



OSPG

Office of the Superintendent
of Professional Governance

Annual Report 2020-2021







April 23, 2021

The Honourable Raj Chouhan
Speaker of the Legislative Assembly
Parliament Buildings
Victoria BC V8V 1X4

Dear Mr. Speaker:

It is my pleasure to present the 2020/2021 Annual Report of the Office of the Superintendent of Professional Governance to the Legislative Assembly.

The report covers the period from April 1, 2020 to March 31, 2021 and has been prepared in accordance with Section 19(1) of the *Professional Governance Act*.

Yours truly,

A handwritten signature in black ink, appearing to be "D. Eby", written in a cursive style.

David Eby, QC
Attorney General and
Minister Responsible for Housing

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Message from the Superintendent

The first annual report of the Office of the Superintendent of Professional Governance, issued in 2019/2020, focused on the first steps of the regulation and policy work, and the collaboration with the regulatory bodies necessary to implement the *Professional Governance Act* (PGA). I knew this annual report would be different, but no one could anticipate the impact of the global pandemic and its influence on our work and all of society.

The 2020/2021 annual report looks back on an unprecedented year that will be forever characterized by the COVID-19 pandemic. Fortunately, our work preparing for transition to the PGA could be completed remotely.



We have all had to adjust to teleworking and to the vagaries of intermittent Wi-Fi, dropped Skype and Microsoft Team calls, information technology glitches, and competing family duties; however, we have been fortunate to keep working, keep our work on track and even learn a few new skills along the way. We have seen the regulatory bodies reorganize annual general meetings and conferences into online events using new technologies, opening opportunities for increased participation of the registrants. For example, the Association of BC Forest Professionals' February annual general meeting saw a 300% increase in registration capacity and allowed attendance from registrants in more remote locations. Regulatory bodies that were on a path to acquire more real estate for growing organizations have been able to delay or perhaps avoid those expenses as teleworking becomes more feasible. And greater professional development opportunities have been realized with conferences such as the Council on Licensure, Enforcement and Regulation (CLEAR) and Canadian Network of Agencies of Regulation (CNAR) going virtual and making high calibre presentations and dialogue more accessible to OSPG staff without the need to travel.

In addition, the provincial election in October 2020 put activities in a holding pattern and resulted in a slight delay to bringing the PGA into force as it required the approval of the provincial Cabinet. Although on track for the original target of November 2020, the delay gave us and the regulatory bodies a bit more time to complete the final stages of our work. The PGA was brought fully into force on February 5, 2021, and the individual acts of each of the regulatory bodies were repealed. This begins a new era of professional governance in BC.

This annual report details the completion of the transition activities to full operations under the PGA and looks to the future. Much was accomplished by the OSPG and the five designated regulatory bodies during this period of time. Looking forward, we continue to focus on five key areas:

Implement

- To continue work to implement the PGA and monitor and adjust as necessary, as OSPG and the regulatory bodies begin operating under the PGA

Review

- To identify and respond to systemic or general governance matters
- To assess regulatory body performance against standards of good regulation
- To ensure regulatory body bylaws are in the public interest

Regulate

- To maintain a modern regulatory framework responsive to changing professional environments
- To support regulatory bodies effectively regulating their registrants
- To enforce compliance with the *Professional Governance Act*

Research

- To incorporate best practices in professional governance
- To develop policy and guidance
- To assess impacts of policy/regulations on all interested parties

Report

- To transparently communicate about matters of professional governance

We are excited to operate in this new regulatory environment. However, given the pandemic and the current fiscal climate, we expect it will take a bit of time to get up to full operational capability and capacity.

I would like to acknowledge the hard work of the OSPG team, and all of the regulatory body staff in working so hard to get us to full implementation, and the support of stakeholders and government in our endeavours. The relationships that have been developed and the solid foundational work that has been completed, has set us up for success in the new world of professional governance under the *Professional Governance Act*.

It has been a distinct pleasure to occupy the role of Superintendent during the OSPG's formative years but this will be my last annual report as we begin the transition to a new superintendent. Over the coming years, I look forward to watching a new superintendent, the OSPG team and the regulatory bodies achieve continued excellence in overseeing their professions in BC.

Sincerely,



Paul Craven

Superintendent of Professional Governance

All of this work will be done by abiding by our principles. In our work, we commit to being:

- Fair
- Transparent
- Collaborative
- Flexible
- Responsive
- Accountable

What Have We Been Doing? – Our Progress in Modernizing Professional Governance in British Columbia

The majority of the past year has been spent completing the final preparations to bring the PGA fully into force, and to prepare the OSPG and the regulatory bodies to operate under it. When the OSPG was first created in June 2019, only the parts of the PGA necessary to begin the transition had been brought into force. The regulatory bodies operated both under their individual statutes, and under the PGA. Now, their statutes have been repealed and they are governing bodies only under the PGA. The following sections outline the key activities since March of 2020.

OSPG

The OSPG continued its work on the development of the regulations, policies, and programs required for oversight of the regulatory bodies under the PGA. It also prepared for its role in overseeing the regulatory bodies.

Collaboration, Communication, Liaison, Events

In keeping with two of the OSPG's main principles, transparency and collaboration, the OSPG has put significant effort into the development of relationships with the regulatory bodies, registrants, interested parties, and other government entities, and communication of information to these groups and to the public.

OSPG continued to hold monthly meetings with the regulatory bodies to keep the PGA implementation moving and on track and switched from in-person to Skype-based meetings as required. Other ad hoc meetings – in groups or bilaterals – were conducted to move particular pieces of policy or regulation work along. These meetings will continue for the near future, as both OSPG and the regulatory bodies become accustomed to their new roles.

The Professional Governance Advisory Committee was established by PGA authority to ensure collaboration and conversation on issues of professional regulation and reliance between the OSPG, the regulatory bodies, and the ministries that employ and set policy that impacts the regulated professionals. The first meeting was held in June of 2020 and focused on bringing the members up to speed on all aspects of the implementation of the PGA.

Subsequent meetings in September 2020 and January and April 2021 have allowed for discussions of common issues and provided a venue for conversations about professional activities within government, and between government and the regulatory bodies. Some areas of activity include: clarifying the role of professionals when they act as statutory decision makers; sharing of guidance and policies across all relevant ministries on raising issues of professional misconduct; and setting a clear process for referral of complaints between ministries and regulatory bodies.

Membership on the committee currently includes representatives from the following organizations:

- Office of the Superintendent of Professional Governance
- Architectural Institute of British Columbia
- Applied Science Technologists and Technicians of British Columbia
- Association of British Columbia Forest Professionals
- British Columbia Institute of Agrologists
- College of Applied Biology
- Engineers and Geoscientists British Columbia
- Ministry of Forests, Lands, and Natural Resource Operations and Rural Development
- Ministry of Agriculture
- Ministry of Energy, Mines and Petroleum Resources
- Ministry of Environment and Climate Change Strategy
- Ministry of Transportation and Infrastructure
- Ministry of Advanced Education, Skills and Training
- Ministry of Jobs, Economic Development and Competitiveness
- Oil and Gas Commission
- Office of Housing and Construction Standards

The superintendent has also endeavoured to interact with registrants of the regulatory bodies at their annual general meetings and town hall type events. While these interactions were constrained by the virtual meeting venues, connections were made through question and answer periods and follow up correspondence and phone calls. OSPG also provided written answers to registrant questions on regulatory body websites and provided articles for publishing in regulatory body newsletters.

