

## **Members Struck for Not Complying with CPD Program**

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Ten APEGGA members have been struck to date for failing to comply with the Association's mandatory Continuing Professional Development Program. The July 2003 issue of *The PEGG* carried an article saying that the Practice Review Board was beginning a systematic process of enforcing compliance with the program

In accordance with Section 19 of the *General Regulation* under the *Engineering, Geological and Geophysical Professions Act*, members are required to maintain a written record of their CPD activities undertaken in accordance with the Program and to produce that record at the request of the Practice Review Board.

As noted previously, the regulations provide for a member's name to be struck from the register of professional members or licensees for failure to produce the detailed record after 30 days' notice. Individuals who are struck are not entitled to use the reserved professional titles or to practice the professions of engineering, geology or geophysics.

The Practice Review Board is currently focusing on members who fail to report their professional development hours annually, as well as randomly auditing those who have been reporting. Although the board encourages members to comply in a forthright manner, it has said it will strike noncompliant members as a last resort.

### **Why Continuing Professional Development?**

In today's competitive and changing environment, it is increasingly important for professionals to engage in lifelong learning. The public demands greater accountability from professionals. Through the *Engineering, Geological and Geophysical Professions Act*, the Government of Alberta has entrusted the regulation of the three professions to APEGGA as a self-governing body. In 1997, APEGGA's Council established the Continuing Professional Development Program as one means of addressing accountability.

The program is designed to be flexible, accommodating the various situations in which members practice and enabling them to choose activities that best suit their needs. Although not geared strictly to technical competency, the program encourages professionals to undertake activities that support professional practice along with other activities that maintain or enhance their professional development in non-technical areas. For those members who do not actively engage in the practice of engineering, geology or geophysics, there is a provision to be exempted from the program by filing a signed declaration.

In conjunction with the initial registration requirements, ongoing practice reviews, and the discipline process, the Continuing Professional Development program provides greater assurance that the public is being served by professionals who meet acceptable professional standards.

### What do other CPD programs look like?

Several provincial engineering and geoscience regulatory associations have moved towards mandatory CPD programs. The accompanying summary, as of spring 2003, was prepared by the Canadian Council of Professional Engineers. A further table summarizes the CPD programs of those associations that regulate the practice of geology and geophysics exclusively.

In Alberta, continuing professional development is also mandatory in other professions including those regulated by the Alberta Dental Association and College, the Alberta Veterinary Medical Association, the Institute of Chartered Accountants of Alberta and the Alberta Association of Architects. Non-compliance may result in their members' licenses or permits being suspended or revoked and, in some instances, a fee being assessed for late submissions. The Law Society of Alberta is currently studying the matter of a mandatory professional development program for lawyers.

Province	Name of Program	Status	Voluntary /Mandatory	Comments
<i>Yukon</i>	Professional Development Program	Operational as of January 1, 2003	Voluntary	Program extends to other related technical professions, APEY administers
	Peer Review	Under consideration		
<i>Alberta</i>	Professional Development	Operational	Mandatory	Non-practicing are exempt from PD, give up right to practice
	Practice Review	Operational	Mandatory	Random selection from all disciplines and high risk areas.
<i>British Columbia</i>	Professional Development	Operational	Voluntary	Launched on-line database of professional development activities in March 1999. Council reviewing voluntary/mandatory options
	Practice Review	Operational	Mandatory	Random selection from all disciplines, not just high risk.
<i>New Brunswick</i>	Continued Competency Assurance Program	Implemented in 1999.	Mandatory	Non-practicing are exempt from CPD & not allowed to use seal.
	Practice Review	Operational	Mandatory	About 70 reviews completed since program was started.
<i>Québec</i>	Professional Development	Have a policy – not a program	Voluntary	1,500 members inspected/year (more general review for non-practicing; emphasis on consulting engineers, particularly those who work alone).
	Professional Inspection Program (Practice Review)	Since 1980	Mandatory	
<i>Manitoba</i>	None	N/A	No program	Mandatory Declaration of Compliance effective January 2004
<i>Newfoundland</i>	Professional Development	Implemented 1998	Mandatory	Includes mandatory annual reporting and annual random audits. All members are considered to be

				practicing except those in non-related fields for example: a financial analyst, restaurant owner, life insurance salesperson, etc. Current program being revised in 2003.
<i>Northwest Territories</i>	Professional Development	Implemented in 2001	Voluntary	Modeled after APEGGA, run technical seminars
<i>Saskatchewan</i>	Continuing Professional Excellence (CPE)	Voluntary CPE as of January 2003	Mandatory for permission to consult, otherwise voluntary	Participation required to obtain/maintain a permission to consult license; other members are expected to report annually on their CPE programs.
<i>Nova Scotia</i>	Professional Development	Reporting program, started in October 1998	Voluntary	Mandatory reporting by September 2003.
	Practice review	Under consideration		
<i>Prince Edward Island</i>	Professional Development	Mandatory as of January 1, 1999	Mandatory	Non-practicing are exempt from the program, however, they give up the right to practice.
<i>Ontario</i>	Professional Profile Program	Implemented May 2002	No program	Membership asked to verify areas of practice and provide any additional information deemed pertinent. Issue to be re-visited after April 2003 AGM.

<b>Province</b>	<b>Name of Program</b>	<b>Status</b>	<b>Voluntary /Mandatory</b>	<b>Comments</b>
<i>Québec OGC</i>	Professional Development	Under consideration		OGC proclaimed as professional association in August 2001.
	Professional Inspection Program (Practice Review)	Operational	Mandatory	Random selection from all disciplines
<i>Nova Scotia APGNS</i>	Professional Development	Implemented 2000	Voluntary	Geoscience Profession Act proclaimed March 2003
	Practice Review	Under consideration		
<i>Ontario APGO</i>	Continuing Professional Development Program	Operational as of January 2004.	Voluntary first year, Mandatory there after.	Professional Geoscientists Act proclaimed June 2000. CPD Program modeled after Institute of Geologists of Ireland, APEGN and APEGGA.
	Practice Review	On basis of complaint only		