



## COUNCIL RECORD of DECISIONS and OTHER DISCUSSION AND INFORMATION ITEMS

The APEGGS council held an in-person meeting on March 3, 2023 at the Delta Marriott Downtown in Saskatoon, Saskatchewan. Virtual participation was also made available for those unable to attend in person. The meeting was attended by the council, Directors to Engineers Canada and Geoscientists Canada and senior staff. The next council meeting will be a special meeting on March 30, 2023 held through Microsoft Teams.

### Council approved the following motions:

- Approved the consent agenda which included board and committee minutes, Registrar's report including statistics and applications received, financial statements and updates from the constituent societies.
- Approved the November 30, 2022 meeting minutes as presented.
- Approved the appointment of Rachel Dowling, P.Eng. as Chair of the Licensee Admissions Committee starting May 6, 2023 until the end of the May 3, 2025 annual meeting.
- Approved changes to the criteria used to select members from a random sample for the 2022 CPD Assurance Reviews.
- Approved revisions to the continuing professional development (CPD) program document.
- Approved Life Member applications of fifty-five members.
- Approved three proposed bylaw amendments involving the CPD program, maintenance of membership and licenses required which will be presented for consideration to members at the 2023 annual meeting.
- Approved the final report and seven recommendations provided by the Corporate Registrant Task Group. The program will require entities to have policies and procedures about:
  - Practice areas or scope of engineering and/or geoscience in which the firm operates.
  - Code of conduct and ethical practice, including how they align and reinforce behaviours in keeping with APEGGS' code of ethics.
  - Continuing education and professional development, including how they align with APEGGS' continuing professional development program and help employees remain competent in their roles and practice areas.
  - Quality management in areas including but not limited to retaining project documentation, checking work, authenticating documents, direct supervision, and project execution.
- Approved the standing down of the Corporate Registrant Task Group.
- Approved recommendations from the Constituent Society Relationships Task Group:
  - Societies continue to function as independent legal entities with a change in the funding model.
  - Requirement to apply for funding through an activity-based approach as described in the new Grants policy, effective January 1, 2024.
  - Change the current website disclosure about constituent societies:
    - That they operate as separate and distinct entities of APEGGS.
    - Disclose society related events in the events calendar (not bulk emails).
    - Cease using the reference constituent societies and adopt a more generic reference.
  - Phase out the following support:
    - Liaison councillor participation with constituent society Boards.
    - Mail service for Regina Engineering Society (RES).
    - Meeting space usage for the RES and other non-profit professional societies and organizations to be determined.

- Automatic assignment of all Saskatchewan APEGS members to a constituent society based on geography and profession and direct funding based on assignments.
  - Communications support such as bulk email blasts.
- Approved the standing down of the Constituent Society Relationships Task Group.
- Approved a revamped Grants Policy and Scholastic Awards Policy, therefore approved rescinding the following policies: External Funding and Participation, Guideline for External Funding and Participation, Library Grants, Member Education Grant Eligibility Policy - Volunteers and Staff, Constituent Society Grants and Special Funding be rescinded as of December 31, 2023, Student Funding, Student Funding Procedures, Book Prizes, University Scholarships and Bursaries
- Approved the new Human Resource Employee Manual, therefore rescinding the Staff Policy Guidelines, Employment Leave Policy, Maternity, Parental, and Adoption Leave Policy, Respectful Workplace Policy, Professional Fees for Staff, Substance Abuse, Vacation Policy, Overtime Policy, Time-in-Lieu Policy, Professional Development Training and Education.
- Approved the appointment of Kristen Darr, P.Geog, FGC, FEC (Hon.) to serve a three year term as APEGS representative and Director at Geoscientists Canada.
- Approved the appointment of Andrew Loken, P.Eng., FEC, FGC (Hon.) to a second three-year term as University of Saskatchewan Senator ending June 30, 2026.
- Approved the amended council terms of reference.
- Approved the amended Executive Committee terms of reference (and work plan).
- Approved the Audit and Risk Management Committee terms of reference and amended work plan.
- Approved the proposed changes to the Awards Committee's terms of reference.
- Approved the Inter-Association Mobility policy.
- Approved the new Investment Management policy.
- Approved the amended Government Relations policy.
- Approved the new Media Relations policy.
- Approved the new Membership Reinstatement from Administrative Suspension and the Amended Reinstatement policies subject to the supporting bylaws being approved at the 2023 annual meeting.
- Approved recommending the updated professional practice exam policy and the fees for the professional practice exam be \$250. subject to approval at the 2023 annual meeting.

**Council discussed and were informed of the following:**

- Received an operational update from the Executive Director and Registrar (EDR).
- Discussed equity, diversity and inclusion definitions and organizational intent statements.
- Received an update from the Investigation Committee regarding the status of open files.
- Received an update from the Discipline Committee regarding the current cases and the complexity of one case.
- Received an update from the EDR respecting the strategic plan and balanced scorecard progress.
- Discussed the APEGS risk registry and next steps to align with the strategic plan, rather than a separate disclosure.
- Discussed the current council evaluation and the preferred approach going forward.
- Discussed the development of more organized learning and development approach for the council.
- Discussed remuneration and the pros and cons of considering such an approach for councillors in the future.
- Discussed the progress underway to review the steps of governance modernization for APEGS.
- Informed of the 2022 Student Funding and 2023 Grants.
- Informed of the Engineers Canada per capita re-assessment fee.
- Update from E. Barber regarding Engineer's Canada initiatives.
- Update from K. Ansdell regarding Geoscientists Canada initiatives was included in the agenda.