In the months leading up to and following the PGA in-force date, OSPG also reached out to industry associations and employers of professions to offer presentations on the PGA generally and particularly on topics of interest to employers:

- Practice rights – including how existing rights have been framed in the PGA regulations, and the process and timeline to establish new practice rights,
- The new statutory duty to report, both the registrant's duty and the employer's duty; and,
- Information about regulation of firms generally, and often in connection with Engineers and Geoscientists BC delivering a presentation on its new program.

OSPG gave over 20 presentations to industry associations, employers of PGA professionals and government entities carrying out engineering and geoscience services.

Additional audiences will be invited to webinars planned for Spring 2021 to maximize the opportunity for OSPG to provide an orientation to the PGA now that it is in force.

For the public, the OSPG website (<https://professionalgovernancebc.ca/>) contains information about the mandate and work of the OSPG, links to the regulatory bodies and the bylaws filed with the minister. It also contains OSPG guidance developed for regulatory bodies, the process and application information for designating new professions under the PGA, and contact information for enquiries and complaints. The website is continually updated and, in the future will provide information about its audits and investigation programs, summary reports from audits, and the decisions resulting from investigations.

OSPG Audits and Investigations

The superintendent has the authority to conduct audits and investigations under section 10 of the PGA.¹ In late 2020, OSPG was offered access to trained audit and investigations staff from another branch in the sector to assist with the development of the audit and investigations portfolio. This valued knowledge and experience contributed to the creation of the foundational elements of the audit and investigations program and provided resources for initial audits of the regulatory bodies. OSPG has published early thinking about its framework for the audits, investigations and performance reviews, which can be found on the [Policy and Direction](#) page of its website.

Audits

The foundation for the Audit Program is a regular performance review of regulatory bodies based on the OSPG [Standards of Good Regulation](#) (see also, Appendix A) These standards were based on the work of noted UK expert, Harry Cayton, the requirements in the PGA, and were developed over the past year in consultation with the regulatory bodies. These standards and the resulting performance indicators will be used during routine audits to measure the performance of the regulatory bodies and to offer recommendations for continuous improvement. OSPG has started to familiarize itself with what data is collected by regulatory bodies and the insights it can provide about their performance against the standards. This familiarization work will continue during initial audits.

While the OSPG and regulatory bodies both become accustomed to the new professional governance model and framework, it is anticipated that the initial audits will collect basic information about the regulatory bodies' operations, to inform baseline assessments. It is expected that these performance review audits will be completed on a regular basis. OSPG may also draw on the same audit authority to develop and conduct targeted ad hoc audits in response to specific concerns about regulatory bodies or systemic issues, as the need arises.

It is also expected that the regulatory bodies will complete regular self-audits of their activities to ensure they are conducting their business as they intend, and as required by the PGA. This requirement can be found in the Standards of Good Regulation.

Investigations

Given the superintendent's authority to conduct investigations, work has been underway on developing the program, including process mapping, and securing software for intake and tracking of complaints. Training opportunities have been identified to build skill sets of existing staff to support delivery of this business area. OSPG has also accessed expertise that has been offered during the pandemic to assist with the development of the program. OSPG will conduct investigations as they arise, either using internal resources or accessing additional resources within the justice sector, as appropriate.

Regulations and Guidance

The PGA contains many sections in which further detail or requirements can be prescribed in regulation. The focus for the first year of the OSPG was on those regulations that were required to bring the act into force and transition the regulatory bodies fully to the PGA. These include:

- ▶ The Professional Governance General Regulation which sets out merit-based selection principles and process for nomination of registrant councillors for election, and provides for other administrative

¹ The superintendent also has authority to conduct investigations regarding possible designation of a new regulatory body through Section 86 of the *Professional Governance Act*. This is described later in this report.

matters, including, but not limited to, the oath of office for council members, protection of personal privacy, transferring registrants from former legislation, and exceptions to bylaw filing requirements.

- The Professional Governance (Election Stagger) Transitional Regulation which enables the regulatory bodies to stagger elections for their respective councils and gradually adjust the size of their current councils to align with the requirements of the PGA; and,
- New professional regulations for each individual regulatory body under the PGA that set out the type of registrants that may be registered by each regulatory body, the titles that may be conferred on registrants of a particular regulatory body and the scope of reserved practice for registrants of a particular regulatory body.

Best practices in professional governance put emphasis on “right-touch” regulation, which means making sure that the level of regulation is proportionate to the level of public risk. Although the PGA and OSPG provide oversight to the regulatory bodies, it is not the intention to use regulations when that is not required to achieve the desired results. The OSPG has developed a suite of guidance on various policy areas, generally setting out expectations for matters to be addressed in the bylaws or practices of regulatory bodies. The guidance listed below can be found on the [Policy and Direction](#) page of OSPG’s website and will be updated and added to over time and as needed.

OSPG Policy Statements and Guidance

- Advocacy
- Declarations of Competence and Declarations of Conflict of Interest
- Duty to Report to Regulatory Bodies
- Firm Regulation
- Practice Rights
- Register
- Regulatory Body Complaint and Discipline
- Information to be Publicly Available
- Standards of Practice
- OSPG Audits, Investigation and Performance Reviews
- OSPG Standards of Good Regulation

Bylaws

Regulatory bodies had bylaws under their previous statutes, but new requirements led to the drafting of new bylaws to align with the PGA and to have a desired level of consistency across regulatory bodies.

As mentioned above, for the past year, the OSPG has developed policies on all aspects of governance which helped guide the development of regulatory body bylaws. The regulatory bodies have worked diligently to create the required bylaws, and to consider and create optional ones as deemed appropriate. Drafts of bylaws were provided to the OSPG, and the drafts and feedback were shared amongst the regulatory bodies. This allowed for learning and discussion on various aspects of the bylaws and any further iterations until final bylaws for all of the regulatory bodies were delivered to the superintendent for review and subsequently submitted to the Attorney General. All filed bylaws can be found on OSPG’s website ([Bylaws of the Regulatory Bodies under the PGA](#)).

These new bylaws create tangible changes that are reflective of PGA requirements and OSPG expectations such as:

- A merit-based election process for councillors.
- Greater lay councillor and committee member participation.
- A more transparent register with greater information about registrants such as their declared areas of practice and competency.
- Clearly articulated standards of conduct and competence for registrants, including updated codes of ethics.
- Continuing education requirements for registrants that incorporate Indigenous reconciliation knowledge and skills building.
- A consistent complaint and discipline process that provides more measures for regulatory bodies to respond to and address registrant practice concerns.
- A shift from member-driven advocacy to upholding the public interest protection role in the oversight of registrants.

The transition from the regulatory bodies' individual statutes to governance under the PGA required a significant re-write of bylaws which now provide a strong foundation for compliance with the PGA yet address the need for flexibility. In addition, some lessons were learned from the pandemic - for example, previous acts in some cases required annual general meetings and others to be held in person, which posed a challenge during restrictions in gatherings and movement. This was addressed through the development of bylaws permitting virtual or electronic meetings.

The regulatory bodies may amend or repeal their bylaws and still create new ones. Any future changes to bylaws must be delivered to the superintendent for consideration about suitability before filing with the Attorney General.

Regulated and Reserved Practice and Reserved Titles

As part of transition to the PGA and the repeal of individual statutes for each regulatory body, the scope of who each regulatory body regulates, the reserved titles they can confer, and any reserved practice they are granted – had to be re-established under the framework of the PGA. This sets the scope of each regulatory body's authority and the parameters for the practice of the profession by the registrants.

