



OSP

Office of the Superintendent
of Professional Governance

ANNUAL REPORT 2022-2023







June 2023

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 2022/2023 Annual Report of the Office of the Superintendent of Professional Governance to the Legislative Assembly.

The report covers the period from April 1, 2022 to March 31, 2023 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 read 'S. Robinson', is written over a light blue horizontal line.

Honourable Selina Robinson
Minister of Post-Secondary
Education and Future Skills

Contents

| | | | |
|--|-----------|--|-----------|
| MESSAGE FROM THE SUPERINTENDENT | 5 | Improve Operation of the PGA | 11 |
| STAKEHOLDER VALUE | 6 | <i>Statutory Amendments</i> | 11 |
| Be Responsive to Emerging Professional Governance Issues | 6 | <i>Regulation Amendments</i> | 11 |
| <i>Duty To Report</i> | 6 | <i>Policy Guidance</i> | 11 |
| <i>Facilitation of standing discussion forums</i> | 7 | Convey Standard Information about Key Regulatory Body Functions | 12 |
| Complete Regular Performance Reviews of Regulatory Bodies | 8 | <i>Registration</i> | 12 |
| <i>Public Report on</i> | | <i>Competence and Continuing Education</i> | 12 |
| <i>Familiarization Reviews</i> | 8 | <i>Complaints and Discipline</i> | 13 |
| <i>Performance Reviews</i> | 9 | APPENDIX: | |
| Support Transition of Professions to the PGA | 9 | REGULATORY BODY UPDATES | 14 |
| EFFECTIVE PROCESSES | 10 | Applied Science Technologists & Technicians of BC | 14 |
| Publish Guidance that Reflects Current Best Practice in Professional Governance | 10 | Architectural Institute of BC | 15 |
| Publish Policies and Procedures for PGA Enforcement that Reflect Best Practice | 11 | BC Institute of Agrologists | 16 |
| | | College of Applied Biologists | 17 |
| | | Engineers and Geoscientists BC | 19 |
| | | Forest Professionals BC | 21 |



Message from the Superintendent

Since the *Professional Governance Act* (PGA) was brought substantially into force on February 5, 2021, the Office of the Superintendent of Professional Governance (OSPG) has continued to advance best practices in professional governance. Important milestones achieved this year include:

- Designating the profession of architecture,
- Bringing new reserved practices for Agrology and Applied Biology into force,
- Making legislative amendments to improve operation of the PGA, and
- Publishing baseline information on how regulatory bodies are meeting, or plan to meet, the Standards of Good Regulations.

This year also saw organizational change at the OSPG. On December 7, 2022, the responsibility for the PGA transferred from the Ministry of Attorney General to the Ministry of Post-Secondary Education and Future Skills.

Part of OSPG's move to the Ministry of Post-Secondary Education and Future Skills involves the new priority of supporting recognition of foreign credential standards to quickly remove barriers and ensure that new international arrivals can find employment sooner in their field of training. I look forward to contributing OSPG's practical experience in establishing, evaluating and enforcing performance standards to this initiative.

Sincerely,



Kate Haines
Acting Superintendent of Professional Governance



Stakeholder Value

The OSPG's activities should be oriented to provide value to stakeholders including regulatory bodies, registrants, employers of registrants, government ministries, civil society organizations, and the general public.

Be Responsive to Emerging Professional Governance Issues

DUTY TO REPORT

Section 58 of the *Professional Governance Act* (PGA) requires registrants to report the practice of an identified registrant when there are reasonable and probable grounds to believe that the identified registrant's practice may pose a risk of significant harm to the environment or to the health and safety of the public. This reporting duty extends to an employer or partner of an identified registrant when employment or partnerships are impacted because of the risk of harm from the identified registrant's practice.

The ethical obligation for professionals to raise concerns about another professional's conduct or practice is well established across codes of ethics and is an important role that professionals play to protect the public interest. While this ethical obligation remains, the new statutory duty to report is important to understand.

At the time the PGA was brought into force, the Office of the Superintendent of Professional Governance (OSPG) [*published guidance and expectations for regulatory bodies*](#) regarding the duty to report and reprisal protections. In response to feedback from regulatory bodies, OSPG established a Duty to Report working group in 2021 to further support consistency in approach for this statutory obligation.

The purpose of the working group is to:

- Identify topics related to the duty to report where OSPG can support regulatory bodies,
- Identify materials to support implementation of duty to report and incorporate feedback from regulatory bodies in the development of such materials,
- Present and discuss findings arising from duty to report complaints, and
- Identify solutions and approaches for resolution to duty to report complaints that are presented for discussion at the working group.

In 2022, the working group focused on developing and refining training materials by way of interactive sessions with registrants of the regulatory bodies under the PGA. The training material consisted of a slide deck, a framework of questions to support deciding whether a report should be made, sample reporting scenarios, and frequently asked questions.

The OSPG worked with the regulatory bodies to deliver five virtual webinars throughout the fall of 2022. Over 1000 registrants attended the webinars; comments and questions from the registrants were incorporated after each session to continually refine the materials. The final training materials and webinar recording were posted on the OSPG website in the spring of 2023.



FACILITATION OF STANDING DISCUSSION FORUMS

OSPG facilitates several standing forums to connect practitioners who interact with regulated professions.

