signs of a strong organization is active participation of its members. Indeed, we are fortunate to have over 600 active volunteers to augment our core of 50 hard-working and dedicated staff.

I look forward to continuing to contribute to the strength and energy of APEGGA, and also look forward to passing the reins to incoming President Linda Van Gastel, P.Eng. It has been my good fortune to know Linda for many years, and I know that in the next year we will have a president with unusual dedication and commitment, strength and character.

We wish Linda all the best for the coming year, all the energy she will need, and all the support and confidence that I have enjoyed from all of you this year now past. 🌀

EXECUTIVE DIRECTOR & REGISTRAR'S REPORT



Neil Windsor, P.Eng., Executive Director & Registrar

The year 2003/2004 has been a most unusually challenging one, due to several critically important issues that arose and which demanded almost continuous attention of Council and staff. It will be remembered as a year during which APEGGA Council was called upon and readily responded to a number of very difficult and challenging questions.

Of significant note was the challenge by government to reach some accommodation with ASET that would eliminate the nagging question over licensure of technologists once and for all. Determined to find a lasting solution, Council considered this matter long and hard.

After much soul searching and looking to the future, it was unanimously agreed that an offer should be made to merge with technologists under one new association, within which every member would have equal rights and privileges but with different levels of licensure reflecting their qualifications and experience. Regrettably, this was not accepted by ASET and we continue on as before, but with a clear message from government once again that APEGGA shall be the singular association with the responsibility to license the practice of engineering, geology and geophysics in Alberta.

The second major challenge, parallel but not directly related to the technologist issue, was the challenge of how to deal with persons, many of whom are currently practicing our professions under supervision, who do not qualify for full professional licensure. Council is concerned that these people are not being regulated in any way, nor are they subject to discipline, a code of ethics or professional development, and their full potential as skilled practitioners is not being utilized.

Hence the inclusivity concept was proposed, a concept that would see such persons being brought within the fold and allowed to practice within their individually restricted scope. Exhaustive stakeholder input is being sought before the issue is brought forward for resolution by members.

Added to this is the need to seek legislative amendments that would increase the Association's ability to defend the protected titles. This is of great importance, as highlighted by an unfavourable decision of the Alberta Court of Appeal. Clearly, if we are to ensure public safety we must have the legal strength to enforce the provisions of the EGGP Act.

The problem faced by persons coming into Alberta from outside North America – persons who are judged by the Board of Examiners to be fully qualified and experienced except for the required one year Canadian experience or equivalent – was also addressed. Council has proposed the creation of a Provisional Licence that would allow these people to practice under supervision of a professional member while that experience is being gained. Amendments required to effect these changes will be brought to the

Annual General Meeting for members to consider.

Another matter still high on the Council agenda and still being actively pursued is the cost and schedule over-runs on mega projects, which have brought the competence of our professions into question. Just as important are the seemingly unreasonable and unwarranted increases in insurance premiums for members, which Council continues to investigate as well.

Once again the Association has performed well and within the financial limitations set by the annual budget. Record numbers of applications and new member registrations, while taxing the registration department to the limit, have boosted revenues and increased our total membership over the 40,000 mark. This significant milestone was marked by our 40,000th member being introduced in the Alberta Legislature and being a special guest at a Council dinner, along with other special guests.

APEGGA staff has been bolstered by several replacement and new positions, designed to provide the resources to meet the ever changing demands on the Association and to complete the restructuring carried out late in 2003. A new position of Manager of Geoscience Affairs, located in the Calgary office, has provided a continuous and direct link with our geoscience community. An Assistant Director of Registration will provide much needed relief to the director and allow time for new concepts and methods to be explored and adapted as appropriate.

As the face of our professions and related professions changes so too must APEGGA change to adapt to the new reality. A new Manager of Professional Development has broadened the scope of programs that are now available and, together with the new PEGGasus web-based professional development mall, more than ever before members find readily available the information needed to meet their professional development needs.

A Manager of Communications, reporting directly to the Executive Director & Registrar, has also come on board. The manager looks after external communications and a number of public relations roles, including some member-oriented events.

Outreach programs and initiatives in 2003, now under the Communications Manager, saw 500 APEGGA members volunteer across the province to reach more than 40,000 students, teachers and others. In all, over 500 science, math and technology events were held provincewide. These are great testaments to the dedication of our members in making sure their passions are passed along to the coming generations of engineers, geologists and geophysicists.

There's so more that could be reported here, but space does not permit it. In conclusion, I wish to extend to APEGGA Council, on behalf of the entire staff, our sincere thanks for its support and understanding during a very difficult year, and for the vision councillors have collectively shown in dealing with the important matters before them. 🌀

DEPUTY REGISTRAR'S OFFICE

Deputy Registrar: Al Schuld, P. Eng.


