

# SPOTLIGHT:

## 2019 LAY COUNCILLORS REPORT

*This report covers the period from January 1, 2019 to December 31, 2019, a period of major transition for ASTTBC. The primary driver of this transition is the change in governing legislation from the Applied Science Technologists and Technicians Act (ASTT Act) and associated regulations to the new Professional Governance Act (PGA) with developing regulations. Further transitioning, unrelated to legislative changes, also occurred.*

### 1 Transition - From Public Representatives to Lay Councillors

Under the ASTT Act, public representatives were appointed by Council. Public representatives were not members of ASTTBC. As the name suggests, public representatives' duties were to represent the public interest in the affairs of ASTTBC. There were three public representatives who, under the ASTT Act, had full voting rights in ASTTBC Council matters. Under the PGA, public representatives are replaced by four (4) lay councillors appointed by the Lieutenant Governor after a merit-based process. Lay councillors, by definition, are non-registrants of ASTTBC. As part of the transitioning legislation, individuals appointed as public representatives under the ASTT Act are considered as "continued lay councillors." Under PGA, "at least one lay councillor must be present at any meeting, proceeding or hearing of Council". We are pleased to report that at least one, and generally all three, lay councillors attended all Council meetings during 2019.

In keeping with the current PGA, this report is considered to be the lay councillor's report, and we will discontinue use of the term public representative in the remainder of this report. The transition occurred during 2019.

**Recommendation:** The current lay councillors recommend that the Office of the Superintendent of Professional Governance

(OSPG) facilitates an early appointment of the 4th lay councillor. ASTTBC is a complex organization with registrants in many diverse areas of expertise with material public impact. Filling the full complement of a reduced-sized Council under PGA will also help with quorum issues.

### 2 Transition – From ASTT Act to PGA

Lay councillors applaud the Provincial Government's initiative to standardize governance processes and practices across the five professional organizations in British Columbia including ASTTBC. This initiative creates an opportunity to determine best practices and standardize process within a framework that allows customization to suit the special circumstances of each organization. It also provides the public with a level of oversight regarding each association's self-governance practices.

Lay councillors support the principle of self-governance. The best individuals to determine suitable practice in a profession are those who are active and demonstrate expertise in that profession. Lay councillors report that ASTTBC Council and its governance-related committees or boards continuously demonstrate deep commitment to their governance responsibilities. Responsibilities will increase in the event of anticipated expanded

opportunities for exclusivity of reserved titles and right of practice of reserved practice.

**Recommendation:** Lay councillors recommend that ASTTBC continues its rigorous processes for managing its regulatory responsibilities and builds its capacity to manage increased regulatory responsibilities under PGA that will come with potential expanded rights of practice.

The complete transition to the PGA including the full development of Regulations and Bylaws for ASTTBC will continue to be a time-consuming process over an extended period.

**Recommendation:** Lay councillors recommend that ASTTBC continues to take steps to ensure it is able to provide timely responses to OSPG on any regulatory matter, including anticipating potential future requests. Steps may include consideration of staffing level adjustments.

Some notable accomplishments in 2019 relating to PGA were:

- Reduced council size from 16 to 11. Seven registrant councillors, four lay councillors (one lay councillor position vacant.)
- Submitted Transition Plan to OSPG in November 2019.
- Released Enhanced Public Register in November 2019. Records will be kept for 10 years.
- Moved qualified long-term Associate members to either CTech or ASCT certification.
- Introduced policy to limit terms on committees. Listed committee member names.
- Enhanced registrant portal for members recording CPD.
- Conducted first audit of CPD records.

**Commendation:** Lay councillors commend the considerable efforts by staff and volunteers including Subject Matter Experts (SME's) in the development of the expanding list of Professional Practice Guidelines (PPG.)

**Recommendation:** Lay councillors recommend

that ASTTBC staff continue to work with SMEs to standardize and simplify the development process for PPGs, including developing standard requirements that could apply to all PPGs. This approach will simplify the creation of new and updated PPGs. It will also facilitate the interpretation and understanding of registrant's scope of practice by non-technical members of the public.

### 3 Transition - CEO

2019 represents the first full calendar year in the CEO position for Theresa McCurry. Theresa has been transitioning into the CEO role at a time when the organization itself is going through the most significant transition in its history with the introduction of the PGA. We are certain that the degree of difficulty transitioning to governance under the new Act has exceeded what might have been reasonably expected when Theresa accepted the position.

**Commendation:** Lay councillors would like to acknowledge and recognize Theresa McCurry's outstanding work on behalf of ASTTBC during a period of extraordinary demands as the organization transitions to governance under the PGA.

### 4 Transition - President

Spring 2019 saw the end of a two-year tenure as President for Trent Reid, CTech, and the passing of the torch to our new President, Sarah Campden, CTech, RTMgr.