Monthly Regulatory Body meetings

During the implementation phase of the PGA, the OSPG met monthly with all regulatory bodies to support transition to the PGA. Dialogue during these meetings were always useful, and so they have continued as OSPG has shifted to operations under the PGA. During 2022-2023, regulatory body meetings covered several important topics, including:

- An overview of each regulatory body's academic requirements for entry to practice, different pathways to registration, and approach to accreditation of academic programs,
- Discussions about how to communicate with registrants regarding limitations on advocacy by regulatory bodies,
- Opportunities to share resources between regulatory bodies,
- Sharing of training opportunities to support PGA requirements in respect of Indigenous reconciliation, and
- Monitoring of emerging trends and case law in respect of professional regulation.

Advisory Committee

The Advisory Committee serves an important role in enabling continued communication on policy and governance topics between the OSPG, regulatory bodies and ministries responsible for relevant enactments. It provides a forum for discussion of issues and matters of interest involving professional governance in BC, including ministry enactments that impact professionals, PGA topics that may impact ministries and employers of professionals, and oversight topics that may affect OSPG's work.

Since being formed, the Advisory Committee has been meeting on a quarterly basis to discuss issues relevant to professional governance.

Professional Regulation Community of Practice

The OSPG continually seeks to identify best practices within and outside of the natural resources sector and built environment professions that are presently under the PGA. To connect with government policy units that administer statutes for regulated professions outside the PGA, the OSPG established the Professional Regulation Community of Practice in 2022. Quarterly meetings allow the representatives to share their experience and concerns regarding:

- Labour mobility/foreign credential recognition standards,
- Regulatory initiatives in professional governance, and
- Lessons learned and emerging trends.

The quarterly meetings are an excellent venue for staff from relevant business areas to build relationships, seek feedback on policy questions, and share best practices.



Complete Regular Performance Reviews of Regulatory Bodies

PUBLIC REPORT ON FAMILIARIZATION REVIEWS

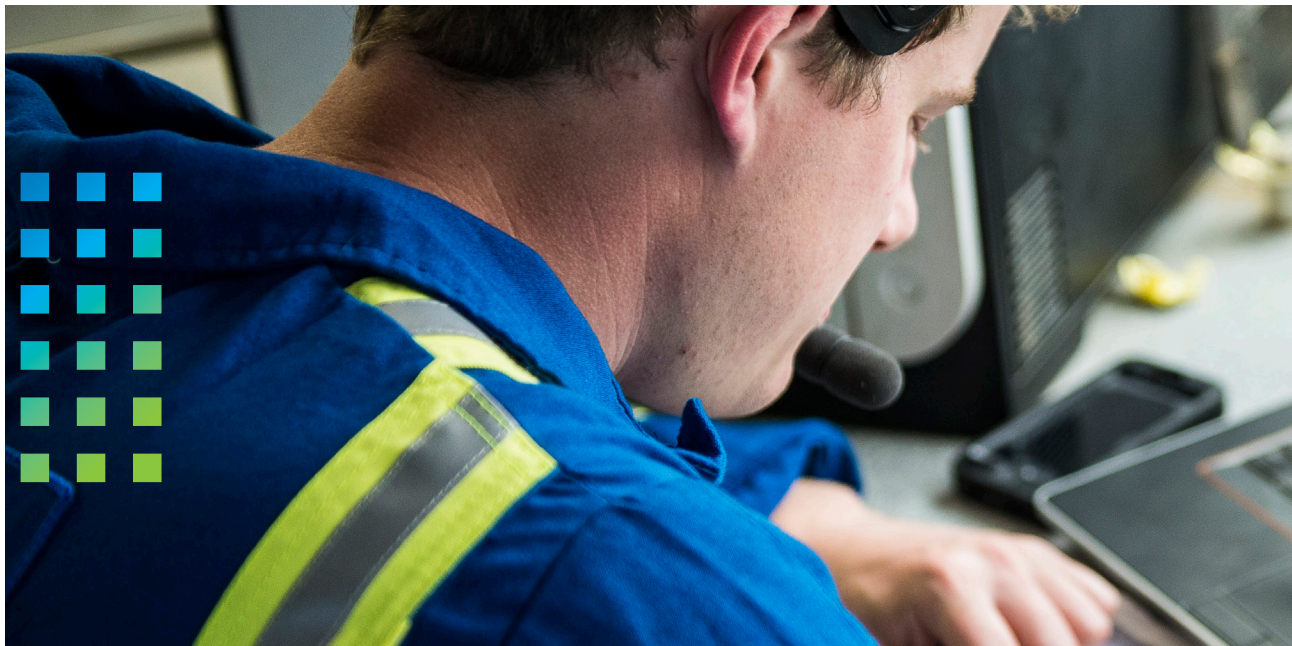
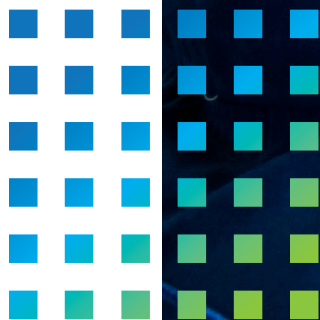
At the time the PGA was brought into force in 2021, the OSPG published a general framework for conducting performance reviews of regulatory bodies. Because both the OSPG and regulatory bodies were newly operating under the PGA, the office began with a familiarization review conducted between May 2021 and April 2022 for each of the five regulatory bodies under the PGA at the time. This process has informed the implementation of the OSPG's formal performance review program, as well as a review of the Standards of Good Regulation used to evaluate the regulatory bodies.