The PGA and OSPG were created ultimately to protect the public interest in relation to governance of professionals. Under the PGA, reserved practice rights and reserved titles can be granted. These both assist with clarity and transparency around the scope, duties, and practice of the professions which then contributes to the protection of the public interest.

The goal of granting reserved practice rights is to allow the regulatory bodies to restrict or limit practice to those who meet the qualification and experience requirements set out by the regulatory body, and to provide oversight to those who are practicing the profession.

The purpose of reserved titles is to provide a means for consumers to identify the different types of professionals or service providers, to distinguish the qualified from the unqualified, and to differentiate those who are regulated from those who are not. Titles must adequately describe the provider and the services being provided and must distinguish the provider from others performing services outside the jurisdiction of the regulatory body.

Regulated Practice

All regulatory bodies continue to regulate the same registrants they were regulating under their former statutes. These regulated practice definitions are now set out in a consistent, modernized format under the PGA. For each regulatory body, the regulated practice arises from the provision of advice and services based on or ancillary to specific disciplines, or in relation to specific technical matters.

In addition to the regulated practice, part 5 of the PGA authorizes regulatory bodies identified in Schedules 2 and 3 to confer reserved titles and protect reserved practices (if granted by the Lieutenant Governor in Council (LGinC)). All five designated regulatory bodies are listed on schedules 2 and 3 of the PGA.

Reserved Titles

All regulatory bodies continue to confer the same reserved titles (with some modernization) as they did prior to being under the PGA. There was a historical mix of reserved titles presently in use which were granted under the previous individual statutes of regulatory bodies and then also created through bylaws. In transition to the PGA, the existing frameworks were considered, and updates required by OSPG, or requested by the regulatory bodies incorporated. OSPG reviewed the proposed reserved titles with the regulatory bodies, and where agreed upon and approved, they were incorporated into regulations for approval by Cabinet and prescribed by the LGinC.

Reserved Practices

While all regulatory bodies listed in Schedule 3 may be granted reserved practice, initial implementation of reserved practice rights under the PGA involves carrying forward the reserved practices that had been granted under individual statutes, and expressing them in a consistent format, with some modernizations. This means that the Association of BC Forest Professionals and the Engineers and Geoscientists BC will continue protecting the same reserved practice rights established under their former statutes. With respect to Applied Biologists and Agrologists, work is already underway to establish reserved practice for registrants of these professions. OSPG expects that the Applied Biologists Regulation and Agrologists Regulation will be updated to set out the impending reserved practice in the coming months, following a further period of consultation. The introduction of these new reserved practices will include a reasonable transition period identified well in advance of them being introduced. Requiring all applied biology and agrology practitioners to be qualified, competent, and accountable by way of registration with a regulatory body will be an important part of achieving the public interest objective of the PGA. The pathway to reserved practice for technology professionals continues to be a topic of discussion, although the next steps to getting there have not yet been determined.

Firm Regulation (operational July 2021)

The PGA allows a regulatory body to regulate firms when given the authority through regulation and has developed the necessary bylaws to do so. Regulated firms must become registrants of the regulatory bodies and like individual registrants, must comply with the requirements of the PGA, subsequent regulations, and the bylaws of the regulatory bodies.

The environment and culture in which a registrant is employed can influence their practice in a way that goes beyond the individual's professional and ethical obligations, set out in practice standards by regulatory bodies. Firm regulation fills this gap and aligns the accountability requirements of individuals with the accountability requirements of firms, to support public interest protection.

Engineers and Geoscientists BC is the first regulatory body to be granted authority to regulate firms under the PGA, bringing it up to par with its counterparts in most other provinces. Engineers and Geoscientists BC has

set out its firm regulation program in its bylaws and will begin registering firms on July 2, 2021. Government registrants prescribed for the purpose of firm regulation carry out engineering or geoscience services and include the following:

- Ministry of Transportation & Infrastructure
- Ministry of Forests, Lands, Natural Resource Operations & Rural Development
- WorkSafeBC
- Technical Safety BC
- Oil and Gas Commission
- BC Hydro (forthcoming)

Notably, there is no distinction in the PGA between services or advice provided to a third-party client or another employee within a given organization. Regardless of the consumer of regulated professional services, the purpose of the PGA is to ensure that any advice or services in a regulated practice are provided in accordance with the public interest purpose of the PGA. This holds paramount the safety, health and welfare of the public, including the protection of the environment and the promotion of health and safety in the workplace. Registration and regulation of all firms providing advice and services in a regulated practice, regardless of the consumer, upholds the public interest purpose of the PGA.

Other regulatory bodies may develop regulatory programs and be granted authority to regulate firms in the future, building upon the experience and lessons learned from Engineers and Geoscientists BC. How multi-disciplinary firms may be regulated in the future is an important policy area that will continue to be worked on by OSPG.

Indigenous Relations

The superintendent has two statutory responsibilities regarding Indigenous peoples and regulatory body governance:

1. Promote awareness among regulatory bodies to support reconciliation with Indigenous peoples in BC, including the support of the implementation of the United Nations Declaration on the Rights of Indigenous Peoples; and,
2. Ensure the regulatory bodies make bylaws that establish continuing education programs or requirements that support reconciliation with Indigenous peoples in British Columbia.

Through the establishment of Standards of Good Regulation this past year, OSPG has further set an expectation that regulatory bodies will act within their operations to support reconciliation with Indigenous peoples, including supporting the implementation of the UN Declaration.

To support organizational training, OSPG partnered with the Tribunals, Transformation, and Independent Offices Division in the Ministry of Attorney General to coordinate a unique Indigenous foundational learning session from the Public Service House of Indigenous Learning. This event was well attended by both regulatory body councillors and staff.

OSPG has also shared a variety of external webinar and learning opportunities with regulatory bodies. Additionally, the OSPG has assisted regulatory bodies in building continuing education programs that support reconciliation with Indigenous peoples by putting together a guidance document, in consultation with the House of Indigenous Learning. This document lists various cultural learning and competency-building courses available to professionals within the public service as well as external training courses. Staff at OSPG also took foundational training and continue to seek learning opportunities and synergies within other areas of government to support its statutory responsibilities.

Lay Councillors and Lay Committee Members

The PGA requires each regulatory body council to have four appointed lay committee members. Lay committee members are important for public interest protection because they bring an outside perspective to the council table. In almost all cases, regulatory body councils already included lay councillors as a requirement of their previous statutes but transitioning to the PGA meant that new lay councillor positions needed to be filled. How lay councillors were appointed also changed for some regulatory bodies - for example, under the old statutes there was a mix of councils appointing the lay councillors, minister appointments, and Cabinet (LGiC) appointments. Under the PGA, all lay councillor appointments are by LGiC.

OSPG worked with the Crown Agencies and Boards Resourcing Office (CABRO) and regulatory bodies to recruit for the vacant positions through online postings and network outreach, and to vet and interview candidates. Shortlisted candidates were provided to the minister for recommending candidates to be appointed by the LGiC. Recruitment efforts generated excellent pools of candidates and the collaborative work between OSPG, CABRO and the regulatory bodies enabled a successful appointment process. The table below outlines the appointments made over this past year.