At the beginning of 2003, the function of the Deputy Registrar's Office was expanded to assume responsibility for all regulatory matters of the Association. Substantial efforts were made to fulfill the regulatory obligations of APEGGA under the Engineering, Geological and Geophysical Professions Act, in the departments of Compliance, Examinations, Professional Practice, Registration and Special Projects.

The office supports a number of committees and other bodies. Of particular note in 2003 is that, after a period of inactivity, the Act, Regulations and Bylaws Committee once again went to work, with several issues prepared for the Annual General Meeting in April 2004.

The Deputy Registrar was named as the Privacy Officer of APEGGA. Effective Jan. 1, 2004, the requirements of the federal Personal Information Protection and Electronic Documents Act, as well as Alberta's Personal Information Protection Act, apply to all of APEGGA's operations

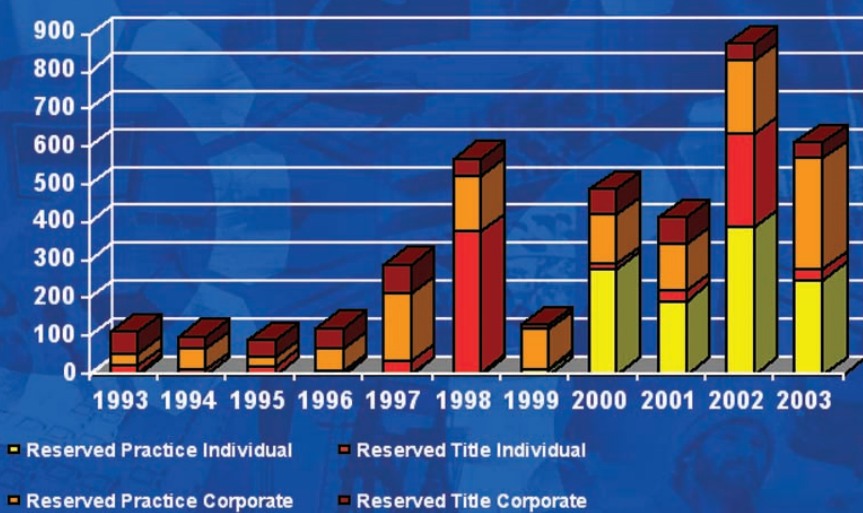
and activities. Accordingly, the Association has developed and implemented a corporate privacy policy and a website privacy policy.

In 2003, a new agreement was concluded with the U.S. National Council of Examiners in Engineering and Surveying. This agreement enables APEGGA approved students, E.I.T.s and professional engineers to write the first of two, eight-hour examinations towards full recognition as a professional engineer in any state or territory of the U.S. Sixty-one APEGGA members wrote Fundamentals of Engineering Examinations from the National Council of Examiners for Engineering and Surveying, for registration in the United States. Sixty of them, or 98.4 per cent, passed.

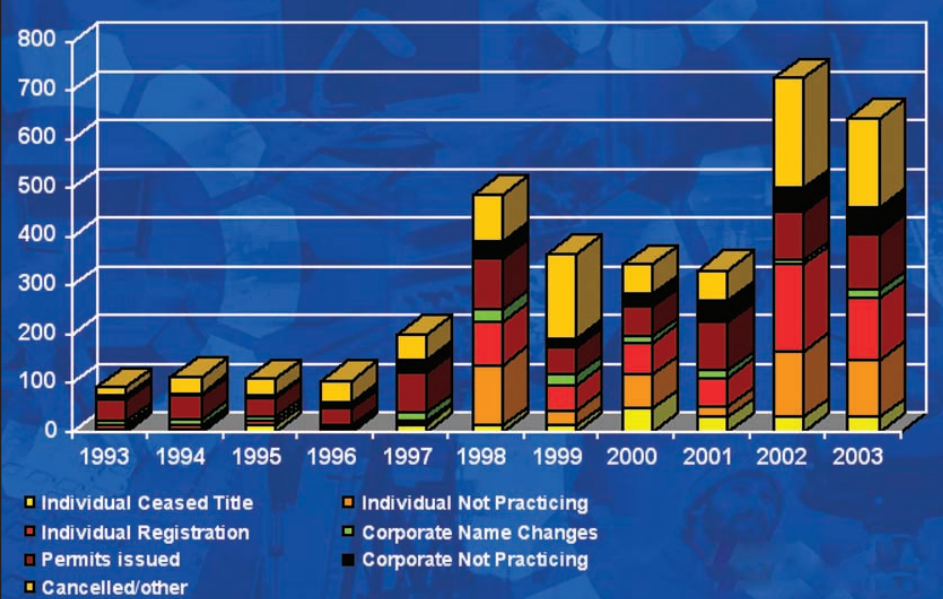
Interest and awareness of this opportunity continues to grow, as more employers and members foresee an expanded market for export of their professional services. 