In October 2022, the OSPG [*published a report of the results of our first familiarization review*](#). The OSPG's findings are presented by theme, covering all 20 Standards of Good Regulation. The results show notable progress by all regulatory bodies in addressing concerns raised in the [*Professional*](#)

[*Reliance Review*](#). It also includes highlights of select best practices that surfaced during the review, providing concrete examples of regulatory bodies' commitment to satisfying the letter and intent of the PGA.

This is an early step on the path of strengthening and bringing consistency to professional governance in BC, which we expect to further evolve over time. During the familiarization review process, OSPG also identified areas for improvement for all regulatory bodies under the PGA. We acknowledge that each regulatory body coming under the PGA has started with its own experience and history. Performance management is a process of continuous improvement, and each regulatory body is on its own timeline to be responsive to the results of the Professional Reliance Review and subsequent oversight by OSPG.

Conclusion of the first round of familiarization reviews also highlighted the value of establishing a baseline for a regulatory body at the time it starts operations under the PGA. OSPG will conduct a familiarization review with the Architectural Institute of BC (AIBC) starting in spring 2023.



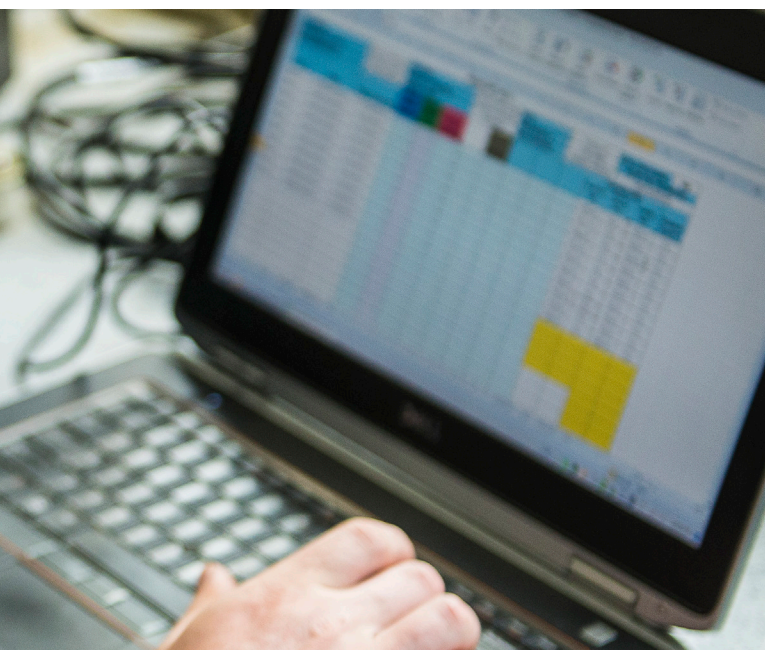
PERFORMANCE REVIEWS

During the familiarization review process, the OSPG identified areas for improvement for all regulatory bodies under the PGA. Building on the work of the familiarization reviews, the OSPG is proceeding with annual performance reviews of five regulatory bodies in 2022-2023. Two topics were identified for the performance review for each regulatory body; one topic will focus on how the regulatory body is meeting an identified standard of good regulation specific to that regulatory body; all regulatory bodies will be assessed on how they are addressing aspects of recognizing foreign credentials.

| REGULATORY BODY | PERFORMANCE REVIEW TOPIC #1 | PERFORMANCE REVIEW TOPIC #2 |
|---|---|---------------------------------|
| APPLIED SCIENCE TECHNOLOGISTS AND TECHNICIANS OF BC (ASTTBC) | Standards of Competence, Standards of Professional and Ethical Conduct, and Practice Guidelines | Foreign Credentials Recognition |
| BC INSTITUTE OF AGROLOGISTS (BCIA) | Standards of Competence, Standards of Professional and Ethical Conduct, and Practice Guidelines | Foreign Credentials Recognition |
| COLLEGE OF APPLIED BIOLOGISTS (CAB) | Standards of Competence, Standards of Professional and Ethical Conduct, and Practice Guidelines | Foreign Credentials Recognition |
| ENGINEERS AND GEOSCIENTISTS BC (EGBC) | Complaints and Investigations | Foreign Credentials Recognition |
| FOREST PROFESSIONALS BC (FPBC) | Diversity, Equity and Inclusion | Foreign Credentials Recognition |

Support Transition of Professions to the PGA

The profession of architecture was designated under the PGA on February 10, 2023, with the Architectural Institute of BC (AIBC) continuing to regulate the profession. As a result, the longstanding *Architects Act* was repealed and AIBC and its registrants are now accountable to the same standardized requirements under the PGA as the original five regulatory bodies. These requirements include expectations on codes of ethics, continuing education, reconciliation with Indigenous peoples and transparency in governance. Being subject to the PGA will increase public access to information on the governance of architecture and will continue to ensure professionals are held to the highest ethical and technical standards. AIBC is also now subject to oversight of the OSPG.



Effective Processes

To create stakeholder value while minimizing costs, the OSPG's internal processes must be effective and efficient.