Regulatory Body	Date	Number of Candidates	Appointed Councillors
BC Institute of Agrologists	July 1, 2020	7	Brock Edean Aiden Wiechula Matthew Voell
Engineers and Geoscientists BC	Jan 22, 2021	N/A - renewal	Suky Cheema Leslie Hildebrandt David Wells
Engineers and Geoscientists BC	March 22 2021	17	Emily Lewis
Applied Science Technologists and Technicians BC	March 22 2021	9	Mary O'Callaghan
BC Institute of Agrologists	March 22 2021	6	Carla Corbett Schiller
College of Applied Biology	March 22 2021	7	Mark De Croos
Association of BC Forest Professionals	March 22 2021	8	David Morel Anastasia Verlander

A full listing of all four lay councillors for each regulatory body can be found in the CABRO [Directory of Organizations](#).

The PGA also requires lay committee members for each statutory committee of a regulatory body. With five statutory committees, at least five lay committee members were required for each regulatory body, although several lay committee members were often sought for each committee. Lay committee members are not government appointments, meaning that the process to assess and appoint the candidates was carried out entirely by the regulatory bodies. However, given the large number of appointments needed, OSPG played a role to facilitate a call for candidates on CABRO's website and promoted the opportunities through network outreach. Lay committee members were successfully appointed to all regulatory body committees.

Anyone interested in becoming involved as either a lay councillor or lay committee member of a regulatory body can learn about [upcoming vacancies and opportunities](#) on OSPG's website or contact the OSPG directly.

New Designations

Part 7, Division 2 of the PGA provides for the new designation of regulatory bodies under the PGA. The wide scope of the PGA allows for any regulatory body or organization to apply for and be considered for designation:

- By application by a prospective regulatory body
- Following an investigation initiated and conducted by the superintendent
- By LGenC regulation as a government policy initiative.

Prospective organizations or regulatory bodies could be currently regulated under an existing statute or be unregulated. Designations are made by the LGenC following a recommendation by the OSPG to the minister.

Over the past year, the OSPG has worked on the development of the application process, and considerations and criteria for designations. Since establishment, the OSPG has received many inquiries and much interest from organizations about being designated under the PGA. Now that it is fully in force, those organizations can apply and the OSPG can investigate their suitability for designation. Information about the designation process and an application guideline is now available on OSPG's website ([Adding Regulatory Bodies](#)).

In November 2020, the responsibility for the *Architects Act* was moved to the Ministry of Attorney General with oversight to be provided by the OSPG. The Architectural Institute of BC (AIBC) is preparing to transition to designation under the PGA, which will enable them to meet their goal of modernizing their governance framework.



ARCHITECTURAL INSTITUTE OF BRITISH COLUMBIA



The Architectural Institute of British Columbia was incorporated in April, 1920 and held their 100th Annual Meeting in April of 2019. In 1921, the AIBC Register listed 99 architects. Today the registration numbers are:

Registrant Category	Number
Architects	2286
Associates	
<i>Intern Architects</i>	794
<i>Architectural Technologists</i>	163
<i>Retired Architects</i>	246
Firms	
<i>Active</i>	946
<i>Inactive</i>	218
Temporary Licenses	50
Honourary Members	22

Regulatory Bodies

The PGA requires that the regulatory bodies submit an annual report to the superintendent on or before April 1 of each year. The format and possible content are being determined to ensure consistency and the provision of information in alignment with the PGA. For this annual report, the OSPG asked the regulators to provide a summary about their regulatory and transition to PGA activities over the past year, and to provide their registrant numbers.



The Association of BC Forest Professionals (ABCFP) was created by the provincial government in 1947 to serve and protect the public interest in forests through the registration and regulation of forest professionals. By provincial law, anyone wishing to practice professional forestry in BC must be registered with the ABCFP, meet the criteria established for entry to the profession, follow ethical and professional conduct standards, and have and maintain the requisite knowledge and skills to practice professional forestry.

As of November 30, 2020, (the end of the ABCFP fiscal year), 5,516 forest professionals were registered with the ABCFP, slightly above the 10-year average of 5,406. Of these, 2,675 are Registered Professional Foresters (RPFs) and 1,235 are Registered Forest Technologists (RFTs), the two main categories of forest professionals. The ABCFP also has a total of 743 trainees working towards their professional forestry designation.

Diversity within the Forestry Profession

Age classes among ABCFP registrants is relatively balanced. Across all registrant and age classes, gender distribution is 79 per cent male and 21 per cent female. At the trainee stage, the balance shifts to 61 per cent male and 39 per cent female. 242 forest professionals self-identify as Indigenous.

Complaints and Discipline

The ABCFP registrar received four new complaints citing allegations against six forest professionals in 2020. Five additional inquiries were made but did not result in formal complaints. Three of the 2020 complaints were submitted by ABCFP registrants and one was submitted by a private citizen. Two of the new complaints related to allegations of professional misconduct, and two cases related to the registrant's competence and due diligence. Of the four new cases, one was settled through a consent order following alternative complaint resolution, one proceeded to investigation, and two were dismissed. Five complaints from prior years also continued through the complaint process during 2020. In total, four complaint cases were concluded in 2020, and led to discipline that

included two financial fines, two orders for remedial course work, one practice review, and one requirement for a psychological assessment. The orders or summaries for closed cases are available on the ABCFP website.

Preparing for the *Professional Governance Act (PGA)*

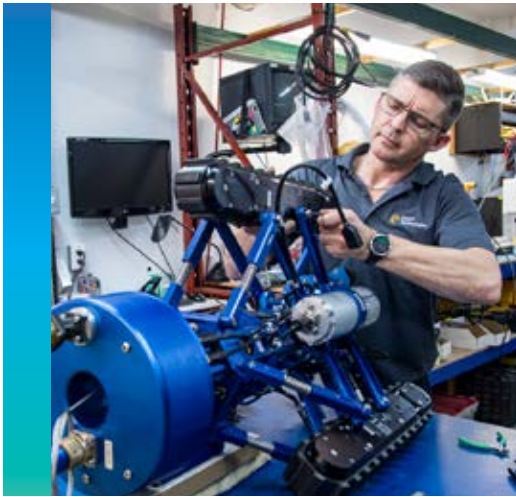
The ABCFP dedicated a significant amount of time in 2020 to preparing for the transition to the *Professional Governance Act*. Chief among the tasks accomplished was a rewrite of all ABCFP bylaws to ensure alignment and compliance with the PGA. The changes resulted in 14 bylaws spanning almost 100 pages. One of the more noticeable bylaw changes is the creation of a new Code of Ethical and Professional Conduct which incorporates mandatory ethical principles contained within the PGA and the ABCFP's existing Code of Ethics, ABCFP existing standards of practice, and mandatory practice guidance for professional forestry services.

ABCFP council approved additional requirements for continuing professional development and the association launched an online tracking tool to assist registrants in tracking and reporting their professional development activities. The ABCFP also made extensive changes to its website navigation, based on implementing the terminology used in the PGA, and developed a new webpage with resources to help the public better understand what the practice of professional forestry entails. The ABCFP also increased the number of public representatives on its statutory committees and prepared to increase the number of public representatives on its governing council to four from two in 2021.

Association of BC Forest Professionals Total Registrants by Category:

Registrant Category	Number
Registered Professional Forester (RPF)	2675
Professional Forester – Retired	582
Professional Forester – Life	125
Registered Forest Technologist	1235
Forest Technologist – Retired	126
Forest Technologist – Life	3
Forester in Training	449
Trainee Forest Technologist	292
Trainee Natural Resource Professional	2
Special Permit Limited License	7
Accredited Timber Cruiser	36
Accredited Timber Evaluator	8
Natural Resource Professional	2
Silviculture Accredited Surveyor	4
Honorary Member	20
TOTAL	5516

ASTTBC TECHNOLOGY PROFESSIONALS



2020 Applied Science Technologists and Technicians BC Summary Report for OSPG

Applied Science Technologists and Technicians of BC (ASTTBC) was established in 1958 and has been regulating the practice of technologists, technicians, and registered technical specialists since 1985. ASTTBC registrants work in a wide range of sectors including avionics, biomedical, chemical, computers, electrical, environmental, public works, instrumentation, oil and gas, robotics and telecommunications, to name a few.