**Commendation:** Lay councillors commend Trent Reid, CTech, on his excellent performance as President. He presided over the CEO transition and was at the helm for much of the introductory phase of PGA. Council meetings were professional, productive, cordial and sometimes even entertaining! We would like to thank Trent on behalf of all councillors and registrants for his tireless dedication to ASTTBC. We look forward to his continuing contribution

as past president, although now in, regrettably, a non-voting capacity.

Lay councillors also welcome Sarah Campden, CTech, RTMgr, as new President. It is noteworthy that Sarah is the first woman president in ASTTBC's history. Sarah manages to have a very successful career in technology, continues to set high standards for others, and excels as ASTTBC President, all while parenting and enjoying life!

## 5 Beyond Governance and Regulation

We are at a stage when the governance and regulatory aspects of ASTTBC are at the forefront of much of our collective effort and many of our discussions. This is appropriate as OSPG develops the regulatory environment within which ASTTBC will operate. Correctly, OSPG's mandate is to focus on the regulatory and governance aspects of the organizations that are under its jurisdiction.

However, from the perspective of its lay councillors, ASTTBC's responsibilities are not limited to governance and regulation in BC. There are additional societal and economic responsibilities to both its members and the general public.

**Recommendation:** Lay councillors recommend that ASTTBC Council re-assess and confirm the organization's areas of societal and economic involvement in addition to its regulatory and governance responsibilities.

Lay councillors have identified below some continued areas of involvement considered important either from a public interest perspective or from the perspective of the on-going sustainability of the organization.

### 5.1 Industry Recruitment

Recent government-sponsored assessments of labour demand in BC indicate that there are current existing shortages and strong growth

in career opportunities for technologists, technicians and technical specialists throughout the province. Intuitively, we can all recognize that our future is going to include more technology, not less. These are generally higher-paying jobs that require education, supervised training, experience and yes – regulation. Many of the jobs require a local presence, and this reduces the opportunities for offshoring.

ASTTBC's responsibilities to society include increasing awareness of career opportunities in the technology sector, both in the education system and in our broader community. Society will benefit from greater participation in technology jobs. ASTTBC is best-positioned to deliver this message.

**Commendation:** Lay councillors commend ASTTBC's involvement in leadership initiatives including diversity and inclusion to enhance retention of women in engineering and technology.

**Commendation:** Lay councillors commend ASTTBC for its success in being involved in Federal projects to create a streamlined approach for immigrants and those leaving the military to enter the applied science technology field.

**Recommendation:** That ASTTBC, on behalf of the BC economy and society at large, continue its efforts to raise the profile of technology-related career opportunities particularly for the following groups:

- Candidates with disabilities
- First Nations
- Former military
- Immigrants
- Secondary school students
- Women

### 5.2 National Standardization and Mobility

Lay councillors also recognize the role that ASTTBC plays as BC's applied science and technology representative in Canada. From an economic perspective, it is in the public interest

to facilitate inter-provincial mobility. Mobility is facilitated through national standardization and national coordination.

**Commendation:** Lay councillors commend the efforts of ASTTBC executive working towards increased provincial membership in Technology Professionals Canada (TPC). It is clearly desirable to have one voice that speaks for all technology associations in Canada.

**Commendation:** Lay councillors commend the efforts of ASTTBC executive working towards one Canadian accreditation board – Technology Accreditations Canada (TAC).

**Recommendation:** Lay councillors recommend that ASTTBC executive continue their efforts, at the national level, to promote standardization and coordination in technology-related matters.

## 5.3 Value of Registration

ASTTBC registration is currently optional for the majority of registrants. The organization has done a remarkable job over the years in building and maintaining registration. It can be anticipated that there will be some impact on registration in the event of increased opportunities for rights to practice. Although this will potentially enhance registration value, not all registrants will be prepared to work in a fully regulated environment.

In addition, registration has an aging demographic. It will be important to attract a qualified younger generation into the organization. This process will require a continued focus on providing value, particularly to younger registrants.

**Commendation:** Lay councillors commend ASTTBC for the creation of the Young Professionals Group to provide communications channels for our younger registrants to have a greater say in their organization.

**Recommendation:** Lay councillors recommend that ASTTBC continues to focus on providing value to its registrants, including enhanced involvement from younger registrants.

## 5.4 Volunteers

We are not aware of any professional organization that functions effectively without substantial volunteer contributions from its registrants. ASTTBC is fortunate to have extensive involvement from registrant volunteers.

**Commendation:** Lay councillors recognize the immense contribution of many volunteer registrants in advancing the organization's cause, including the dedication of its councillors and the members of its various committees and boards, and those experienced registrants of the organization who act as Subject Matter Experts.

**Recommendation:** Lay councillors recommend that ASTTBC seeks ways to enhance the recognition of volunteers and actively promotes increased involvement of Young Professional registrants throughout organization activities. ■

### ***The 2019 Lay Councillors Report is respectively submitted by:***

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