Publish Guidance that Reflects Current Best Practice in Professional Governance

Four new guidance documents were published during the reporting year and the Standards of Good Regulation were substantially updated. All guidance documents were reviewed for currency; housekeeping updates were made in three documents and an interpretation bulletin was retired as it was no longer needed after statutory updates.

| TYPE | TITLE | VERSION | DATE | CHANGE FROM LAST YEAR | PLANNED REVIEW |
|-------------------------|---|---------|---------------|-----------------------|----------------|
| Guidance | The Register | 1.0 | Feb 5, 2021 | | Spring 2023 |
| | Advocacy Activities Evaluation Framework | 1.1 | Jan 26, 2023 | Updated | Spring 2024 |
| | Regulatory Body Complaints and Discipline Process | 1.1 | Dec 6, 2021 | | Spring 2023 |
| | Declarations of Competency and Conflict of Interest | 1.0 | Feb 5, 2021 | | Spring 2023 |
| | Standards of Practice | 1.0 | Feb 5, 2021 | | Spring 2023 |
| | Duty to Report and Reprisal Protection | 1.2 | July 14, 2022 | Updated | Spring 2024 |
| | Duty to Report Framework, Scenarios and FAQs | 1.0 | Feb 23, 2023 | New | Spring 2024 |
| | Overview of OSPG Audits, Investigations and Performance Reviews | 1.1 | Mar 11, 2021 | | Spring 2023 |
| | Standards of Good Regulation | 2.0 | Feb 23, 2023 | Updated | Spring 2024 |
| | Application for Designation Under the Professional Governance Act | 1.2 | Aug 3, 2022 | Updated | Spring 2023 |
| | Designating Professions – Initial Decision Criteria | 1.0 | Mar 9, 2021 | | Spring 2023 |
| | Policy and Procedures for Section 85 Applications for Designation | 1.0 | Mar 11, 2022 | | Spring 2023 |
| | Regulated and Reserved Practice Framework | 1.1 | Jan 26, 2023 | New and updated | Spring 2024 |
| | Unreasonable Behaviour Policy | 1.0 | Feb 27, 2024 | New | Spring 2024 |
| | Making a complaint to the OPSG | 1.0 | Apr 13, 2023 | New | Spring 2024 |
| OSPG Best Practices | Professional Communications | 1.0 | Sept 21, 2021 | | Fall 2023 |
| Interpretation Bulletin | Registration of Firms Under the PGA | 1.0 | Feb 23, 2021 | Retired | n/a |



Publish Policies and Procedures for PGA Enforcement that Reflect Best Practice

The Audits, Investigations and Performance Management unit identified foundational policies to support the office's oversight functions. Policies published or planned to be published in 2023 are:

- A policy and procedure document that sets out the framework for exercise of oversight authorities,
- A guidance document that provides additional detail on how to submit a complaint to the OSPG, and
- A policy on unreasonable behaviour that establishes expectations for individuals interacting with the office and explains the steps that the OSPG may take in response to unreasonable behaviour.

Improve Operation of the PGA

STATUTORY AMENDMENTS

To improve consistency and best practices across registered professions, several amendments were made to the PGA in 2022. Most of these amendments were brought into force upon Royal Assent on June 2, 2022, achieving the following improvements:

- Allow government to provide the right level of regulation by tailoring the PGA to the needs of different professions,
- Enable regulatory bodies to address non-compliance with administrative matters, such as continuing education requirements, outside of the discipline process in a manner that is fair,
- Enable requirements, in certain cases, for professionals to declare they are competent to provide their services and that they are free from any conflicts of interest,

- Ensure that the Act does not affect Indigenous traditional knowledge or practices, and
- Provide the option of an external funding source so the OSPG can more effectively carry out its mandate.

REGULATION AMENDMENTS

On October 1, 2022, amendments to the *Applied Biologists Regulation* and *Agrologists Regulation* added additional reserved titles for new limited license categories of registrants.

The new limited license categories provide a pathway for individuals to be granted authority to carry out parts of a reserved practice according to their qualifications and experience. Reserving titles for registrants who fall within these categories is beneficial so that the public knows the registrant has limited areas of practice.

At the same time, amendments were made to the *Professional Governance General Regulation* to align with the legislative amendments noted above as well as to prescribe additional information for publication under section 18(1) of the PGA.

POLICY GUIDANCE

To enhance understanding of the framework for regulated and reserved practice under the PGA, OSPG published a [guidance document](#) on this topic. This guidance was informed by the practical experience of developing the seven regulated practices and six reserved practices now in force under the PGA. The framework is foundational to discussions about potential new regulated or reserved practices, as well as discussions about the interaction of practitioners from different disciplines.



Convey Standard Information about Key Regulatory Body Functions

REGISTRATION

This year's report reflects progress on increasing the standard information conveyed about key regulatory body functions. Except where indicated otherwise, data reflects each regulatory body's most recent annual reporting period.

| NUMBER OF REGISTRANTS | | | | | | |
|-----------------------|--------|------|------|------|--------|------|
| Year | ASTTBC | AIBC | BCIA | CAB | EGBC | FPBC |
| 2018 | 9847 | 4522 | 1575 | 2341 | 33,705 | 5471 |
| 2019 | 9564 | 4665 | 1633 | 2749 | 35,559 | 5527 |
| 2020 | 9000 | 4707 | 1727 | 2665 | 36,954 | 5516 |
| 2021 | 7711 | 4928 | 1807 | 2972 | 38,062 | 5499 |
| 2022 | 6669 | 5110 | 1883 | 3221 | 39,764 | 5367 |

COMPETENCE AND CONTINUING EDUCATION

A total of over 2,500 continuing education opportunities were offered through regulatory body headquarters, branches, and third-party providers:

| NUMBER OF CONTINUING EDUCATION OFFERINGS | | | | | | |
|--|--------|------|------|-----|------|------|
| OFFERED BY: | ASTTBC | AIBC | BCIA | CAB | EGBC | FPBC |
| Reg Body Headquarters | 51 | 32 | 33 | 10 | 143 | 60 |
| Reg Body Branch | N/A | N/A | 61 | N/A | 32 | N/A |
| Third Party | 158 | 1668 | 74 | 299 | N/A | 48 |
| Total | 209 | 1700 | 168 | 309 | 175 | 108 |

In addition to education that supports general understanding of the impacts of colonial history on Indigenous Peoples, regulatory bodies also advanced their work in offering profession-specific training to support Indigenous reconciliation. Many regulatory bodies have started offering training in this regard, such as written practice guidelines, course offerings, and material presented at annual education conferences.



