

7. Report of the President

Engineers Geoscientists Manitoba has seen significant changes this year. From the departure of our long-time CEO at the beginning, through continuing with evaluating and implementing many governance improvements suggested to us by our consultant, to preparations required to adhere to a new Act coming into force, and culminating with a few new, important committees and functions being established in our last meeting, Council has been busy.

When the decision was made and our 17-year veteran CEO/Registrar was leaving EGM, Council had an existing policy to form a special temporary committee to find a replacement. However, in our prior Council year, we had already had a third-party governance consultant give us recommendations for changes to our current governance structure which Council was reviewing. These recommendations would potentially cause significant changes within EGM, even affecting the roles of CEO, Registrar, and Secretary. Council had extensive discussions regarding how to best proceed and it was ultimately decided that it would be best to find an Interim CEO/Registrar with a term of approximately 12-18 months while Council could continue its due diligence work on evaluating recommendations and improving our governance structure. Michael Gregoire, the senior officer who was serving as our emergency CEO/Registrar per our policy, was interviewed and vetted by Council with help from a third-party Human Resources Consultant and ultimately established as CEO/Registrar for this term. One of the key items to be done for EGM's incoming President, Kathryn Atamanchuk, and her Council is to find a permanent CEO, Registrar, and Secretary.

Regarding Council's evaluation of our governance consultant's report, this year every councillor was asked to be a member of the Governance Task Group. This group, as well as the resultant sub-groups, met regularly outside of normal Council meetings and evaluated and established a timeline for implementing any agreed-upon governance improvements. Some improvements were able to be done fairly quickly such as refining a clear position description for the CEO role. Some lower priority improvements were pushed out 24-36 months such as development of a comprehensive policy and activities document for environment and social awareness protocols. Council and EGM are currently on a three-year review and implementation plan for governance improvements.

EGM's government relations department is an important facet of managing current regulatory responsibilities and helping Council navigate and mitigate future government requirements put upon EGM by our Provincial government. Over the last two years, that department, along with other key EGM staff, were excellent in working with government in the writing of a new Act regulating our professions. One key new Act requirement EGM has had to deal with is a change to how registration and discipline appeals are dealt with. Under the old Act, appeals were made to Council and when needed, a sub-set group of Councillors would be selected by the President to form a panel to hear a particular appeal and render decisions in that case. One of the shortcomings of this model was a constant turn-over of councillors, many of whom had little experience in judicial responsibilities, which caused councillors the need to get up to speed, not only the details of a particular case, but sometimes also legal rules and procedures. The new Act will require EGM to have a single, permanent Appeal Committee consisting of members (with at least one layperson) where judicial experience is developed and can be continued into the future.

At the last Council meeting of this term, Council finalized the terms of reference for establishing three (3) new committees; a Human Resources committee, a Governance committee, and a permanent By-Law committee. These committees will be populated at the first Council meeting in November. It is expected that these committees' functions will be revised over the next few years as Council continues improving its governance structure.

Now, if you'll indulge me, I'd like to share a few parting comments. First, I want to express my utmost appreciation to Councillors this year who have dedicated many extra hours as we've worked on improving our governance. The public of Manitoba will likely never hear about the work we've done, but they undoubtedly will benefit now and into the future. Also, I want to thank EGM staff who started this year under a blanket of uncertainty as many potential changes were being worked out. Michael and his staff have been willing to work with Council throughout all of it and they deserve commendation. I also want to thank the many volunteers who sacrifice their valuable time to serve on committees within EGM.

Your next President will be Kathryn Atamanchuk, who has been excellent this year with every task taken on. I have no doubt we are all in good hands. Also, I want to thank Allan Silk who was President before me and served this year as past-President and mentor. Allan is very wise and Council will be left with large shoes to fill as his term now ends.

Sincerely,

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President, Engineers Geoscience Manitoba