ASTTBC protects the public by a) ensuring that registrants of ASTTBC are qualified and competent in their professions, b) setting and monitoring compliance with practice standards and ethical obligations, and c) when necessary, investigating breaches of standards and taking enforcement action up to and including limits and conditions, suspension, and cancellation.

In 2020, ASTTBC developed a set of principles that guides ASTTBC's regulatory approach including:

1. We serve the public and always put the public's interest first.
2. We are transparent to the public and registrants, whereby we provide accurate, accessible information about the requirements for registration, expectations of registrants including standards, guidance, processes and decisions.
3. We apply a right-touch regulatory approach in our work, to ensure that our responses are proportionate, consistent, targeted, transparent and accountable.
4. We collaborate provincially, nationally and internationally to foster professional harmonization, collaboration and improve professional mobility.
5. We regulate in alliance with the broader applied science, technology and engineering sectors.

During 2020, ASTTBC was busy working closely with the OSPG determining how to best regulate and create policies and procedures for when the ASTT Act is repealed and it falls under the PGA legislation. Some, but not all work includes:

- New staff positions have been created to undertake more work in key areas.
- Notifications to the 12 Boards and Committees that moving forward there will be five statutory committees. Two calls for committee participation were issued and committees were formed in October 2020 and approved by Council in November 2020.
- The online registry was updated in May and September based on feedback from OSPG.

- ASTTBC website (<https://ASTTBC.org>) is undergoing a complete update and will be launched in early spring, 2021, enhancing ease of access to information.
- Bylaws have been updated throughout 2020 with the final submission coming in at 126 pages long.
- ASTTBC entered an agreement with Indigenous Awareness Canada to provide continuing education for Indigenous reconciliation for registrants to participate in free of charge.
- Training for staff, committee members and council has been identified and planned for 2021-2022.
- Registrants have received updated information about how the PGA will impact them through webinars, magazine articles, email newsletters, practice bulletins and presentations with the OSPG. This includes explaining the difference between an association and a regulatory body.
- ASTTBC also invited the OSPG to be an exhibitor at its annual AGM & conference where OSPG provided information on the PGA and hosted a breakout session and Q&A for registrants.

Applied Science Technologists and Technicians BC Total Registrants by Category:

Registrant Category	Number
Applied Science Technologist (AScT) <i>Practicing, graduate & student</i>	5863
Certified Technician (CTech) <i>Practicing, graduate & student</i>	906
Associate	209
Student	27
Honorary	75
TOTAL	7080
Registered Technical Specialist (RTS)	2122

2020 Registration Changes:

Registration	New	Change of Registration	Transfer-In	Reinstatement
AScT and CTech	145	69	30	8
RTS	125	67	3	6
TOTAL	270	126	33	14



2020: the year of adaptation not clarity

Contrary to its title, the year 2020 was not a year of clarity or correct hindsight, but rather one of accommodation, adaptation, and at times, frustration. The presence of COVID-19 caused significant disruption to 'normal life,' however, BCIA enjoyed record growth. With 1,835 registrants and members, BCIA continued its growth trend since 2015 of approximately 5% per annum. With the implementation of practice rights for the profession of agrology expected over the next few years, not only will this growth trend continue, more importantly, the protection of the public interest and the environment of British Columbia will increase.

One positive effect of the pandemic was that the availability and use of online professional development and continuing education opportunities increased significantly. A large portion of lifelong learning for agrologists requires hands-on field experience, all of which was cancelled during the pandemic restrictions. BCIA however, was able to pivot and offer province wide learning rather than the geographic Branch-based events that have been the historical norm. This change will be very beneficial in the transition to the *Professional Governance Act* as it will increase not just the quantity of current continuing education, but also will ensure consistency across the province.



As with most significant changes, the ongoing preparation for the implementation and transition to the new legislation has been at times, challenging. Once completed, British Columbia will have the most advanced professional regulation regime in the country. BCIA notes the tremendous work that has been done not only by the staff and councils of the regulators but especially by the staff of the Office of the Superintendent of Professional Regulation (OSPG). Together, this group is

implementing a very complex transformation for the benefit of the people of British Columbia.

Moving forward the next few years will be very exciting for the profession of agrology and BCIA looks forward to continuing its great relationship with the OSPG. The introduction of practice rights for the profession as regulated by the OSPG, will ensure that the public interest is always the primary factor in the development, management, protection, and sustainability of the environments which are the foundation of the province.

JP Ellson Executive Director/Registrar/Legal Counsel

Jane Kerner PAg President BCIA

BC Institute of Agrologists Total Registrants by Category*:

Registrant Category	Number
Applications	123
New Articling Agrologists (AAg)	93
New Articling Technical Agrologists (ATAg)	13
New Professional Agrologists (Pag)	72
New Technical Agrologists (Tag)	4
Articling Agrologists (AAg)	245
Professional Agrologists (Pag)	1197
Professional Agrologists (Retired)	168
On Leave	86
Students	120
Honorary Agrologists	1
TOTAL	1835

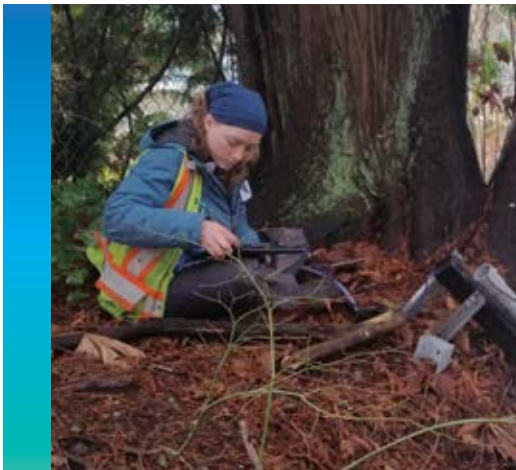
* Currently more than 60% of BCIA's entire membership, including registrants and student members are under the age of 50. The current gender split is approximately 51% female and 47% male. Approximately 15% of registrants self identify as a visible minority.





Building the Foundation

The College of Applied Biology has focused its efforts on transitioning to the *Professional Governance Act* (PGA) by building a strong foundation that would be clear, effective, transparent, and above all, ensure that the College continued to put protecting the public interest at the centre of all its undertakings. To come into compliance with the PGA the College has:



- Drafted and re-drafted bylaws
- Revised the Code of Ethics
- Conducted merit-based Council elections
- Conducted merit-based appointments of Statutory Committee members
- Reviewed and renewed Credentialing standards and processes
- Updated the Audit & Practice Review Program
- Improved the terms of reference for all statutory committees and created position profiles for the dedicated volunteers (public and registrants) who serve on them
- Modernized CPD program and policy and development of a CPD standard.
- Developed the Professional Practice Competencies and Competence Standard

Supporting Registrants (and prospective registrants)

Regardless how strong a foundation is, for it to work the College's existing registrants and those aspiring to become registered must understand the changes that are coming and the reasons that drive those changes. To accomplish this, the College has undertaken several activities and will increase those activities in the coming year. Some examples include:

- Developing and launching a free online applicant self-assessment tool
- Conducting two registrant surveys to help identify gaps and aid the College in making improvements
- Conducting webinars on transition activities
- Providing regular monthly updates on developments under the PGA through College Connections



- Providing more in-depth information in the magazine, College Matters, and more issue specific information through targeted messaging in College Notices
- Building a new more user-friendly database for registrants that collects mandatory data under the PGA
- Consulting with partners, registrants and the public on Regulated and Reserved Practice draft definitions

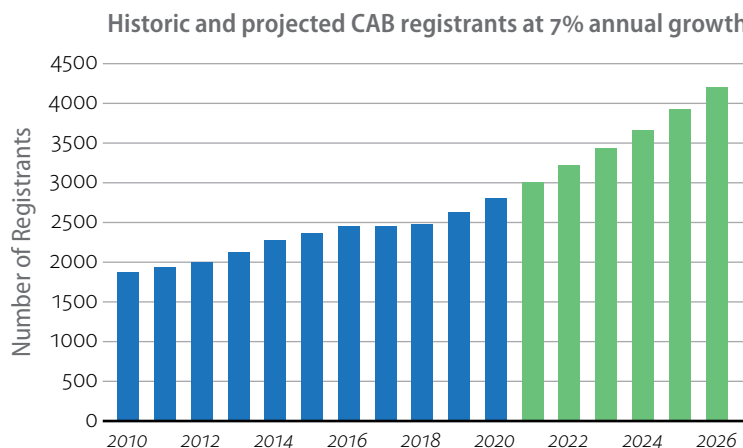
Moving Forward

In spite of having to adjust due to the unplanned disruption of the global pandemic, the College Council, volunteers and staff have been able to maintain their focus on upholding the College's current statutory responsibilities and building the foundation with a solid implementation plan.

Bringing in the PGA is step one; our next big task includes securing reserved practice (practice rights) for applied biology professionals. This will be a first for British Columbia and will be critical to achieving the BC Government's goal of improving professional governance to protect the public interest.

College of Applied Biology Total Registrants by Category:

Registrant Category	Active	On Leave	Retired	Total
Registered Professional Biologist	2003	67	200	2270
Biologist in Training	353	11	0	364
Registered Biology Technologist	97	5	1	103
Student Biologist	41	0	0	41
Registered Biology Technologist in Training	27	1	0	28
Applied Biology Technician	13	0	0	13
Applied Biology Technician in Training	2	0	0	2
TOTAL	2536	84	201	2821





**ENGINEERS &
GEOSCIENTISTS**
BRITISH COLUMBIA

Engineers and Geoscientists BC

Over the past year, Engineers and Geoscientists BC has dedicated a significant amount of time to prepare for the implementation of the *Professional Governance Act* (PGA). The organization completed policy work on key areas and drafted updated bylaws to implement its regulatory role under this new structure and is well-placed to begin implementation of new requirements introduced by the legislation.

Key areas of focus for the organization are:

- **Regulation of Firms:** A business model for firm regulation was developed and is being implemented following significant work to develop the necessary tools and materials to support this new regulatory requirement. To support firms in meeting their new obligations, Engineers and Geoscientists BC is providing templates, documentation, and training beginning early in 2021. Firm regulation will begin on July 2, 2021.
- **Continuing Education (CE):** Following consultation with registrants, council approved the model for Engineers and Geoscientists BC's mandatory Continuing Education Program in May 2020. A Guide for the CE Program and tools to support registrants in meeting their obligations to stay current and align with the new requirements are now available. Requirements for the new Continuing Education Program will come into effect as of July 1, 2021.
- **Code of Ethics:** A revised Code of Ethics was drafted and published. Registrants were surveyed on the proposed changes, with almost 90% indicating they understood their new obligations under the revised Code. Engineers and Geoscientists BC also sought feedback on how the organization can best support registrants through guidance on the new Code of Ethics.



- Audit and Practice Review Program:** The existing Practice Review Program will be separated into two programs, the proactive Audit Program and the reactive Practice Review Program. These new programs were developed based on the learnings from the existing Practice Review Program, the Organizational Quality Management Program, and the explicit requirements in the PGA. The Practice Review Program is now available and the Audit Program will begin in July 2022.

Engineers and Geoscientists BC also managed changes to its governance structure. Changes to council composition were introduced in the fall of 2020 to ensure an appropriate and well-supported transition to the size and composition required by the PGA for the 2021/2022 council year. All candidates are now selected to stand for election by the organization's nomination committee using a rigorous merit-based process, as required by the PGA. Engineers and Geoscientists BC also filled public representative (lay person) volunteer opportunities on its five statutory committees.

Throughout this transition, Engineers and Geoscientists BC kept its registrants informed through a variety of resources, including a webinar series (attended by more than 4,000 registrants), special features in its newsletter and magazine, regular social media posts, a video, and a landing page on its website with key information and frequently asked questions.

Engineers and Geoscientists BC Total Registrants by Category:

Registrant Category	Number
Professional Engineers	27,215
Professional Geoscientists	2,026
Dual Registrants (P.Eng./P.Geo.)	97
Non-Resident Licensees	745
Limited Licensees	288
Engineers-in-Training	7,691
Geoscientists-in-Training	508
Students	2,156
TOTAL	40,726

Climate Adaptation Competencies for Professionals – Regulatory Body Highlights

The following highlights feature some regulatory bodies' activities in support of climate adaptation competencies. Subsequent annual reports will highlight the work of other regulatory bodies.

Engineers and Geoscientists BC:

Since 2012, Engineers and Geoscientists BC has been working with its Climate Change Advisory Group to advance registrants knowledge of climate considerations and have several initiatives in place to support professional competency in climate adaptation. These initiatives include the organization's first-ever Climate Change Action Plan, which outlines actions the organization can take to support its registrants with resources and respond to climate change issues proactively. Its plan also contains direction for working with national bodies to ensure climate change is addressed within competency assessments, as part of applications for professional registration.

In addition, Engineers and Geoscientists BC has:

- Developed guidelines for climate-resilient infrastructure and sustainability,
- Organized continuing education events related to climate change adaptation, which can contribute to mandatory continuing education program requirements,
- Established dedicated staff resources to support climate-related initiatives, including development of practice guidance and continuing education events; and,
- Dedicated a section of its website for practice-related climate change resources to support registrants in incorporating climate change considerations into their practice.

Association of BC Forest Professionals:

Climate change adaptation calls for leadership to create the social, political, technical and economic changes and responses that support a low-carbon, sustainable and resilient future. The Association of BC Forest Professionals actively participates in the [Adaptation Learning Network](#) Advisory Group to ensure professionals in diverse fields combine their technical, communications, and scientific knowledge with skills to help mobilize individuals and organizations, inspiring climate action.

This includes providing expertise on evidence-based adaptation to the initiative by bringing perspectives from accredited professional communities to ensuring the Adaptation Learning Network retains its focus on mobilization of knowledge and skills and provides insight and advice.

The Association of BC Forest Professionals supports registrant competence by creating diverse learning opportunities that reflect the wide range of practice areas for forest professionals. Recent learning opportunities created by the ABCFP or delivered in partnership with other organizations with climate change adaptation elements include at least six webinar offerings, an e-course, and at least four conference sessions.

What Are We Doing Now?

After the PGA was brought fully into force, the OSPG assumed its full mandate and transitioned into its oversight role. Operationally, OSPG has organized its work into two portfolios – 1) audits, practice reviews, and investigations, and 2) policy, best practices and business operations. Staff responsibilities have shifted in some cases to align with these portfolios.