COMPLAINTS AND DISCIPLINE

Complaint intake and referral to investigation: Regulatory bodies provided the following information about the number of complaints received during their annual reporting period, and the number of matters that proceeded to consideration by the investigation committee:

| | ASTTBC | AIBC | BCIA | CAB | EGBC | FPBC |
|---|--------|------|------|-----|------|------|
| Number of complaints received | 36 | 129* | 0 | 6 | 104 | 17 |
| Number of matters referred to the Investigation Committee | 56 | 9 | 0 | 5 | 65 | 12 |

Matters referred to the investigation committee may also include complaints from previous years or matters initiated by the investigation committee without a formal complaint.

*Please note that the number of complaints investigated is significantly higher than previous years because it includes 46 files related to non-compliance with continuing education requirements. The number of non-compliant registrants is also higher than in past reporting periods as it includes a new category of registrants reporting for the first time.

Discipline action taken: Based on the reporting requirements set out in OSPG's guidance on information to be made publicly available, OSPG has compiled the following data on discipline actions taken by regulatory bodies in the reporting period:

| REGULATORY BODY | CITATIONS ISSUED | CONSENT ORDERS* ISSUED | DISCIPLINE ORDERS ISSUED | ALTERNATIVE COMPLAINT RESOLUTION |
|-----------------|------------------|------------------------|--------------------------|----------------------------------|
| ASTTBC | 1 | 2 | 0 | 0 |
| AIBC | 0 | 0 | 1 | 0 |
| BCIA | 0 | 0 | 0 | 0 |
| CAB | 1 | 0 | 0 | 0 |
| EGBC | 4 | 16 | 2 | 0 |
| FPBC | 0 | 1 | 0 | 1: Reprimand letter |
| Total | 6 | 19 | 3 | 1 |

*Consent orders column includes reprimand or remedial action by consent orders.

For clarity, the information presented in this table is from March 31, 2022, to March 31, 2023.

Please note this table only includes complaints that have proceeded to citation and consent order, discipline order or alternative complaint resolution.



Appendix: Regulatory Body Updates

Regulatory bodies were invited to summarize their key accomplishments during the year, reflecting their advancement of professional governance in the public interest. Submissions reflect the regulatory bodies own views.



Applied Science Technologists & Technicians of BC

Introduction: 2022 has been a year of continual progression and transformation with a number of important large projects. ASTTBC has moved forward with new policies, updated Bylaws, guidelines, and is improving its processes with feedback from registrants, stakeholders and staff. This year was full of training opportunities for the Board, statutory committee members, and staff. We co-hosted BC Sci-Con, a successful technical conference in Penticton with the BC Institute of Agrologists. Some of the larger pieces of our work included conducting a continuing professional development audit of registrants, moving to a new Regulatory Information System, upgrading our registration portal, review of the [Registered Technical Specialists](#), IT and security upgrades, website improvements, and we launched videos for the general public explaining what our registrants do. We also engaged with the other PGA regulatory bodies to discuss how we handle intersections and overlaps in our respected professional practices moving forward. The ongoing change management and development has put ASTTBC on a remarkable trajectory of growth. This is embedded in our core values. It is our collective commitment to the public interest, which is a sum of all of our decisions, that strengthens our reputation as a PGA regulator.

Standards of Practice: In 2022, ASTTBC developed two new professional practice guidelines; the Professional Practice and Conduct Guideline and the Professional Seal Guideline. The Professional Practice

and Conduct Guideline provides an overview of four overarching professional responsibilities that all ASTTBC Registrants must uphold including:

1. Upholding public trust and confidence;
2. Exhibiting individual accountability and professional standards;
3. Maintaining the integrity of the profession; and
4. Supporting the development of students, employees, and the discipline.

The guide outlines what is expected of Registrants to hold themselves to the highest standards of professionalism and ethics.

The second of the two guides developed in 2022 is the Professional Seal Guideline. Formerly a policy, the intent of this guide is to provide clear guidance to ASTTBC registrants on the use of digital signatures and ASTTBC professional seals, addressing areas such as professional responsibilities in the provision of technical services and authentication of documents, primarily how and when documents may be sealed. It also brings enhanced awareness to legal and ethical implications for the use of a professional seal.

Late in 2022, ASTTBC collaborated with a videographer to create a video explaining ASTTBC's Standards of Competence and Code of Ethics. This video is available on the website for the public and other stakeholders and in the resource area for ASTTBC registrants.