COMPLIANCE

Cases Opened



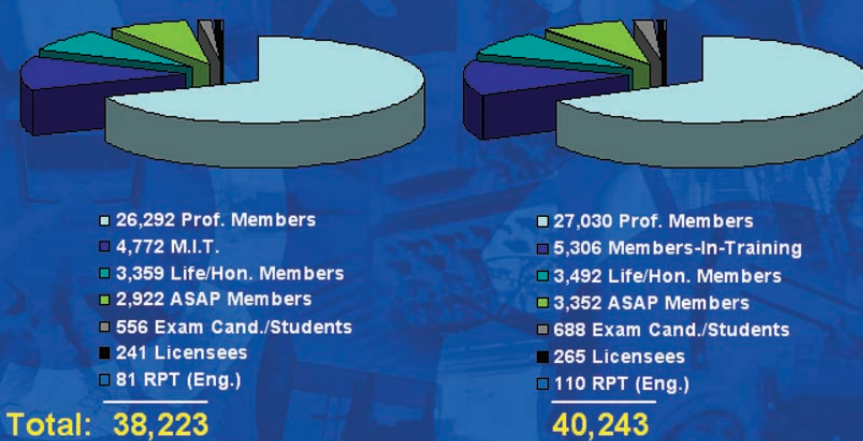
Cases Resolved



Membership

2002

2003



Permits



INTERNAL AFFAIRS

Director: Len Shrimpton, P.Eng.

Reorganization saw five departments move under the Internal Affairs umbrella mid-year – Administration, Editorial Services, Corporate & Member Affairs, Geoscience Affairs and Professional Development. This change was a key element of a major management restructuring, designed to better position APEGGA for the many challenges we face.

Internal Affairs responsibilities are split between regulatory and non-regulatory. The administration of permits to practice, delivery of the mandatory Permit

to Practice Seminars, communication with members, and geoscience activities are regulatory functions. Advocacy and member services are non-regulatory. And administration supports both, across APEGGA.

The following represent the highlights. Greater detail follows in the departmental reports on the pages that follow.

Regulatory

The number of permit holders topped the 3,000 mark and almost 1,000 responsible members and chief operating officers attended the permit seminars initiated in September – well ahead of schedule. Responsible members are responding well to the concept that they are not just licence holders but also “Partners in the Professions” with APEGGA.

The introduction of the Manager, Geoscience Affairs position has improved the relationship with and sharpened APEGGA’s focus on the geoscience community. Our main communications tools – *The PEGG*, the APEGGA website and the Annual Report you hold in your hands – continue to improve to serve our members better.

E-mail continues to be a very powerful and successful tool, so APEGGA is evaluating the introduction of an e-PEGG. We continue to encourage more members to forward their e-mail addresses (and to keep them updated) because of the increased efficiency and effectiveness this communication method provides. But we also recognize that because members receive a sometimes overwhelming number of e-mails, they need to be able to choose what they want to receive from us.

Non-regulatory

Interest continues to be very high in the annual salary survey. The employers responding represent over 25 per cent of our members, so we’re confident in the information’s accuracy.

Judging by the activity on the website, our ability to help members find employment has increased dramatically with a significant overhaul to our on-line Resumé Referral Service.

Focus on delivery and facilitation of professional development opportunities was enhanced with the hiring of a Manager, Professional Development, the transfer of the mandatory Continuing Professional Development Program to Professional Practice and the kick-off of PEGGasus – the online learning marketplace for engineers and geoscientists.

Attendance at member-in-training seminars and PD Days increased significantly. And our ability to encourage mentoring has taken a quantum leap with the completion of a new mentoring handbook and the decision to launch an online mentoring matching service in the first quarter of 2004.

Internal Affairs has supported a Council task force to look into problems in the professional liability insurance industry. The task force wants to ensure that members get the best insurance they can, that members are adequately trained in loss/risk management, and that APEGGA addresses the problems faced by members with a long claims history. Final recommendations will be made in 2004.

Administration

Finishing touches were made to the Calgary office; Edmonton copying and printing, communication and computing equipment was upgraded with an eye to reducing costs and improving efficiency; and people were shuffled in Edmonton to optimize the efficiency and effectiveness of the new organization.

A major overhaul of APEGGA’s member database and accounting system has been undertaken because the existing software is no longer supported by the supplier. The software is no longer flexible enough for us to do the quality job members and the public expect of us.

The Staff Benefits Committee has recommended that APEGGA retain a defined benefits plan for staff, that the plan administrator be changed and that some enhancements be provided that do not increase APEGGA’s liabilities. 