With this shift to operations, OSPG will need additional staff with different skills and abilities. By working and staffing creatively, support from the Ministry of Attorney General and the Ministry of Environment and Climate Change and as a result of savings (travel costs) and opportunities (obtaining audit expertise at no cost from Gaming Enforcement Branch to help develop the OSPG audit program while casinos were closed during the pandemic), OSPG had resources suitable to the implementation phase of its work. To fulfill its mandate fully, the OSPG will need transition to a budget that reflects its operational needs. OSPG will undertake that process with the Ministry of Attorney General over the course of next year.

The intended and mandated work of the OSPG moving into operations can be categorized as follows:

IMPLEMENT	REGULATE	REVIEW	RESEARCH	REPORT
Define reserved practices where appropriate for CAB, BCIA and ASTTBC	Carry out OSPG statutory duties, and maintain or enhance the regulatory environment	Establish proactive and reactive review processes	Fortify OSPG's role as a centre of excellence for professional governance	Communicate about matters of professional governance
Monitor EGBC EGBC's firm regulation program and prepare for multidisciplinary firm regulation	Set and update policies, directives and regulations as needed	Track complaints and other indicators of systemic issues and respond as needed with investigations	Conduct research and share best practices through policies, guidance, case studies and training	Receive regulatory body annual reports and publish information in Superintendent's annual report
Develop and provide training for registrants and employers in meeting their statutory duty to report	Monitor for PGA compliance & carry out enforcement as needed	Assess regulatory body performance against standards of good regulation , following an established process	Evaluate policy effectiveness and document lessons learned	Publish regulatory body performance assessment results
Ensure OSPG OSPG's organization structure, procedures and policies will support its operational and oversight role	Consider and recommend new designations or amalgamations	Review regulatory body bylaws submitted for filing to ensure they are in the public interest	Establish/ participate in a community of practice with other oversight offices, consultants and researchers	Publish guidelines, directives and information or documents considered to be in the public interest
				Keep the OSPG website current through news updates, case studies, and policy topic papers

Implement

While policy work to implement the PGA is largely complete, there are a few areas that were not prioritized for implementation where policy work continues, including policy work identified by regulatory bodies to support best practices. Examples of these are: declarations of competency and conflict of interest, rosters, remuneration of council and committee members, accreditation frameworks, and insurance and liability issues. These will continue to be worked on as time and resources allow.

Although only EGBC has been authorized to regulate firms, all of the regulatory bodies and OSPG are collaborating to observe and support EGBC's program roll out and lessons learned will be applied when the other regulatory bodies pursue regulation of firms in a two-to-five year timeframe. AIBC is not yet designated under the PGA but they already regulate firms under their own legislation. Their experience and knowledge is contributing to the effort to determine how multi-disciplinary firms may be effectively regulated while minimizing administrative burden.

OSPG has been working closely with AIBC on their transition plan in anticipation of their designation in early 2022. The opportunity to modernize their reserved practice by coming under the PGA will prompt consideration of how it can better align with the BC Building Code. OSPG has also strengthened its relationship with the Office of Housing and Construction Standards, which was transferred to the Ministry of Attorney General in November 2020. OSPG will be exploring opportunities to collaboratively look at right-touch regulation in the housing and building sector, especially as it relates to building design and public safety.

Regulate

As mentioned above, the previous year was focused on program and policy development. Now that the PGA is in force, the OSPG has the authority to check for compliance, to receive and act on complaints, and carry out investigations for potential new designations.

This year will focus on working under the new framework – for the OSPG, training staff and adjusting programs for learnings and for resources; and for the regulatory bodies, operating under the PGA rather than their previous statutes. OSPG will begin to consider any statutory amendments that may be recommended based on its experience administering a fully in-force and operational PGA.

The OSPG now has the authority to investigate systemic issues related to the activities of the regulatory bodies, or a lack of compliance with the PGA. The superintendent may set out rules of practice and procedure in respect of how OSPG-led audits and investigations are conducted and may address non-compliances by way of establishing guidelines or issuing directives to councils of regulatory bodies.

For new designations, the OSPG has received much interest and many inquiries about being designated under the PGA. With this new authority, OSPG will undertake our first investigation using the application process, criteria and eligibility requirements developed to determine if one of the applicants is appropriate for designation. Learnings from this first investigation will inform necessary adjustments for future investigations. The ability to carry out these investigations is contingent upon resources, so some interested organizations may have to wait until resources are available to consider their application.

Review

OSPG's review and research work includes the development and use of a robust data collection and analysis plan, including the development of a case management system. The analysis of data from the case management system, performance and audit information, and from the website will provide important information about the functioning of the OSPG and its programs and processes, the governance of professionals by the regulatory bodies, and about their compliance with the PGA.

The OSPG is finalizing its Standards of Good Regulation, and the performance indicators against which the regulatory body activities will be reviewed. In the first year of operations, the OSPG will begin to carry out baseline audits of the regulatory bodies in relation to these standards so there is a reference point going forward. This will also allow for changes and adjustments to be made where deficiencies are found, or improvements might be made.

A key part of any effective organization is the continuous evaluation of its programs and processes, and their effectiveness. The OSPG has established a review schedule for all of its guidance and will make adjustments as needed based on their operational use.

Research

The superintendent has a responsibility (set out in section 7(2)(b) of the PGA) to conduct research and promote or establish policies on best practices in professional governance. This is an area of the mandate that will be developed over time, now that the transition to full operation under the PGA has been completed. Moving forward, OSPG will work with regulatory bodies and others to identify issues that will benefit from research into current and best practices.

It has also been the plan for the OSPG to be a centre of excellence in BC for professional governance, and to create a community of practice with other jurisdictions and experts. Resources and fiscal limitations have allowed only minimal participation in conferences and professional governance groups, and in access to training for staff.

Future work on these activities will occur as resources are available.



Report

Section 19 of the PGA requires the superintendent to provide an annual report to the minister about the superintendent's activities under the Act over the preceding calendar year, by May 31. Following receipt of the report, the minister submits it to the Legislative Assembly or files it with the Clerk of the Legislative Assembly.

Section 20 of the PGA requires the superintendent to, at the request of the minister, review the Act and recommend any amendments that they feel should be considered to better enable the superintendent to carry out their functions. The minister may also make requests for reports on any other matter coming within the purview of the superintendent.

The superintendent and the OSPG have been focused on implementation to date. While fulfilling this mandate, or as a result of complaints or investigations, the superintendent may become aware of items of interest or concern and produce reports on other matters of professional governance.

Another important part of reporting is ensuring that information about the work of the superintendent and the OSPG is available and accessible to the public. The OSPG has had a website since its establishment and endeavours to keep it current and populated with helpful information for the public, professionals, and regulatory bodies and organizations. Based on its commitment to transparency, the website content will reflect the work that is occurring at OSPG and will grow as the work does.

In addition, section 41 of the PGA requires the regulatory bodies to provide an annual report to the superintendent. For this year, the superintendent has requested a copy of their most recent annual reports. However, going forward, discussions will occur with the regulatory bodies on working towards more consistent format and content that reflects and relates to professional governance under the PGA.



What Are We Doing Next?