**ARCHITECTURAL INSTITUTE OF BRITISH COLUMBIA**

Architectural Institute of BC

The Architectural Institute of British Columbia (AIBC) is mandated to regulate the profession of architecture in the public interest through a responsive framework. Established in 1920 by the *Architects Act*, the Institute establishes standards for entry into the architectural profession; provides services to support registrants in maintaining credentials and overall professionalism; and enforces the competency, ethical and professional standards expected of those in a regulated practice.

Throughout 2022, the AIBC's main focus continued to be preparing for the transition to the *Professional Governance Act*. This has included several activities, such as reviewing current processes and updating all bylaws and the Code of Ethics and Professional Conduct to ensure they are compliant with PGA requirements. The AIBC also worked and consulted with the OSPG and key stakeholders in developing a recommendation for the regulated and reserved

practice of the profession of architecture. Regular communication regarding the transition was sent throughout the year to their ~5,000 registrants to notify them about the upcoming legislative change.

The AIBC also provided core regulatory programs and services, such as providing practice advice to registrants and the public, and launching two online, on-demand courses for those in the Internship in Architecture program.

Another key component of the AIBC's public protection mandate is receiving, investigating, and resolving complaints about AIBC registrants. In 2022, 67 complaint investigations were initiated.

The AIBC furthered its public interest mandate by advancing key pillars of its strategic plan.

The AIBC will continue this work throughout 2023 and anticipates being fully transitioned under the PGA on February 10, 2023.





BC Institute of Agrologists

On September 1, 2022, reserved practice for the profession of agrology came into force. By establishing reserved practice for the profession of agrology, government has required that practitioners operating in the profession are required to be registered with BCIA. As registrants, practitioners are held accountable to standards of competence as well as standards of professional and ethical practice, resulting in enhanced public safety and environmental protection. To further support the public interest, the BCIA developed illustrative materials to help members of the public and industry understand when an agrologist is required to perform work. This information can be found in "[BCIA Practice Areas: A Summary for BCIA Registrants and Applicants](#)" and "[The Profession of Agrology](#)".



Foundational work to support development of the illustrative materials included reclassification of the profession's historical 38 areas of practice down to 12 practice areas. This work not only helped describe which activities are within the reserve practice of agrology but also assisted in communicating the potential intersections and alignment of multidisciplinary work between agrologists and other professions. Together we look forward to continuing our protection of the public interest of all people of British Columbia.

As part of this transformation BCIA introduced a new designation; the Limited License Agrologist (LLAg). This designation brings individuals working within the reserved practice of agrology, who do not have the required education levels to attain one of BCIA's other professional designations into a regulated regime. Requiring these individuals to be regulated will increase protection of the public interest which is the fundamental purpose of the *Professional Governance Act*. Another of our major projects, in addition to attaining reserved practice, was the completion of our first ever profession wide demographic survey. The entire set of results can be found at www.bcia.com but the following charts do provide some insight as to the state of the profession.

We look forward to continued collaboration with the OSPG and other Regulatory Bodies to ensure that the interests of the citizens of British Columbia are protected by qualified, competent, relevant, and accountable professionals.





College of Applied Biologists

Introduction: On September 1, 2022, the regulation giving applied biologists reserved practice went into effect making British Columbia the first jurisdiction in the world to recognize that there are areas of resource management that are reserved for professional applied biologists.

The granting of reserved practice was the culmination of almost five years of work and a realization of concept envisaged nearly 40 years ago when applied biology professionals originally founded an association in BC. With reserved practice, applied biology professionals are now recognized as key contributors to the resource management sector and vital members of any professional, multi-disciplinary team.

Implementing Reserved Practice: To ensure that registrants, employers, academic and training institutions, and the public were as well informed on what reserved practice for applied biology professionals is the College developed and published a comprehensive illustrative/descriptive material that discussed both the regulated and reserved practice of the profession, high level examples on how applied biologists work with other professionals, and descriptions of the pathways to registration.

The College also delivered multiple in-person and virtual sessions (with a recording of one of the virtual sessions posted to the College's website). These sessions have been attended by over a thousand people to date.

As part of its statutory mandate to enforce title use and to successfully implement reserved practice, the College has developed a compliance plan to provide information on reserved title compliance and enforcement activities and on how reserved practice will be enforced.

Other initiatives included:

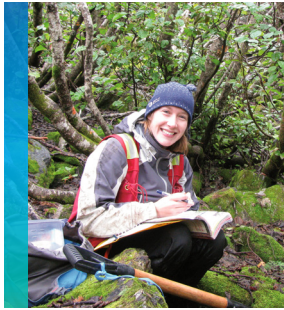
- Finalizing and approving bylaw amendments on scope of practice for the Registered Biology Technologist (RBTech) and Applied Biology Technician (ABT) registrant categories,
- Development of a legal definition and framework for a new registrant category of Limited Licensee for applied biology practitioners,
- Developing and implementing registration pathway for prospective Limited Licensees.

Working with Partners: A critical element of the College being able to successfully implement the changes that have come with the *Professional Governance Act* while ramping up its work on significant strategic projects has been collaboration.

One key initiative is the cross-agency Erosion and Sediment Control Professional Practice Guidelines working group: representatives from multiple professions and other stakeholders are working together to produce professional practice guidelines that relate to ensuring due diligence for professionals who develop and monitor erosion and sediment control plans.

2022 also saw the establishment of the Environment Practice Panel (EPP) as per the 2021 collaboration agreement that was put in place between the College and the Forest Professionals BC. The EPP's mandate is to work collaboratively to identify areas of interface between the professions, identify potential issues and to provide recommendations and practice guidance to protect the public interest.





The College also saw significant progress on reaching mutual understanding on practice alignments, intersections and – with regulated practice – overlaps with our other regulatory partners. Most notable of this is a signed collaboration agreement with the Engineers & Geoscientists of BC in 2022.

Maintaining and Enhancing Statutory Functions:

In April 2022 the Indigenous Awareness Course launched. It is intended to give all practicing applied biology professionals a baseline level of training as we travel on this important road of reconciliation with Indigenous Peoples. This course – along with the revised Code of Ethics and Professional Conduct course – is mandatory for all new and current registrants of the College.

A third mandatory course for new registrants is under development. Research for the course content was completed in 2022 and it is now in the development phase. The launch is targeted for spring of 2023. This course is intended to give registrants an overview of federal and provincial statutes related to management of natural resources, and awareness of the requirement to be conscious of specific, individual municipal and Indigenous laws that may apply in resource management.

The College has now fully implemented its Practice Review Program and has completed the first practice review. Practice reviews are designed to conduct a detailed review of an area or areas of a professional's practice and to work with them to develop actions, if necessary, to address any deficiencies.

These strategic initiatives were accomplished with the backdrop of the College's ongoing core mandate work. This work includes evaluating and processing record numbers of applications for registration with the College; completing the annual audits of 3% of eligible registrants; maintaining a robust and respectful complaints and discipline process; and delivering a merit-based candidate search for registrants to run for the College's governing board.

Moving Forward: A lot has been accomplished – but there is more to do. The College of Applied Biologists remains committed to striving for excellence in professional regulation and to continue to work collaboratively with our regulatory, government, academic and training partners to improve processes, policies and programs that enhance our ability to protect the public interest.





ENGINEERS &
GEOSCIENTISTS
BRITISH COLUMBIA

Engineers and Geoscientists BC

Engineers and Geoscientists BC's ongoing work to implement the *Professional Governance Act* has been the guiding force driving much of the change that has taken place over this past year. The organization completed extensive work to operationalize *Professional Governance Act* requirements, including updating Bylaws, changing Council size and composition, extending voting rights to trainees, and introducing a Council-appointed vice president role.

In addition, the organization has developed a new strategic plan, which establishes a new vision for the organization: modern regulation for a resilient world. The plan was developed in collaboration with key stakeholders and focuses on the modernization

of processes, collaboration with partners, agile regulation, and social impact. Iterative sessions with Council and staff refined the vision, clarified the mission, and developed a strategy to achieve the core mandate of protecting the public interest. The new plan will help make Engineers and Geoscientists BC a stronger regulator, which, in turn, will strengthen its ability to protect the public. Integral to the 2022-2027 Strategic Plan is a commitment to equity, diversity, and inclusion; the plan identifies the need to reflect the diversity of the public that Engineers and Geoscientists BC serve, have a positive impact on the world through advancing equity, diversity, and inclusion, and commit to continuous education and meaningful action.



In July 2021, the organization successfully introduced the regulation of engineering and geoscience firms, which aligned British Columbia's system of engineering and geoscience regulation with that of other Canadian jurisdictions and regulated professions. Firms and registrants quickly brought their practices into compliance with new regulations and Engineers and Geoscientists BC have registered over 4,200 firms with a Permit to Practice to date, exceeding our three-year target within the first year.

The Continuing Education Program also came into force this year, with the first-year requirements due on June 30, 2022. Registrants demonstrated their commitment to meeting new mandatory continuing education requirements by engaging with our professional development offerings. The annual conference saw record attendance, with more than 1,181 registrants and guests attending from across the world. Engineers and Geoscientists BC also introduced a new Knowledge Centre to provide access to continuing education materials and provided registrants with virtual educational offerings throughout the year, including 77 free offerings. More than 20,000 registrants participated in 143 webinars

on topics like equity, diversity, and inclusion in the workplace, municipal climate targets, urban interface fires, and recruitment and retention of Indigenous workers.

Engineers and Geoscientists BC concluded a number of significant cases this year, including the multiyear investigations and disciplinary proceedings on the Mount Polley mine tailings pond breach and the Danbrook One (now known as RidgeView Place) residential rental building in Langford that failed to meet the 2012 BC Building Code. Both situations represented serious breaches of public trust and a failure to uphold Engineers and Geoscientists BC's rigorous standards for engineering and geoscience work. Disciplinary action against four individuals in these cases resulted in financial penalties of \$283,500. Three of these individuals were suspended or lost their license to practice engineering in British Columbia.

Our commitment to equity, diversity, and inclusion in the professions was advanced through several initiatives this year. New professional practice guidelines titled Equity, Diversity, and Inclusion were published alongside a companion webinar, and we released an Indigenous Awareness course developed in response to the Truth and Reconciliation Commission of Canada's Calls to Action. We also saw incremental improvement in the gender balance of our registrants this year, a positive indicator of progress towards the national goal to increase the number of registrants who identify as women by 2030. Registrants of all genders participated in a panel discussion about mentors and role models to celebrate International Women in Engineering Day. Our participation in the national 30 by 30 network also continued, allowing us to contribute to a range of initiatives including the development of an equity, diversity, and inclusion online training module.





Forest Professionals BC

As of February 2023, ABCFP began operating as Forest Professionals British Columbia (FPBC), and this will be the business name for the Association of BC Forest Professionals going forward.