The future of the OSPG is somewhat dependent on the speed to which it will have the resources to carry out its full mandate. At minimum and in addition to overall role of oversight, the following work has been prioritized to be completed in the following general timeframe:

Within three months of the PGA coming into force:

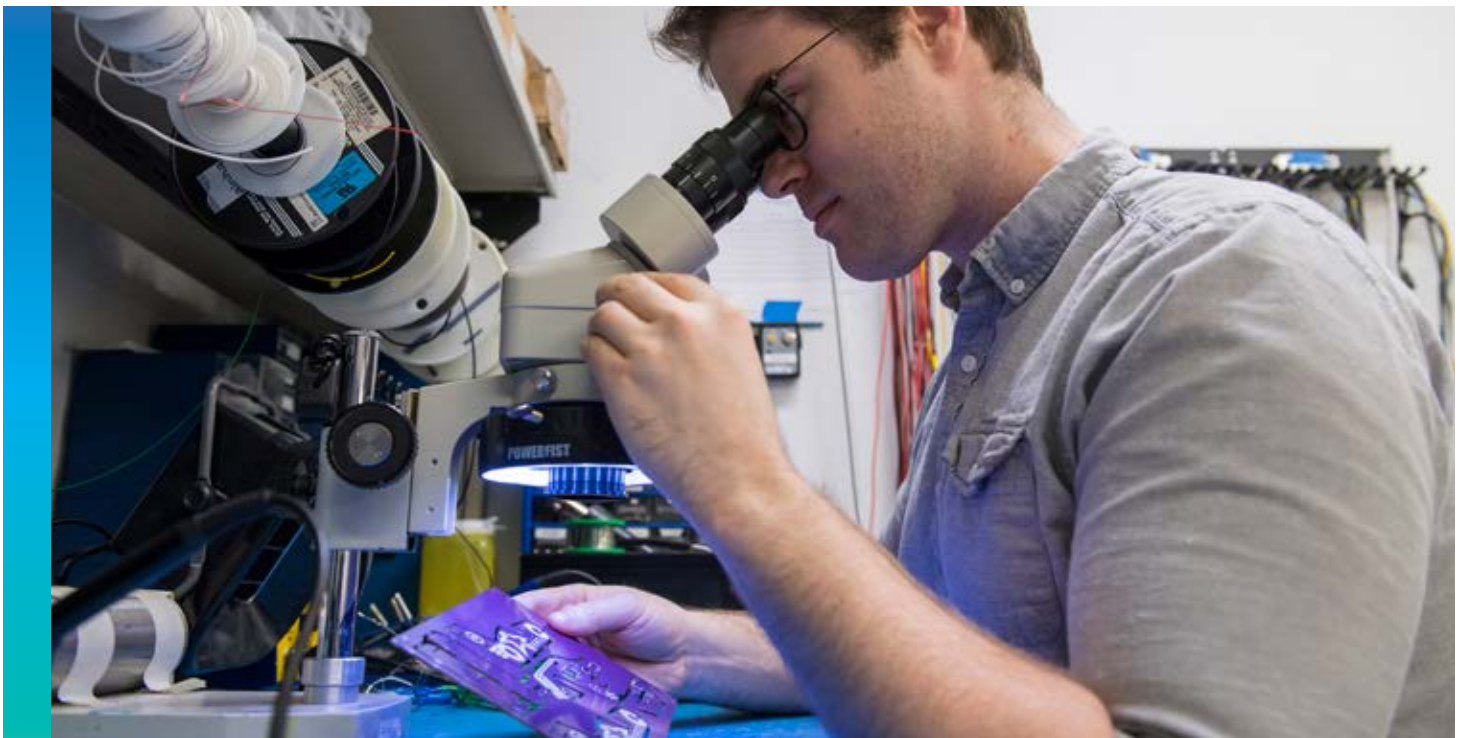
- Establish a process for baseline evaluation of the performance against the Standards of Good Regulation for all regulatory bodies and provide advice on areas for improvement.
- Establish and staff a complaints process to monitor and respond to complaints received about regulatory body activities or actions and the role of the OSPG regarding the duty to report of registrants and reprisal protections.

Within 6 months of the PGA coming into force:

- Finalize reserved practice definitions for the College of Applied Biologists and the British Columbia Institute of Agrologists.
- Establish a process between Engineers and Geoscientists BC and Applied Science Technologists and Technicians BC to discuss reserved practice and related issues.
- Implement a process for the review and potential designation of at least one additional regulatory body under the PGA.
- Explore with the Office of Housing and Construction Standards the roles and responsibilities and governance of other occupations in the built environment sector

Within 12 months of the PGA coming into force:

- Complete the transition of the Architectural Institute of British Columbia to designation and oversight under the PGA.



Conclusion

Changes to institutions and long-standing processes are hard enough. The pandemic added a new level of difficulty and unfamiliarity to the work required to transition to oversight and governance under the PGA.

Despite these difficulties, the OSPG and the regulatory bodies continued to meet (albeit virtually) and collaborate successfully. Despite the delay resulting from the 2020 provincial election, the end goal has been achieved: the PGA is now in force, the regulatory bodies are governed by it, and the OSPG has moved into operations.

Given the new mandate, there will be significant learning and continual changes as OSPG puts new policies and programs into operation, and as it develops and learns from best practices in professional governance.

This is an exciting time for professional governance in BC. The new framework is now complete and the OSPG and regulatory bodies are keen to work under the new model.



Appendix A

OSPG Standards of Good Regulation

Draft - November 10, 2020

Transparency and Accountability

1. Regulatory body provides accurate, accessible information about requirements for registration, standards, guidance, processes and decisions.
2. Regulatory body is clear about its duty and responsibilities, applies policies appropriately across all functions and avoids inappropriate advocacy.
3. Regulatory body applies a diversity and equity lens to processes and policies that impact its registrants and the people they serve.
4. Regulatory body takes action within its operations to support reconciliation with Indigenous peoples, including supporting the implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UN Declaration).
5. Regulatory body examines and reports on its own performance, incorporates feedback, lessons learned and best practices across all functions.
6. Regulatory body assesses and mitigates risks to the environment or to the health and safety of the public in respect of its registrants.

Setting Standards of Competence and Conduct

7. Regulatory body maintains up-to-date standards of professional and ethical conduct, standards of competence, and standards of practice.
8. Regulatory body provides up-to-date guidance to help registrants apply the standards; the guidance addresses emerging areas of risk and appropriately prioritizes.

Education and Continuing Competence

9. Regulatory body maintains up-to-date standards for academic requirements, trainee programs and continuing education programs (CEP) that prioritize public interest protection within the profession and Indigenous reconciliation.
10. Regulatory body works collaboratively with educational providers to support registrants in meeting identified outcomes through education and continuing education.

Registration

11. Regulatory body maintains and makes publicly available an accurate and complete register of professionals.
12. Regulatory body has a registration process that is transparent, objective, impartial and fair.
13. Regulatory body enforces title and reserved practice based on risk and the response is targeted and proportionate.
14. Regulatory body confirms registrants continue to be in good standing.

Audit and Practice Reviews

15. The regulatory body has a transparent, objective, impartial and fair process for proactively assessing the conduct or competence of its registrants.

Complaints and Discipline

16. Anyone can raise a concern about a registrant related to incompetence, professional misconduct, conduct unbecoming a registrant, or a breach of the PGA and its regulations, or the regulatory body's bylaws.
17. The regulatory body's investigation and discipline process is transparent, objective, impartial, fair, and allows for thorough, evidence-based and proportionate responses to complaints.
18. The regulatory body ensures all decisions are made in accordance with its processes and are consistent with the PGA and its statutory objectives, the regulatory body's standards, and relevant case law.
19. The regulatory body prioritizes cases to protect the public interest and takes appropriate action.
20. All parties to a complaint are kept updated on the progress of their cases and can participate effectively in the process where appropriate.