As a professional regulator since 1947, FPBC protects the public interest by regulating the practice of professional forestry, ensuring only those who are qualified, competent, and registered with FPBC can practise professional forestry in BC.

FPBC is governed by and operates according to laws set out in the *Professional Governance Act* (PGA), bylaws and policies of FPBC Council, and the direction set by the Superintendent of the Office of Professional Governance. The organization guides its work and conduct in a principled way, following the values and principles set by FPBC Council and communicated in the FPBC Strategic Plan.

REGULATORY VALUES OF FOREST PROFESSIONALS BRITISH COLUMBIA

Fair: processes, decisions, and services of FPBC are made in accordance with applicable rules and appropriate authority, based on relevant information, and respectful of individual needs and circumstances.

Objective: issues and decisions of FPBC are impartial and made with integrity, approached with an open mind, and avoid prejudgment and bias.

Transparent: information is shared by FPBC in a forthright way; it is clear and accessible, and respectful of confidentiality and privacy rights.

GUIDING PRINCIPLES OF FOREST PROFESSIONALS BRITISH COLUMBIA

- We act in the public interest.
- We support reconciliation with Indigenous Peoples through education, awareness, and inclusion.
- We engage our registrants.
- We value partnerships and collaboration.
- We provide effective support and recognition for volunteers, staff, and registrants.
- We support national co-operation.
- We foster diversity and inclusivity.
- We embrace technology and evidence-based decision making.

STATE OF THE FORESTRY PROFESSION

FPBC approved 136 new applications for admission in 2022 while guiding nearly 700 trainees towards independent professional practice. In addition to meeting academic standards, trainees complete 17 learning and exam modules across six experience areas, and complete 24 months of articling under supervision before being granted independent reserved practice rights. This helps ensure all practising registrants are competent at the entry-level to practice.

The total number of forest professionals registered with FPBC continued to remain above 5,300 as it has for the past decade. Despite strong enrolment, the number of retiring forest professionals outpaced new entrants and by the end of 2022, there were 146 fewer practising RPF and RFTs and 157 more retired registrants. These trends pose operational challenges for the organization, and coupled with the need to adopt new PGA requirements, resulted in a 30 per cent increase in registration fees for forest professionals. While such a significant increase was challenging to administer for both registrants and the organization, it was accepted as necessary in order to properly carry out the business requirements needed as a competent and accountable regulator the public can trust.



2022 REGULATORY SERVICE DELIVERY

Competence, accountability, and sound professional standards are essential to fostering public trust in the practice of professional forestry. These core components of professional regulation are not only the *raison d'être* for establishing the forest profession 75 years ago, they continued to guide FPBC's work in 2022.

PROFESSIONAL COMPETENCY

Competence was at the forefront in 2022 as proof of continuing professional development (CPD) became mandatory for all practising registered forest professionals. At the close of the year, nearly 90 per cent of practising forest professionals met or exceeded the 30 mandatory CPD hours, not surprising given that maintaining professional competence has always been a mandatory requirement for forest professionals.

To assist and encourage registrants in their learning, FPBC staff organized and provided access to 108 continuing professional development opportunities for forest professionals, of which 14 were related to Indigenous reconciliation awareness and education.

In 2022, FPBC audited 116 forest professionals to assess how they were maintaining the knowledge, skills, and abilities necessary to provide adequate professional practice and conduct in professional forestry, and to identify opportunities for continuous improvement in maintaining their professional competence.

PUBLIC ACCOUNTABILITY

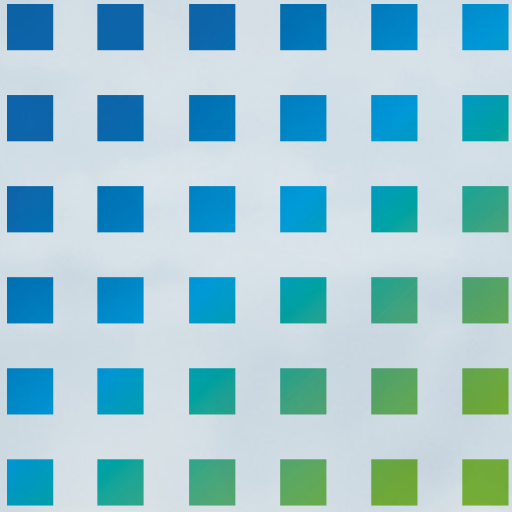
In 2022, FPBC accepted 17 new complaints against registered forest professionals. At the end of the year, 10 of the new complaints remained under active investigation or review. Five cases were dismissed following due process. Two complaints concluded in the year and resulted in professional discipline, one of which included a substantial fine and temporary suspension of a forest professional's registration licence to practice. The outcomes of the closed complaint cases were publicly shared and remain available on the FPBC website.

A new public online registry of forest professionals was launched in 2022 with improved functionality and additional information. The registry of forest professionals now includes information on a registrant's initial registration date, current registration status, and discipline history, in addition to other information such as their top areas of professional forestry practice.

SOUND PRACTICE

In 2022 personalized practice advice was provided to 214 registrants on subjects related to stewardship in forest practice, mitigating and avoiding conflicts of interest, application of professional standards in technical forestry practice, and managing the boundaries of regulated and reserved forestry practice. FPBC staff also released one new forest resource practice guidance document, in addition to completing amendments to Standard Eight, Professionalism, in the Code of Ethical and Professional Conduct.







OSPG

Office of the Superintendent
of Professional Governance



BRITISH
COLUMBIA

